

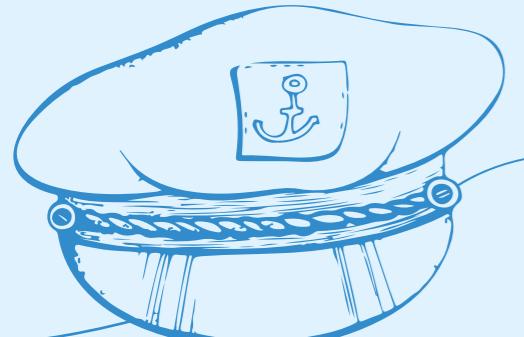
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CORPORATE GOVERNANCE



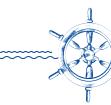
Board of Directors	158
Subcommittees under BOD	168
Salary, bonus, remuneration and benefit of BOD, BOM and Internal Audit Committee	180
Transactions of insiders and related persons of the Company's securities	182
Risk Management	184
ASEAN Corporate Governance Scorecard	190

Confidently
MOVE FORWARD



Encouragement Prize in the TNG painting competition "45 Years of Strong Development"
NGUYEN THI LAN – Unit: PHU BINH 3 GARMENT BRANCH





BOARD OF DIRECTORS

MEMBERS AND STRUCTURE

In 2024, TNG passed a plan to increase the number of members of the BOD from 5 to 7, with the BOD structure consisting of: 01 Chairman of the BOD, 01 Deputy Chairwoman of the BOD, and 05 BOD members, including 02 independent BOD members. Detailed information of BOD members for 2024 is as follows:

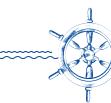
NO. BOD	POSITION	NUMBER OF SHARES OWNED	RATE (%)	NOTE
Before 2024 Annual General meeting of shareholders (April 21, 2024)				
1	Nguyen Van Thoi	Chairman of BOD	22,713,922	18.53% Non-executive BOD member
2	Luong Thi Thuy Ha	Deputy Chairwoman of BOD	808,791	0.66%
3	Nguyen Duc Manh	BOD member	10,825,261	8.83%
4	Nguyen Manh Linh	BOD member	719,076	0.59% Non-executive BOD member
5	Nguyen Hoang Giang	BOD member	-	Independent BOD member
Total		35,067,050	28.60%	
After 2024 Annual General meeting of shareholders (April 21, 2024)				
1	Nguyen Van Thoi	Chairman of BOD	22,713,922	18.53% Non-executive BOD member
2	Luong Thi Thuy Ha	Deputy Chairwoman of BOD	808,791	0.66%
3	Nguyen Duc Manh	BOD member	10,825,261	8.83%
4	Nguyen Manh Linh	BOD member	719,076	0.59% Non-executive BOD member
5	Nguyen Hoang Giang	BOD member	-	Independent BOD member
6	Doan Thi Thu	BOD member	321,832	0.26%
7	Ha Thi Tuyet	BOD member	-	Independent BOD member
Total		35,388,882	28.87%	
BOD member authorized for information disclosure				
1	Dao Duc Thanh	Authorized Person for Information Disclosure	136,355	0.11%

According to the list of shareholders No. C012/2025-TNG/VSDC-DK closed on January 14, 2025 by Vietnam Securities Depository and Clearing Corporation.

POSITIONS AT OTHER ORGANIZATIONS

NO. BOD	POSITION	POSITIONS AT OTHER ORGANIZATIONS	OTHER ORGANIZATIONS	NOTE
1	Nguyen Van Thoi	Chairman of BOD	Chairman of BOD	TNG Land Joint Stock Company
2	Luong Thi Thuy Ha	Deputy Chairwoman of BOD	BOD member	TNG Land Joint Stock Company
3	Nguyen Duc Manh	BOD member	No	
4	Nguyen Manh Linh	BOD member	General Director	TNG Land Joint Stock Company
				DNSE Securities Joint Stock Company (DNSE)
5	Nguyen Hoang Giang	BOD member	Chairman of BOD Deputy Chairman of BOD BOD member	Yeah1 Group Corporation (YEG) Southern Gas Trading Joint Stock Company (PGS)
6	Doan Thi Thu	BOD member	No	
7	Ha Thi Tuyet	BOD member	Director	4.0 Legal Service and Law Co., Ltd





BOARD OF DIRECTORS (cont.)

MANAGEMENT POSITIONS APPOINTED BY BOD IN 2024

Mr. DAO DUC THANH

- **Previous title:** Person in charge of corporate governance
- **Current title:** Authorized Person for Information Disclosure/Person in charge of corporate governance
- **Pursuant to:** The Resolution No. 88/NQ-HĐQT dated March 11, 2024
- **Effective date:** March 11, 2024

Mrs. DOAN THI THU

- **Previous title:** Deputy General Director
- **Current title:** BOD member/ Deputy General Director
- **Pursuant to:** The Resolution No. 190/2024/NQ-HĐCD dated April 21, 2024
- **Effective date:** April 21, 2024



2024 Annual General Meeting of Shareholder

BOD'S ACTIVITIES IN 2024

IN 2024, BOD CONDUCTED 29 MEETINGS WITH 38 RESOLUTIONS AND DECISIONS TO RESOLVE ISSUES WITHIN ITS FUNCTIONS AND AUTHORITY. THE BOD MEETINGS ALWAYS REACHED HIGH CONSENSUS IN THE DISCUSSED CONTENTS.



NO.	BOD	POSITION	NUMBER OF ATTENDED MEETINGS	ATTENDANCE RATE	ABSENCE REASON
1	Nguyen Van Thoi	Chairman of BOD	29/29	100%	
2	Luong Thi Thuy Ha	Deputy Chairwoman of BOD	29/29	100%	
3	Nguyen Duc Man	BOD member	29/29	100%	
4	Nguyen Manh Linh	BOD member	29/29	100%	
5	Nguyen Hoang Giang	BOD member	29/29	100%	
6	Doan Thi Thu	BOD member	23/23	100%	Appointed on April 21, 2024
7	Ha Thi Tuyet	BOD member	23/23	100%	Appointed on April 21, 2024

RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS IN 2024

NO.	REF. NO.	DATE	CONTENT	VOTING RATE
1	11/NQ-HĐQT	08/01/2024	Resolution on approving the 2nd payment in advance of 2023 dividend in cash	5/5
2	14/NQ-HĐQT	08/01/2024	Resolution on the dissolution of TNG Yen Binh Golf Company Limited	5/5
3	60/NQ-HĐQT	01/02/2024	Resolution on signing contracts and transactions with related parties	5/5
4	68/NQ-HĐQT	20/02/2024	Resolution on the organization of the 2024 Annual General Meeting of Shareholders	5/5

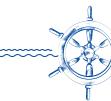


BOARD OF DIRECTORS (cont.)

RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS IN 2024 (cont.)

NO.	REF. NO.	DATE	CONTENT	VOTING RATE
5	88/NQ-HĐQT	11/03/2024	Resolution on changing the authorized person to disclose information	5/5
6	04.03/NQ-HĐQT	08/04/2024	Resolution on nominating and approving candidates for additional election of BOD members (in the term 2024-2029)	5/5
7	1004.01/NQ-HĐQT	10/04/2024	Resolution on amending and supplementing Resolution No. 2612/NQ-HĐQT dated December 26, 2023	5/5
8	1004.02/NQ-HĐQT	10/04/2024	Resolution on approving the application for bond public offering	5/5
9	195/NQ-HĐQT	23/04/2024	Resolution on the establishment of committees and sub-committees under BOD	7/7
10	199/NQ-HĐQT	24/04/2024	Resolution on the implementation of the plan on share issuance for dividend payment	7/7
11	263/NQ-HĐQT	23/05/2024	Resolution on the temporary suspension of the application for bond public offering	7/7
12	1106.01/NQ-HĐQT	11/06/2024	Resolution on approving the full text of bond public offering plan	7/7
13	1106.03/NQ-HĐQT	11/06/2024	Resolution on approving the application for bond public offering	7/7
14	326/NQ-HĐQT	12/06/2024	Resolution on the dismissal of Deputy General Director	7/7
15	354/NQ-HĐQT	19/06/2024	Resolution on selling/transferring shares to reduce ownership ratio at Bac Thai Construction Trading Investment JSC	7/7
16	356/NQ-HĐQT	19/06/2024	Resolution on selecting an auditing unit to review the financial statements for the 6-month period ending June 30, 2024	7/7
17	455/NQ-HĐQT	29/07/2024	Resolution on increasing charter capital and the 37 th amended Charter of the Company	7/7
18	458/NQ-HĐQT	30/07/2024	Resolution on approving the signing of credit limit contract at BIDV - Thai Nguyen Branch	7/7
19	459/NQ-HĐQT	30/07/2024	Resolution on approving loans and opening letters of credit at Vietinbank - Thai Nguyen Branch	7/7

NO.	REF. NO.	DATE	CONTENT	VOTING RATE
20	470/NQ-HĐQT	31/07/2024	Resolution on signing contracts and transactions with related parties	7/7
21	482/NQ-HĐQT	05/08/2024	Resolution on approving the 1 st payment in advance of 2024 dividend in cash	7/7
22	1908.01/NQ-HĐQT	19/08/2024	Resolution on amending and supplementing Resolution No. 1106.01/NQ-HĐQT dated June 11, 2024	7/7
23	1908.02/NQ-HĐQT	19/08/2024	Resolution on approving application for bond public offering, TNGH2428001 Bond	7/7
24	546/NQ-HĐQT	26/08/2024	Resolution on the establishment of LAB Branch (TNG Testing Center) - TNG Investment and Trading JSC	7/7
25	552/NQ-HĐQT	27/08/2024	Resolution on signing contracts and transactions with related parties	7/7
26	607/NQ-HĐQT	26/09/2024	Resolution on approving to sign credit agreement and agreement of property mortgage, agreement of property and asset right mortgage at BIDV - Thai Nguyen Branch	7/7
27	632/NQ-HĐQT	30/09/2024	Resolution on terminating agreement in principle for transferring the entire TNG Village Project	7/7
28	654/NQ-HĐQT	11/10/2024	Resolution on signing credit/loan agreement with Vietinbank - Thai Nguyen Branch	7/7
29	668/NQ-HĐQT	22/10/2024	Resolution on approving the 2 nd payment in advance of 2024 dividend in cash	7/7
30	701/NQ-HĐQT	04/11/2024	Resolution on approving loans at Vietnam - Russia Joint Venture Bank (VRB)	7/7
31	720A/NQ-HĐQT	15/11/2024	Resolution on building development plan and strategy until 2030 for the Company	7/7
32	720B/NQ-HĐQT	15/11/2024	Resolution on approving loans for project implementation and asset mortgage at Vietinbank - Thai Nguyen Branch	7/7
33	730/NQ-HĐQT	26/11/2024	Resolution on the result of public offering of TNGH2428001 Bond	7/7
34	740A/NQ-HĐQT	02/12/2024	Resolution on approving transactions between the Company and related parties	7/7
35	740B/NQ-HĐQT	02/12/2024	Resolution on finalizing the list of Bond Owners to register securities at VSDC and register for listing at HNX	7/7
36	783/NQ-HĐQT	17/12/2024	Resolution on contributing capital to an affiliate within the scope of capital contribution commitment as establishment to dissolve TNG Yen Binh Golf Company Limited	7/7
37	825A/NQ-HĐQT	30/12/2024	Resolution on approving the 3 rd payment in advance of 2024 dividend in cash	7/7
38	825B/NQ-HĐQT	30/12/2024	Resolution on changing the address of Viet Duc Garment Branch	7/7



BOARD OF DIRECTORS (cont.)

ROLES AND PERFORMANCE OF BOD MEMBERS IN 2024

NO.	BOD	RESPONSIBILITIES
1	Mr. NGUYEN DUC MANH BOD Member cum General Director	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Performing the duties as General Director as stipulated in the Company's Charter, the Law on Enterprises, the relevant legal regulations and internal regulations on corporate governance; Directly executing business and production activities of the Company in line with the goals and plans as approved by GMS and organizing the implementation of resolutions and decisions of the GMS; In charge of business and production plan, technical issues, ensuring production quality; taking responsibility to the law, GMS and BOD about the rights and obligations to be assigned; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.
2	Mrs. LUONG THI THUY HA Deputy Chairwoman of BOD Deputy General Director	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Assisting the BOD in monitoring, supervising and summarizing the implementation of the activities related to human resources, salary, accounting and finance; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.
3	Mrs. DOAN THI THU BOD Member Deputy General Director	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Assisting the BOD in monitoring, supervising and summarizing the implementation of the activities related to engineering, product quality; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.

ROLES AND ACTIVITIES OF NON-EXECUTIVE BOD MEMBERS AND INDEPENDENT BOD MEMBERS IN 2023

NO.	BOD	RESPONSIBILITIES
1	Mr. NGUYEN VAN THOI Non-executive Chairman of the BOD	<ul style="list-style-type: none"> Taking the general responsibilities; directing the implementation of rights and obligations of BOD as stipulated in the Law on Enterprises, the Company's Charter and the relevant legal regulations; Making operation plans of BOD, approving and supervising the implementation of BOD's resolutions and decisions; Directing research long-term development strategies and projects; Being the Company's legal representative; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.
2	Mr. NGUYEN MANH LINH Non-executive BOD member	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Assisting the BOD in monitoring, supervising and summarizing the implementation of the activities related to property, investment and innovation for the whole Company; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.
3	Mrs. HA THI TUYET Independent member of BOD	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Assisting the BOD in monitoring, supervising and summarizing the implementation of the activities related to law; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.
4	Mr. NGUYEN HOANG GIANG Independent member of BOD	<ul style="list-style-type: none"> Performing the duties as a BOD member as stipulated in the Charter and internal regulations on corporate governance; Assisting the BOD in monitoring, supervising and summarizing the implementation of the activities related to risk management and internal audit; Other rights and duties as prescribed by law, the Company's Charter and the BOD's decisions.

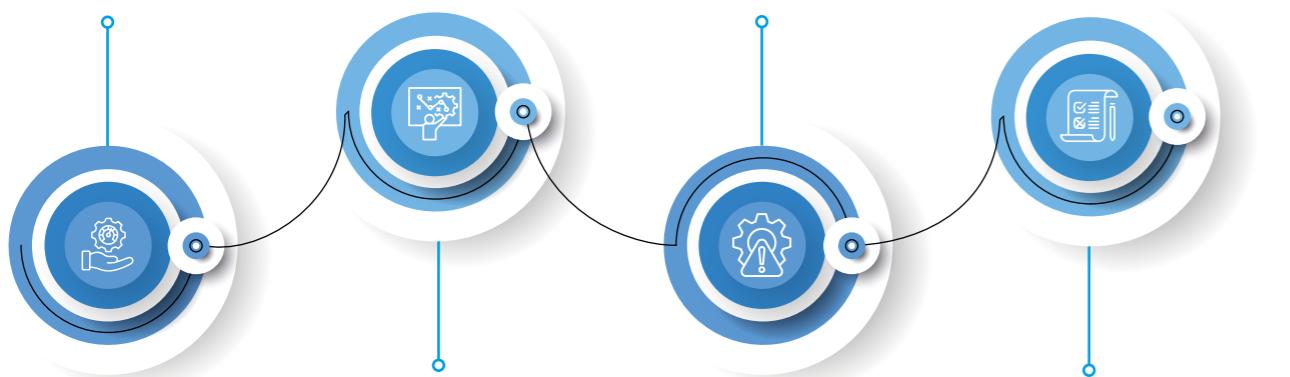


BOARD OF DIRECTORS (cont.)

ASSESSMENT OF INDEPENDENT BOD MEMBERS ON BOD MEMBERS

Members fully understand their jobs and proactively implement their jobs.

BOD coordinates with Internal Audit Committee and performance management agency in the whole process of risk governance and control.



Build clear, specific and transparent strategy.

Comply with regulations of the Laws, the Company's charter, regulations on operation of BOD.

GENERAL ASSESSMENT

IN 2024, BOM AND MANAGERS EXCELLENTLY COMPLETED THE TASKS AND EXCEEDED THE TARGETS ASSIGNED BY GMS, CONTINUING TO KEEP THE BELIEF IN STRONG DEVELOPMENT WITH ALL STAKEHOLDERS.

BOD HIGHLY APPRECIATES THE EFFORTS AND DETERMINATION OF THE BOM IN ENSURING CONTINUOUS AND STABLE PRODUCTION, ENSURING HEALTH AND SAFETY OF EMPLOYEES AND RESPONSIBLE BUSINESS.

AT THE SAME TIME, THE BOD HIGHLY APPRECIATES THE COMPLIANCE WITH THE REGULATIONS AND STIPULATIONS IN GOVERNANCE AND DECENTRALIZATION ACCORDING TO THE COMPANY'S CHARTER, GOVERNANCE REGULATIONS AND INTERNAL REGULATIONS AS WELL AS THE BOD'S RESOLUTIONS. THERE ARE NO VIOLATIONS AGAINST THE PROVISIONS OF THE LAW ON LABOR SAFETY AND HUMAN RIGHTS, NO CHILD LABOR AND FORCE LABOR, NO VIOLATIONS AGAINST REGULATIONS AND FINES FOR ENVIRONMENTAL ISSUES.



LIST OF BOD MEMBERS HOLDING CERTIFICATES IN CORPORATE GOVERNANCE



Most BOD members, BOM, person in charge of corporate governance, secretary, and authorized person for information disclosure have completed training courses on corporate governance and will continue to fully attend training courses on corporate governance in line with the legal regulations of the authorities.

In September 2024, two newly appointed BOD members in 2024 are

- Ms. Doan Thi Thu
- Ms. Ha Thi Tuyet

And the person in charge of corporate governance

- Mr. Dao Duc Thanh

completed the 28th Director Certification Program (DCP28) organized by the Vietnam Institute of Directors (VIOD).





SUBCOMMITTEES UNDER BOD

AUDIT COMMITTEE

Standards of membership: Non-executive independent BOD members make up the majority in Audit Committee. One of them is appointed as Chairman of Audit Committee. At least 01 member of Audit Committee is an expert in financial accounting and does not work for the accounting/finance department of the Company.

PERSONNEL STRUCTURE

Before April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Hoang Giang	Chairman
Mr. Nguyen Manh Linh	Member



After April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Hoang Giang	Chairman
Mr. Nguyen Manh Linh	Member
Mrs. Ha Thi Tuyet	Member



RESPONSIBILITIES

- Making a proposal or drafting a proposal to submit to BOD regarding the appointment, re-appointment or dismissal of Internal Audit members.
- Giving comment on candidates for the position of Independent Auditors.
- Giving comment on the draft contract to be signed with the independent audit member.
- Monitoring the application of accounting standards in the preparation of financial statements.
- Assessing the accuracy and completeness of financial information prior to disclosure.
- Assessing the independence of the Independent Auditor.
- Supervising Internal Audit and Independent Audit functions.
- Reviewing the conditions that may lead to the dismissal of the Independent Auditor, and proposing opinions in such cases.
- Performing other tasks related to the audit function in the Company as assigned by the Board of Directors.



MEETINGS ORGANIZED IN 2024

NO.	MEETING TIME	MEETING CONTENTS
1	11/03/2024	<ul style="list-style-type: none"> Reviewing the financial statements for the 4th quarter of 2023 and the separate/ consolidated financial statements for the fiscal year ended 2023. Reviewing and assessing the business plan for 2024 submitted by the BOM. Building internal audit plan and independent audit plan for the fiscal year ending 2024.
2	08/04/2024	<ul style="list-style-type: none"> Reviewing the financial statements for the first quarter of 2024. Analyzing and assessing financial indicators and business performance as described in the audited 2023 financial statements. Reviewing personnel plan and preparing materials for the 2024 Annual General Meeting of Shareholders. Preparing report of Audit Team in the 2024 Annual General Meeting of Shareholders.
3	19/06/2024	<ul style="list-style-type: none"> Reviewing business results of the first quarter of 2024 and progress in implementing the production and business targets as of May 2024. Reviewing the Company's information disclosure for the first 5 months of 2024. Preparing the contents in interim corporate governance report 2024. Proposing the auditor to review the 2024 interim financial statements and audit the 2024 financial statements.
4	21/10/2024	<ul style="list-style-type: none"> Reviewing the financial statements for the 3rd quarter of 2024. Checking outstanding debts and low inventory turnover to make financial provision for 2024. Reviewing the business performance in 9 months as planned by the 2024 Annual General Meeting of Shareholders. Reviewing business plan for 2025.





SUBCOMMITTEES UNDER BOD (cont.)

AUDIT COMMITTEE (cont.)

BUSINESS PERFORMANCE IN 2024



During the year, the Audit Committee has proposed to sign contract of audit services for financial statements and project investment capital with the independent auditors such as Deloitte Vietnam for auditing interim financial statements/final financial statements, AASC for auditing capital settlement report of TNG Phu Binh Plant expansion project, and TNG Son Cam 1 Plant project.

Audit Committee has inspected the implementation of information disclosure obligations for public companies and evaluated the implementation of production and business plans according to the goals set at the 2024 Annual General Meeting of Shareholders.

Audit Committee has conducted internal audits on a thematic basis, evaluated the implementation of processes in departments within the Company, made recommendations for appropriate process improvement and enhanced operational efficiency.



NO.	TRAINING PROGRAMS PARTICIPATED BY TNG AUDIT COMMITTEE IN 2024	PARTICIPANTS
1	Attending "Training program on enhancement of good corporate governance according to international practices on sustainable development" which was organized on March 22-23, 2024 by Vietnam Chamber of Commerce and Industry - VCCI.	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit Mrs. Nguyen Le Thuy – Member of Internal Audit
2	Attending "Training program to prevent legal risks in labor relations of enterprises" which was organized on June 13, 2024 by Vietnam Chamber of Commerce and Industry - VCCI.	<ul style="list-style-type: none"> Mrs. Nguyen Le Thuy – Member of Internal Audit
3	Attending the program of "Labor Code in Garment Industry" which was organized on September 18, 2024 by Better Work Vietnam	<ul style="list-style-type: none"> Mrs. Nguyen Le Thuy – Member of Internal Audit
4	Attending training program of "Improving processes, policies & control systems in the enterprises" which was organized on November 06, 2024 by Deloitte Vietnam.	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit
5	Attending the Workshop on "IFRS 15: Revenue from Contracts with Customers and IFRS 16: Leases" which was organized on October 16, 2024 by Deloitte Vietnam.	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit
6	Invitation to attend Online Workshop: Minimizing risks upon preparing Customs settlement reports through effective inventory management methods which was organized on March 14, 2024 by Deloitte Vietnam	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit
7	Attending the training program of Notes on implementing tax policies and minimizing risks which was organized on May 21, 2024 by Vietnam Tax Consultants' Association	<ul style="list-style-type: none"> Ms. Nguyen Thuy Ngan – Deputy Head of Internal Audit Mrs. Nguyen Le Thuy – Member of Internal Audit
8	Training program on Information Disclosure and Corporate Governance on the stock market which was organized on June 21, 2024 by Hanoi Stock Exchange	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit
9	Training program on Labor Code: Wages and Social Insurance in 2024 which was presented on October 29, 2024 by Dr. Do Ngan Binh - Deputy Manager of Law Consultant Center - Hanoi Law University	<ul style="list-style-type: none"> Mrs. Nguyen Le Thuy – Member of Internal Audit
10	Attending the 28 th Director Certification Program (DCP28) which was organized on September 19-21, 2024 by the Vietnam Institute of Directors (VIOD).	<ul style="list-style-type: none"> Mr. Dao Duc Thanh - Head of Internal Audit

ORIENTATIONS FOR 2025

- 1 Select independent audit units for 2025 financial statements.
- 2 Continue to supervise financial statements and internal audit control and risk management systems, internal audit.
- 3 Supervise compliance with provisions of the laws and internal regulations.
- 4 Participate in constructing the Company's development strategy in 2023 – 2028 period, especially completing internal control and audit systems and risk governance.



SUBCOMMITTEES UNDER BOD (cont.)

HUMAN RESOURCES – REMUNERATION - COMPENSATION COMMITTEE

Standards of membership: Independent BOD members make up the majority in Human Resources - Compensation Committee. One of them is appointed as Chairman of HR Committee. Members of Human Resources Committee are familiar with the basic principles of business ethics, management, Law on Enterprises, Labor Code and other applicable regulations

PERSONNEL STRUCTURE

Before April 21, 2024	
MEMBER	POSITION
Ms. Luong Thi Thuy Ha	Chairwoman
Mr. Nguyen Duc Manh	Member
Mr. Nguyen Van Duc	Member



After April 21, 2024	
MEMBER	POSITION
Mrs. Ha Thi Tuyet	Chairwoman
Ms. Luong Thi Thuy Ha	Member
Mr. Nguyen Hoang Giang	Member



RESPONSIBILITIES

- Advising proposals on the appointment of BOD members and BOM members.
- Setting out qualification and capability criteria for BOD members and BOM members.
- Drafting or reviewing draft procedures for appointment of BOD members and BOM members.
- Periodically (at least twice a year) evaluating scale and component of BOD and BOM and appointment conditions; making recommendations regarding necessary changes to be submitted to GMS in the next general meeting.
- Directing the preparation of the Company's labor regulations.
- Performing other duties related to the Company's human resource policy as assigned by the Board of Directors.



MEETINGS ORGANIZED IN 2024

NO.	MEETING TIME	MEETING CONTENTS
1	12/01/2024	• Reporting human resource performance in 2023 and plan in 2024; Developing the procedures for nomination of BOD members.
2	19/04/2024	• Proposing the remuneration for BOD, members of Sub-Committee, BOD's secretary and members assisting the BOD in 2024.
3	28/06/2024	• Making quarterly report on human resource performance; Developing annual training plan and succession program.
4	27/09/2024	• Considering consolidation of personnel for the vacant positions.

BUSINESS PERFORMANCE IN 2024



- Develop recruitment strategy to attract laborers.
- Consult to develop highly-skilled human resources.
- Supervise implementation of evaluating employee skills and competencies and putting in automatic evaluation system based on software of each individual.
- Build employee motivation mechanisms and policies through bonus mechanism or rewards for innovation, etc.

ORIENTATIONS FOR 2025

- 1 Build training programs in 2025.
- 2 Propose, advise BOD on salary, bonus and remuneration policies.
- 3 Complete development of human resource and senior managers.
- 4 Participate in construction of the Company's development strategies in 2023-2028 period, especially development strategy of human resource and senior managers in the mid and long-term period under authority of BOD.
- 5 Advise BOD on annual and mid-term dividends.



SUBCOMMITTEES UNDER BOD (cont.)

DEVELOPMENT POLICY SUBCOMMITTEE

Standards of membership: Having experience in the Company's operating fields.

PERSONNEL STRUCTURE

Before April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Duc Manh	Chairman
Mr. Nguyen Van Thoi	Member
Mr. Tran Minh Hieu	Member

■■■■■■■■■■

After April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Van Thoi	Chairman
Mr. Nguyen Duc Manh	Member
Mr. Tran Minh Hieu	Member

■■■■■■■■■■



RESPONSIBILITIES

- Identify development strategies, targets and plans as well as basic performance targets of the Company.
- Identify the Company's prioritized activities.
- Build organizational policies for the entire company.
- Evaluate long-term productivity.

■■■■■■■■■■

MEETINGS ORGANIZED IN 2024

NO.	MEETING TIME	MEETING CONTENTS
1	07/03/2024	<ul style="list-style-type: none"> Reviewing and reporting the implementation of the 2023.
2	18/04/2024	<ul style="list-style-type: none"> Reviewing and reporting the implementation of the strategy for the first quarter of 2024. Advising the BOD on the 2023 dividend payment rate and the 2024 dividend payment plan. Reviewing the proposal of BOM on machinery and equipment investment which is submitted to the BOD.
3	20/06/2024	<ul style="list-style-type: none"> Reviewing the implementation of business targets in the second quarter of 2024; Considering solutions for production and business in the last 6 months of 2024.
4	26/09/2024	<ul style="list-style-type: none"> Reviewing the implementation of business targets in the third quarter of 2024; Forecasting business results in the fourth quarter of 2024 and the whole year of 2024; Developing production and business plan in 2025.

BUSINESS PERFORMANCE IN 2024



- Supervise activities of Board of Management to ensure business and production targets in 2024 assigned by General Meeting of Shareholders and in line with the Company's development strategy.
- Update information on market changes to ensure the Company's development strategy keeps pace with market shifts.
- Flexibly coordinate and formulate strategic policies appropriate to the domestic and international textile and garment industry context facing many difficulties and challenges.

ORIENTATIONS FOR 2025

- 1 Implement 2025 business plan assigned by General Meeting of Shareholders.
- 2 Build development strategy, goals and business plans in 2023-2028 period.
- 3 Advise, consult on short-term, mid-term and long-term investment projects under authority of BOD.
- 4 Advise BOD on annual and mid-term dividends.





SUBCOMMITTEES UNDER BOD (cont.)

SUSTAINABLE DEVELOPMENT SUBCOMMITTEE

Standards of membership: A member of Sustainable Development Committee is knowledgeable about GRI standards and standards relating to Economy, Environment and Society as well as the main business of the enterprise.

PERSONNEL STRUCTURE

Before April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Manh Linh	Chairman
Ms. Luong Thi Thuy Ha	Member
Mr. Pham Truong Xuan	Member



After April 21, 2024	
MEMBER	POSITION
Mr. Nguyen Duc Manh	Chairman
Mrs. Doan Thi Thu	Member
Mr. Nguyen Manh Linh	Member



RESPONSIBILITIES

- Building the Company's long-term development plan in accordance with sustainable development orientation.
- Inspecting and supervising all business and production activities including finance, human resource, environment, etc. to ensure the Company's sustainability in its business and production, finance, human resource and working environment.
- Supervising and assessing the preparation of sustainable development report in accordance with GRI standards.
- Supervising and assessing the enterprise evaluation in line with the Corporate Sustainability Index (CSI) of VCCI.



MEETINGS ORGANIZED IN 2024

NO.	MEETING TIME	MEETING CONTENTS
1	28/03/2024	<ul style="list-style-type: none"> Assessing and reviewing sustainable development issues in 2023 already implemented at TNG, especially reviewing issues related to raw materials, power, water, coal, etc.
2	26/04/2024	<ul style="list-style-type: none"> Analyzing the points achieved, not achieved and need to improve on the implementation of sustainable development at TNG, ensuring the balance and harmonization of the interests for all stakeholders.
3	25/07/2024	<ul style="list-style-type: none"> Reviewing key issues at TNG in the interrelationship among 3 areas: Economy - Environment - Society.
4	25/10/2024	<ul style="list-style-type: none"> Developing a plan to implement sustainable development strategy at TNG for 2025 and the period of 2023 - 2028.

BUSINESS PERFORMANCE IN 2024



- Create sustainable development strategy planning as specified.
- Supervise implementation of employee policies, increase energy efficiency, make positive contributions to environmental protection.

ORIENTATIONS FOR 2025

- 1 Maintain the Top sustainable companies in 2025.
- 2 Supervise compliance with sustainable development policies of TNG including: personnel policy, employee policy and social policy; compliance with provisions of the Law, standards of fuel and energy efficiency of customers; application of technology into production and cost management.



SUBCOMMITTEES UNDER BOD (cont.)

INVESTOR RELATION SUB-COMMITTEE

PERSONNEL STRUCTURE

MEMBER	POSITION
Mr. Nguyen Van Thoi	Chairman
Mr. Nguyen Manh Linh	Member
Mr. Dao Duc Thanh	Member

Before April 21, 2024




MEMBER	POSITION
Mr. Nguyen Van Thoi	Chairman
Mrs. Luong Thi Thuy Ha	Member
Mr. Dao Duc Thanh	Member

After April 21, 2024




RESPONSIBILITIES
<ul style="list-style-type: none"> Developing shareholder strategies, disclosing information clearly, promptly and transparently. Acting as a bridge between the Company and investors while promoting the image of the company. Consulting on drafting annual IR plans. Analyzing and evaluating the information flow, financial situation, and general operations of the Company, thereby providing solutions and messages to convey. Preparing documents for the press and shareholders at press conferences, seminars, and General Meetings of Shareholders. Organizing meetings and seminars, contacting and exchanging with investors, especially institutional investors.

RESPONSIBILITIES





MEETINGS ORGANIZED IN 2024

NO.	MEETING TIME	MEETING CONTENTS
1	22/02/2024	<ul style="list-style-type: none"> Making schedule for events in 2024 to meet the Company's shareholders and potential investors and organizing regular meetings with analysts, securities companies, financial institutions at home and abroad, etc.
2	24/04/2024	<ul style="list-style-type: none"> Preparing the 2024 Annual General Meeting of Shareholders, including preparation for printing documents and invitation letters; Contacting shareholders to send invitations, confirming attendees at the meeting, sending invitations to guests; planning to welcome shareholders, guests and press agencies, and so on, at the 2024 Annual General Meeting of Shareholders.
3	18/07/2024	<ul style="list-style-type: none"> Assigning and planning for information disclosure about the Company's activities for the last 6 months of 2024, including sport, social security, community contribution, production and business activities to promote the TNG images and people to shareholders, investors and the media.
4	12/12/2024	<ul style="list-style-type: none"> Summarizing IR activities in 2024; developing plans and goals of IR activities for the first 6 months of 2025.

BUSINESS PERFORMANCE IN 2024

ICON	DESCRIPTION
	<ul style="list-style-type: none"> Investor Relation Subcommittee organized 12 meetings (including online and offline) with more than 20 investors, securities companies and other organizations to enable Shareholders, investors and other financial institutions to have a more specific view of the facilities and operations at TNG. On August 16, 2024, TNG organized Investor Conference - Update on TNG's business results and prospects for 2024 with more than 40 investment funds and securities companies. Through the program, TNG's leaders announced the business results, expected profit results in 2024 and TNG's prospects in 2025. All important information related to TNG's production and business activities has been promptly notified to shareholders and investors in a transparent and accurate way.

ORIENTATIONS FOR 2025

- Providing information about the business and production activities to Shareholders in a sufficient, accurate and timely manner. Responding to Shareholders' questions and complaints effectively and professionally. Protecting the legitimate rights of Shareholders.
- Enhancing connection with Shareholders, regularly conveying positive information about business performance to Shareholders effectively.
- Successfully organizing the 2025 Annual General Meeting of Shareholders. Promoting activities to attract investment capital and increase the Company's strengths.
- Strengthening brand to create a professional image and reputation of the Company in the stock market and the investment community.



SALARY, BONUS, REMUNERATION AND BENEFIT OF BOD, BOM AND INTERNAL AUDIT COMMITTEE

NO.	NAME	POSITION	2023 (VND)	2024 (VND)
1	Mr. Nguyen Van Thoi	Chairman of BOD	3,035,179,800	2,922,920,300
2	Mr. Nguyen Duc Manh	General Director cum member of Board of Directors	3,632,486,200	3,422,059,900
3	Mr. Tran Minh Hieu	Deputy General Director	2,127,001,100	2,129,848,500
4	Mrs. Doan Thi Thu	Deputy General Director cum member of Board of Directors	2,004,573,700	2,090,257,000
5	Mrs. Nguyen Thi Phuong	Deputy General Director	2,532,230,100	1,993,481,000
6	Mrs. Luong Thi Thuy Ha	Deputy Chairwoman cum Deputy General Director	1,849,389,600	1,919,737,000
7	Mr. Luu Duc Huy	Deputy General Director	1,733,061,200	1,029,864,600
8	Mr. Pham Thanh Tuan	Deputy General Director (resigned on 12 June 2024)	762,535,420	1,527,175,800
9	Mr. Le Xuan Vi	Deputy General Director	1,267,274,000	1,095,689,500
10	Mrs. Tran Thi Thu Ha	Chief Accountant	1,476,836,200	1,399,370,900
11	Mr. Nguyen Manh Linh	Member of Board of Directors (appointed on 21 April 2024)	180,000,000	180,000,000
12	Mr. Nguyen Hoang Giang	Independent member of Board of Directors	180,000,000	180,000,000
13	Mrs. Ha Thi Tuyet	Independent member of Board of Directors (appointed on 21 April 2024)	120,000,000	Not yet a member of Board of Directors
14	Mr. Nguyen Van Duc	Member of Board of Directors (resigned on 23 April 2023)	No longer a member of Board of Directors	62,927,100
15	Mrs. Do Thi Ha	Member of Board of Directors (resigned on 23 April 2023)	No longer a member of Board of Directors	60,000,000
16	Mr. Le Quang Vinh	Member of Board of Directors (resigned on 23 April 2023)	No longer a member of Board of Directors	60,000,000
17	Mr. Tran Canh Thong	Member of Board of Directors (resigned on 23 April 2023)	No longer a member of Board of Directors	60,000,000
Total		20,900,567,320	20,133,331,600	

Note: According to Item 37 Notes to the consolidated financial statements, page 300





TRANSACTIONS OF INSIDERS AND RELATED PERSONS OF THE COMPANY'S SECURITIES

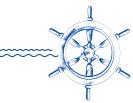
No.	Full Name	Position	Number of Shares								Transaction Time		
			Before Transaction		Registered Transactions		Actual Transactions		After Transaction		Beginning	Ending	
			Number	Rate	Purchase	Sale	Purchase	Sale	Number	Rate			
1	Nguyen Manh Linh	BOD member	1,967,112	1.73%			1,630,000		449,300	1,517,812	1.34%	30/01/2024	28/02/2024
2	Nguyen Thi Mien	Related person of an insider	252,131	0.22%			52,000		39,300	212,831	0.19%	26/02/2024	26/03/2024
3	Nguyen Manh Linh	BOD member	1,517,812	1.34%			1,180,000		852,000	665,812	0.59%	12/03/2024	10/04/2024
4	Nguyen Thi Nhuan	Related person of an insider	236,930	0.19%			60,000		60,000	296,930	0.24%	26/07/2024	25/08/2024
5	Nguyen Thi Mien	Related person of an insider	229,857	0.19%			40,000		32,000	261,857	0.21%	31/07/2024	31/08/2024
6	Nguyen Thi Phuong	Deputy General Director	130,346	0.11%			50,000		21,000	151,346	0.12%	07/08/2024	06/09/2024
7	Nguyen Thi Nhuan	Related person of an insider	296,930	0.24%			20,000		4,100	301,030	0.25%	26/07/2024	25/08/2024
8	Le Xuan Vi	Deputy General Director	19,521	0.02%			50,000		11,000	30,521	0.02%	21/10/2024	19/11/2024
9	Nguyen Duc Manh	BOD member	9,825,261	8.01%			1,000,000		1,000,000	10,825,261	8.83%	02/12/2024	27/12/2024
Total					1,220,000	2,862,000	1,128,100	1,340,600					

According to the report on trading results of stocks/fund certificates/secured warrants of insiders and related persons of insiders received by TNG. All information is posted on the Company's Website: <https://tng.vn/giao-dich-co-phieu?p=196>

REPORT ON TRANSACTIONS BETWEEN THE PARENT COMPANY AND RELATED PARTIES

	2024	2023
	VND	VND
Sales	1,412,294,145	797,853,332
TNG Land Joint Stock Company	1,301,183,025	797,853,332
Mrs. Nguyen Thi Nhuan	111,111,120	-
Purchases	26,954,376,128	13,248,972,122
Mrs. Nguyen Thi Nhuan	14,904,088,682	-
TNG Land Joint Stock Company	12,050,287,446	13,248,972,122
Capital contribution	-	417,757,824
Bac Thai Investment and Construction Joint Stock Company	-	417,757,824
Cash dividend declared	44,893,338,400	28,512,749,200
Mr. Nguyen Van Thoi	26,583,701,600	16,201,975,200
Mr. Nguyen Duc Manh	11,499,194,800	6,871,380,800
Other related parties	6,810,442,000	5,439,393,200





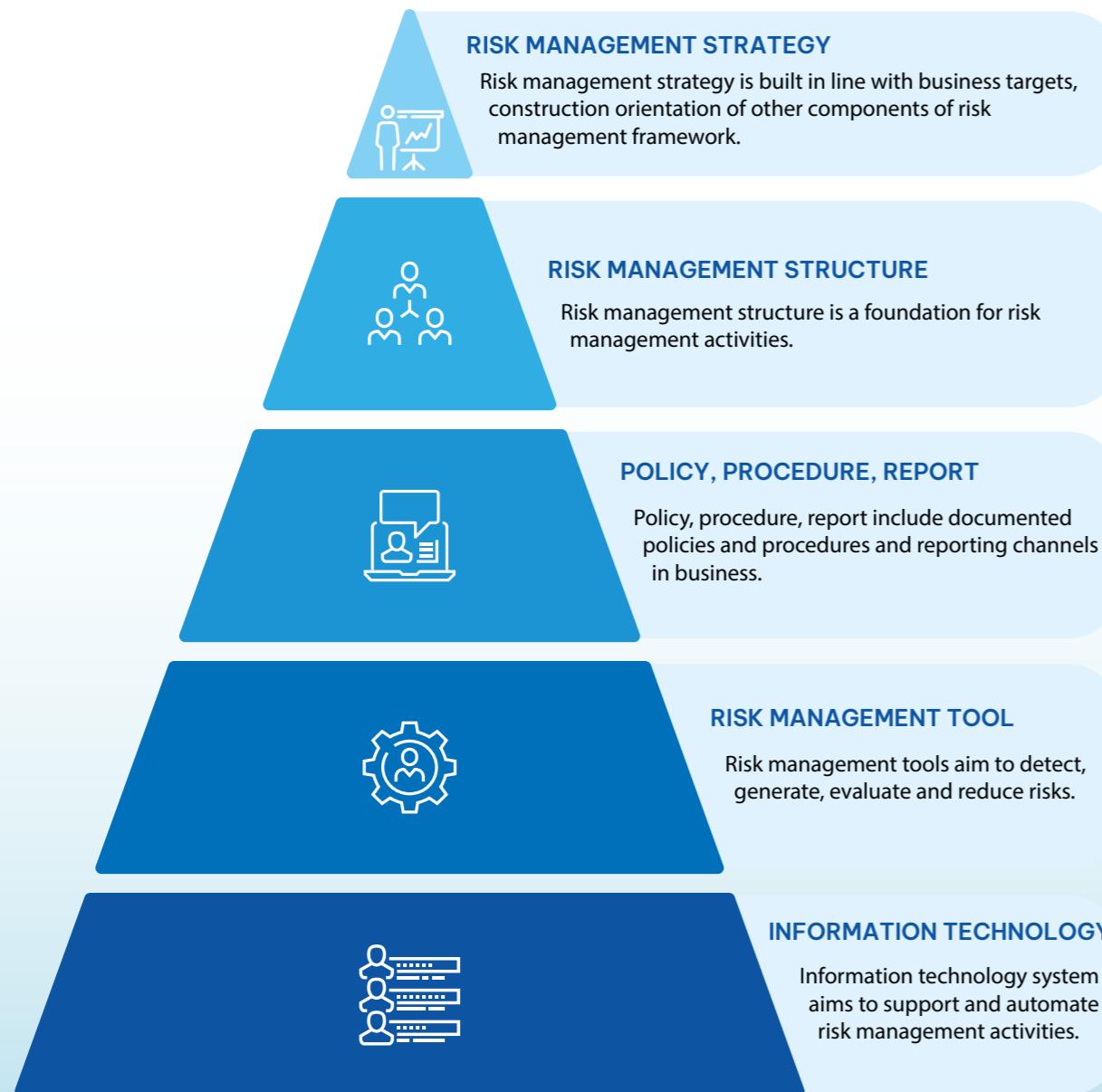
RISK MANAGEMENT

RISK MANAGEMENT PROVIDES A COMPREHENSIVE AND CONSISTENT VIEW OF RISK. THIS IS AN IMPORTANT TOOL IN EFFICIENT MANAGEMENT AND SUSTAINABLE DEVELOPMENT MANAGEMENT AND IS A TYPICAL MANAGEMENT ACTIVITY THAT IS ALWAYS PAID A HIGH ATTENTION BY THE COMPANY.



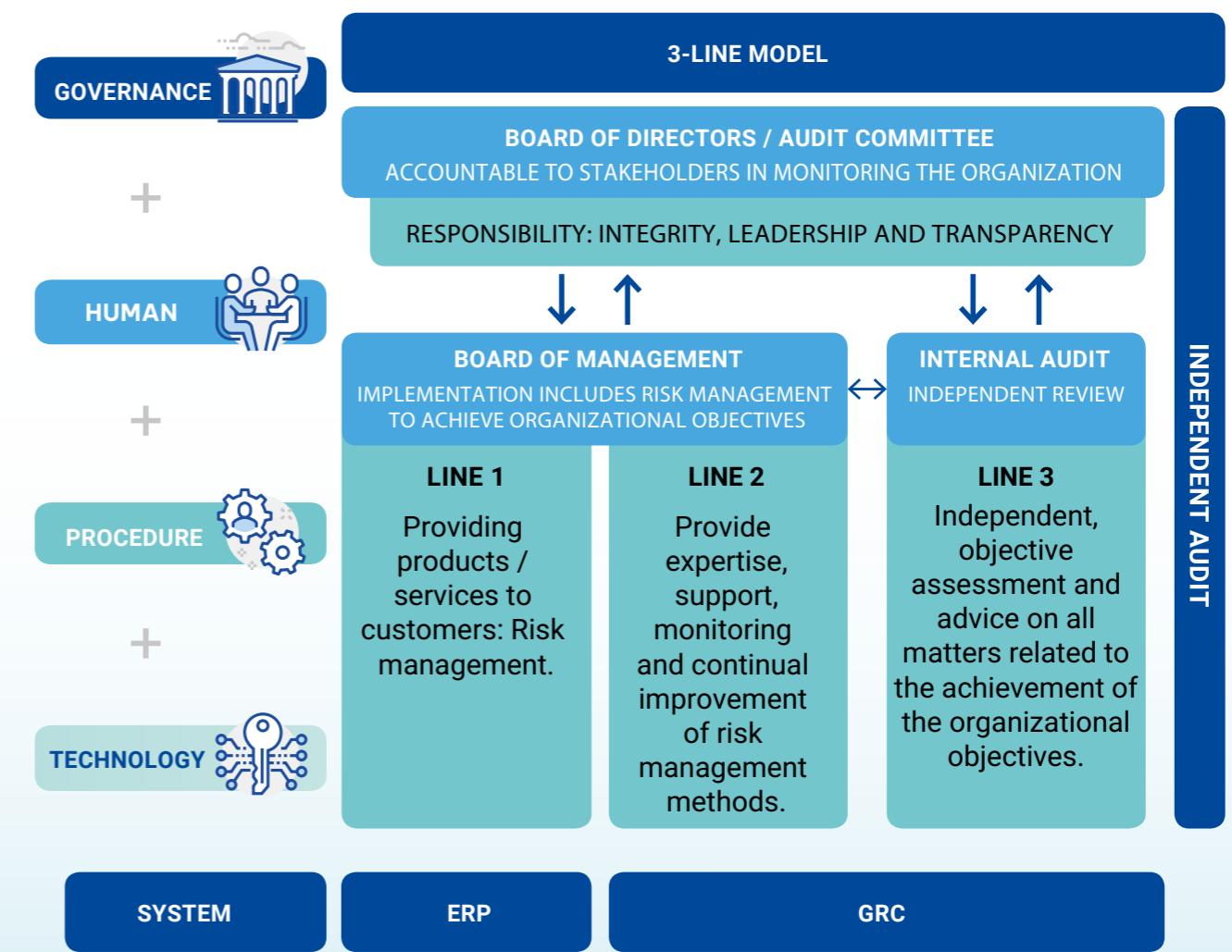
RISK MANAGEMENT FRAMEWORK

TNG's risk management framework includes 05 key components:



RISK MANAGEMENT MODEL

TNG applies the 3-line model recommended by the Institute of Internal Auditors (IIA) to test, evaluate and enhance the effectiveness of risk management and control at TNG.



Note:

↑ Accountability and reporting

↓ Delegation, direction, resources, oversight

↔ Communication, cooperation, and collaboration



IDENTIFICATION OF MAJOR RISKS



The year 2024 has been marked by significant challenges as the global economy remains volatile amidst the prolonged impact of overlapping negative shocks, including the aftermath of the Covid-19 pandemic; the Russia-Ukraine conflict; the tightening monetary policies of developed economies to curb inflation and achieve sustainable public finances; and the decline in export orders. These factors have had a substantial impact on the textile and garment industry as a whole and TNG in particular.

One of the major economic challenges for the textile and garment industry in the context of 2024 is the continued increase in production costs while consumer demand continues to decline and priorities shift towards essential items. The textile and garment supply chain has been disrupted, with disruptions in transportation and shortages of raw materials affecting the industry's production and business activities, making it difficult for enterprises to ensure the progress of export orders.

The textile and garment industry is one of the leading export sectors, playing a crucial role in Vietnam's economic growth with contributions ranging from 10% to 15% of the GDP annually. TNG is a company operating in the textile and garment sector, primarily targeting the export market, thus the company will be exposed to the risk of exchange rate fluctuations between Vietnam and equivalent foreign currencies.

Risk prevention measures

With the general difficulties faced by the textile and garment industry in 2024, TNG is forecasting strategic scenarios to cope with economic risks, focusing on shifting exports to potential markets, enhancing competitive capabilities, and reducing costs through the application of technology in production.

In terms of exchange rates, TNG proactively looks for effective solutions to prevent and control exchange rate risks monthly and quarterly. At the same time, TNG always plans to closely monitor exchange rate fluctuations in the market to make flexible and appropriate decisions, thereby avoiding shocks as the market has negative fluctuations.





RISK MANAGEMENT (cont.)



RISK IN HUMAN RESOURCES

Textile and garment industry accounts for a relatively high proportion of labor among the industries. To improve competitiveness, the enterprises have to increase productivity and product quality; therefore, a labor force with high skills is an extremely important factor in the production chain, especially in the textile industry. In order to attract and train skilled human resources who are ready to accompany the Company for a long time, TNG always has a lot of supporting policies to attract labor and get their attachment to the Company. On the other hand, the Company always faces high labor costs in addition to the purpose of profit optimization; thus, to ensure productivity, the Company has to increase management efficiency to develop profit.

Risk prevention measures

Building a fair working environment with a salary policy that is always higher than the market along with many preferential policies to attract labor. Strengthening training and supporting employees to improve their skills and promotion opportunities.



RISK IN LEGALITY

As one of the enterprises operating in Vietnam, listed on the Vietnamese stock market, TNG is affected by many business related laws such as Law on Enterprise, Law on Securities, Law on Accounting, Labor Code, Law on Insurance, etc. In addition, the Company is also governed by Circulars, Decrees and documents related to import and export activities, tax policies, customs regulations, and so on. Moreover, Trade Agreements between Vietnam and the European Union (EVFTA) was signed, creating favorable conditions for Vietnam's textile and garment exports; EVFTA requires quality and standard input rules for exporting to the EU.



Risk prevention measures

With the laws and policies constantly being amended to make them suitable to the economy, TNG always has to regularly monitor and update to promptly apply new regulations, ensuring compliance with the law to prevent legal risks and help the Company to operate stably.



RISK IN FIRE SAFETY

The textile and garment industry, with its specific characteristics, utilizes many highly flammable materials such as fabrics, fibers, and cotton. Machinery operates continuously, generating significant heat and friction. With high worker density and cramped working spaces, fire safety becomes a critical concern that must be prioritized.

As a large garment enterprise with 19 branches operating within the province of Thai Nguyen, TNG not only invests in equipping all branches with full fire protection and prevention systems as required by regulations but also emphasizes fire safety awareness throughout the entire company through propaganda activities, organizing training courses, drills, and annual fire safety exercises.

Risk prevention measures

Continuously enhance fire safety knowledge and skills for specialized employees and workers. Regularly inspect and review the fire protection and prevention systems and provide clear and specific reports on a monthly, quarterly, and annual basis.

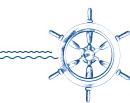
Invest in automatic fire protection systems at all factories where TNG conducts its production and business operations.



OTHER RISKS

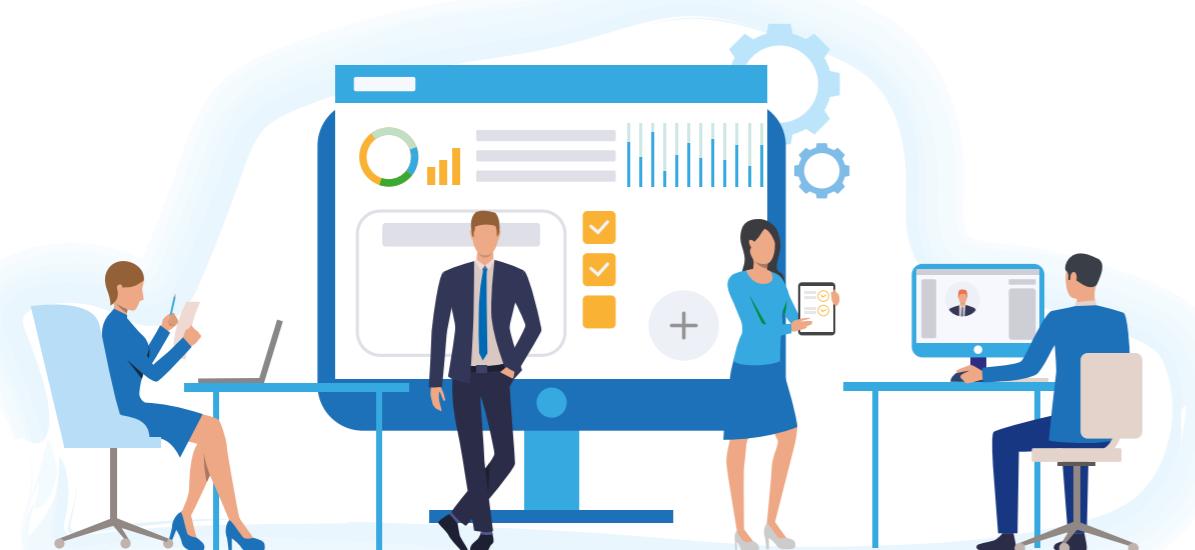
In addition to the above-mentioned risks, TNG also always faces other unpredictable risks such as pandemic, natural disasters, inflation, Russia-Ukraine war, etc. In 2023, the Covid-19 pandemic was still developed complicatedly, reducing the product demand leading to the fact that many factories and enterprises had to terminate their operation. These are common difficulties that manufacturing enterprises all have to face. Therefore, to prevent possible force majeure risks, TNG always takes timely prevention and response measures to reduce damage to the production and business situation.





ASEAN CORPORATE GOVERNANCE SCORECARD

ASEAN CORPORATE GOVERNANCE SCORECARD



FOR CONSECUTIVE YEARS, TNG HAS NOT ONLY REACHED A HIGH SCORE IN ACCORDANCE WITH THE CORPORATE GOVERNANCE PRINCIPLES APPLICABLE TO PUBLIC COMPANIES IN VIETNAM BUT ALSO SATISFIED ASEAN CORPORATE GOVERNANCE SCORECARD.

ASSESSMENT ON THE IMPLEMENTATION OF 2024 ASEAN CORPORATE GOVERNANCE SCORECARD

Based on the ASEAN Corporate Governance standards, TNG has well performed 140/149 criteria in the Corporate Governance Scorecard, reaching 94.0%. In which:

No.	CORPORATE GOVERNANCE SCORECARD CRITERIA	CRITERION NO.	PERCENTAGE (%)
1	Criteria fully implemented	140	94.0%
2	Criteria not yet fully implemented	2	1.3%
3	Criteria not yet satisfied	4	2.7%
4	Criteria not applicable	3	2.0%

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A	RIGHTS OF SHAREHOLDERS		
A.1	Basic shareholders rights		
A.1.1	Does the Company pay (interim and final/annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at the Annual General Meeting of Shareholders for final dividends? In case the Company has offered Scrip dividend, did the Company pay the dividend within 60 days?	Good	<p>The dividend payment for the year 2023 has been made:</p> <p>Dividend payment to shareholders for 2023 was 16% of charter capital. Of which, 8% was paid in cash and 8% in stock.</p> <p>Dividend Payment for 2024 to date:</p> <p>The 2024 Annual General Meeting of Shareholders approved a proposed dividend rate of 16%.</p> <ul style="list-style-type: none"> August 05, 2024: TNG approved an interim dividend for the first tranche of 2024 at a rate of 4% in cash with a payment date of August 30, 2024. October 22, 2024: TNG approved an interim dividend for the second tranche of 2024 at a rate of 4% in cash with a payment date of December 22, 2024. December 30, 2024: TNG approved an interim dividend for the third tranche of 2024 at a rate of 4% in cash with a payment date of January 22, 2025.
A.2	Right to participate in decisions concerning fundamental corporate changes		
Shareholders with attending right			
A.2.1	Amendments to the Company's Charter? The authorization of additional shares? The transfer of all or substantially all assets, which in effect results in the sale of the Company?	Good	Refer to Article 6, Article 12, Article 15 of the Company's Charter.
A.3	Right to participate effectively in and vote in the Annual General Meeting of Shareholders and should be informed of the rules, including voting procedures, that govern the General Meetings of Shareholders		
A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration or any increases in remuneration for the non-executive member of BOD?	Good	Refer to Article 28 of the Company's Charter. The documents for the 2024 Annual General Meeting of Shareholders also reflect this content.
A.3.2	Does the Company provide non-controlling shareholders a right to nominate candidates for the Board of Directors?	Good	Refer to Article 25 of the Company's Charter.



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.3.3	Does the Company allow shareholders to elect member of BOD individually?	Good	Refer to Article 25 of the Company's Charter.
A.3.4	Does the Company disclose the voting procedures before the start of meeting?	Good	Voting procedures are published in the documents Annual General Meeting of Shareholders on March 29, 2024, 21 days before the start of meeting on April 21, 2024.
A.3.5	Do the minutes of the most recent Annual General Meeting of Shareholders record that the shareholders were given the opportunity to ask questions or give some comments?	Good	
A.3.6	Do the minutes of the most recent Annual General Meeting of Shareholders record that the shareholders were given the opportunity to ask questions or give some comments?	Good	Refer to the minutes of the Annual General Meeting of Shareholders.
A.3.7	Does the Company disclose the voting results including approving, dissenting, and abstaining votes for each agenda item for the most recent General Meeting of Shareholders?	Good	
A.3.8	Does the Company disclose the list of members of BOD who attended the most recent Annual General Meeting of Shareholders?	Good	
A.3.9	Does the Company allow voting in absentia?	Fail	The Company's Internal Regulations on Corporate Governance specifies voting in absentia, but the necessary conditions have not been met at TNG. The Company will consider for implementation at the following Annual General Meeting of Shareholders.
A.3.10	Did the Company vote by poll (as opposed to by show of hands) for all resolutions at the most recent Annual General Meeting of Shareholders?	Good	The Company performed voting by "voting card" (agree, disagree, abstain) on each reporting issues at the Annual General Meeting of Shareholders.
A.3.11	Does the Company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/ or validate the votes at the Annual General Meeting of Shareholders?	Good	Members of the counting committee always include one from the Audit Committee and one independent shareholder.
A.3.12	Does the Company make publicly available by the next working day the result of the votes taken during the most recent Annual General Meeting of Shareholders for all resolutions?	Good	Minutes and Resolutions of the General Meeting of Shareholders are published within 24 hours on the TNG website and announced to the management agencies according to regulations.
A.3.13	Does the Company provide at least 21 day notice for all Annual/Extraordinary General Meeting of Shareholders?	Good	TNG ensures this deadline for the 2024 Annual General Meeting of Shareholders: <ul style="list-style-type: none"> Date of announcement: February 20, 2024 Date of organization: April 21, 2024 Accordingly, TNG has ensured to comply with this standard.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.3.14	Does the Company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of the Annual General Meeting of Shareholders, General Meeting of Shareholders documents, circulars and/ or the accompanying statement?	Good	Documents of the Annual General Meeting of Shareholders provided sufficient information and basis on the issues submitted to the General Meeting of Shareholders for approval.
A.3.15	Does the Company give the opportunity for shareholder to place item(s) on the agenda of the Annual General Meeting of Shareholders?	Good	Before the Annual General Meeting of Shareholders, shareholders can submit proposals on issues to be included in the agenda of the Annual General Meeting of Shareholders (must be in writing and meet the deadline as notified in the meeting documents. At the meeting, the Company always spends time for shareholders to make questions for the Board of Directors regarding those issues on the agenda, including ones related to independent audit... Discussion questions are recorded in the minutes of the General Meeting of Shareholders.
A.4 Markets for corporate control should be allowed to function in an efficient and transparent manner			
A.4.1	In cases of mergers, acquisitions and/ or takeovers requiring shareholders' approval, does the Company's BOD appoint an independent party to evaluate the fairness of the transaction price?	Good	In 2024, these cases didn't happen in TNG.
A.5 The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated			
A.5.1	Does the Company disclose its practices to encourage shareholders to engage with the Company beyond the General Meeting of Shareholders?	Good	TNG always updates its business performance in quarterly meetings of shareholders and investors. Investor Relation Department is willing to answer questions as well as get feedback from shareholders and investors.
B EQUITABLE TREATMENT OF SHAREHOLDERS			
B.1 Shares and voting rights			
B.1.1	Does the Company's ordinary or common shares have one vote for one share?	Good	The voting rules at the Annual General Meeting of Shareholders clearly shows this content.
B.1.2	Where the Company has more than one class of shares, does the Company publicize the voting rights attached to each class of shares?	Good	TNG has only one type of stock – common stock.

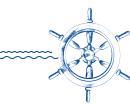


ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
B.2	Notice of the Annual General Meeting of Shareholders		
B.2.1	Does each resolution in the most recent Annual General Meeting of Shareholders deal with only one item, i.e., there is no bundling of several items into the same resolution?	Good	The Resolution of the Annual General Meeting of Shareholders has well implemented this principle.
B.2.2	Are the Company's notice of the most recent General Meeting of Shareholders/ circulars fully translated into English and published on the same date as the local language version?	Good	Notice and documents of the General Meeting of Shareholders have been fully translated into English and published on the same day as the document.
B.2.3	Are the profiles of members of BOD in seeking election/ re-election included?	Good	TNG publishes the candidate resumes in the General Meeting of Shareholders' documents. Disclosure information include name, age, qualifications, expertise, working history and current positions at other companies, etc.
B.2.4	Are the auditors seeking appointment/ reappointment clearly identified?	Good	
B.2.5	Were the proxy documents made easily available?	Good	Mailed to shareholders and uploaded on TNG website.
B.3	Insider trading and abusive self-dealing should be prohibited		
B.3.1	Does the Company have policies and/ or rules prohibiting members of BOD and employees to benefit from knowledge which is not generally available to the market?	Good	Refer to Article 43 of the Company's Charter.
B.3.2	Are members of BOD required to report their dealings in the Company's shares within 3 working days?	Good	TNG has well fulfilled this criterion in line with the Circular No. 96/2020/TT-BTC and the Company's Charter.
B.4	Related party transactions by BOD and key executives		
B.4.1	Does the Company have a policy requiring members of BOD to disclose their interest in transactions and any other conflicts of interest?	Good	Refer to the Company's Charter and Internal Regulations on Corporate Governance.
B.4.2	Does the Company have a policy requiring a subcommittee of independent members of BOD to review material related party transactions to determine whether they are in the best interests of the Company and shareholders?	Good	The Audit Committee coordinates with the Internal Control Committee to develop and issue the Regulations on entering into transactions with related parties and related members.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS	
B.4.3	Does the Company have a policy requiring members of BOD to abstain from participating in the BOD's discussion on a particular agenda when they are conflicted?	Good	BOD members may attend the meeting but are not allowed to vote on the contents when there are activities and transactions in which that member has a conflict of interest.	
B.4.4	Does the Company have policies on loans to members of BOD either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	Good	Specified in the Company's Charter.	
B.5	Protecting minority shareholders from abusive actions			
B.5.1	Does the Company disclose that related party transactions are conducted in such a way to ensure that they are fair and at arm's length?	Good	Presented in the Annual Report at the section "Transactions between the Company and Related Parties" on page 182.	
B.5.2	In cases where shareholder approval is required for related party transactions, the approval vote must be done by disinterested shareholders.	Good		
C.	ROLE OF STAKEHOLDERS			
C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected. Does the Company disclose a policy and practices that address:			
C.1.1	The existence and scope of the Company's efforts to address customers' welfare?	Good	As presented in Chapter 5 of the Sustainability Report. Also presented in the 2024 Corporate Sustainability Report.	
C.1.2	Supplier/ contractor selection procedures?	Good		
C.1.3	The Company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Good		
C.1.4	The Company's efforts to interact with the communities in which they operate?	Good		



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.1.5	The Company's anti-corruption programs and procedures?	Good	Presented in the Corporate Sustainability Report.
C.1.6	How creditors' rights are safeguarded?	Incomplete	TNG always makes payment to related parties such as bondholders, banks, partners, suppliers, etc. on schedule. In particular, quick ratio and supplier payable turnover ratio are always improved year by year.
C.1.7	Does the Company have a separate report/ section that discusses its efforts on environment/ economy and social issues?	Good	Presented in Chapter 5, Sustainable Development Report of the Annual Report on page 214; Corporate Sustainability Report.
C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.		
C.2.1	Does the Company provide contact details via the Company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public, etc.) can use to voice their concerns and/ or complaints for possible violation of their rights?	Good	TNG has published contact information on the Company's website.
C.3	Mechanisms for employee participation should be permitted to develop.		
C.3.1	Does the Company explicitly disclose the policies and practices on health, safety and welfare for its employees?	Good	
C.3.2	Does the Company explicitly disclose the policies and practices on training and development programs for its employees?	Good	Fully covered in the Annual Report on page 94 and Corporate Sustainability Report. Refer to the Collective Labor Agreement, Labor Rules, and Salary Regulations and benefits for employees.
C.3.3	Does the Company have a reward/ compensation policy that accounts for the performance of the Company beyond shortterm financial measures?	Good	
C.4	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the BOD and their rights should not be compromised for doing this.		
C.4.1	Does the Company have a whistleblowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behavior and provide contact details via the Company's website or Annual Report?	Good	It is specified in the regulations on implementing democracy and the regulations on dialogue at the Company. The Company is committed to keeping the information of the complainant and whistleblower confidential.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.4.2	Does the Company have a policy or procedures to protect an employee/ person who reveals alleged illegal/ unethical behavior from retaliation?	Good	It is specified in the regulations on implementing democracy and the regulations on dialogue at the Company. The Company is committed to keeping the information of the complainant and whistleblower confidential.
D	DISCLOSURE AND TRANSPARENCY		
D.1	Transparent ownership structure		
D.1.1	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	Good	
D.1.2	Does the Company disclose the direct and indirect (deemed) shareholdings of major and/ or substantial shareholders?	Good	Specifically presented in the Annual Report on page 55 and the annual corporate governance report.
D.1.3	Does the Company disclose the direct and indirect (deemed) shareholdings of members of BOD?	Good	
D.1.4	Does the Company disclose the direct and indirect (deemed) shareholdings of the Board of Management?	Good	
D.1.5	Does the Company disclose details of the parent/ holding Company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/ (SPVs)?	Good	Refer to the Financial Statements and Annual Report on page 30, as well as reports on subsidiaries and affiliated companies.
D.2	Annual Report quality		
D.2.1 - D.2.7	Corporate objectives • Financial performance indicators. • Non-financial performance indicators. • Dividend policy • Biographical details of all members of BOD. • Attendance details of members of BOD in all BOD's meetings held during the year. • Total remuneration of each member of BOD.	Good	Refer to the Financial Statements and Annual Report on pages 10, 132, 62, 78, 161, 180..



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.2.8	Does the Annual Report contain a statement confirming the Company's full compliance with the code of corporate governance and where there is noncompliance, identify and explain reasons for each such issue?	Good	Refer to the Annual Report on page 9.
D.3	Disclosure of related party transactions		
D.3.1	Does the Company disclose its policy covering the review and approval of material related party transactions?	Good	Refer to Annual Report on page 224.
D.3.2	Does the Company disclose the name, relationship, nature and value for each material related party transaction?	Good	Refer to Annual Report on page 224.
D.4	Members of BOD's dealings in the Company's shares		
D.4.1	Does the Company disclose trading in the Company's shares by insiders?	Good	Before the stock trading date, insiders disclose information 5 (five) trading days in advance.
D.5	External auditor and Auditor Report		
D.5.1	Are the audit and non-audit fees disclosed?	Good	The Company sends information via email to shareholders about these fees.
D.5.2	Does the non-audit fee exceed the audit fees?	Good	The Company has hired Big Four firms to advise on building the internal audit system. The consulting fees are always lower than the audit fees in the year.
D.6	Medium of communications		
	Does the Company use the following modes of communication?		
D.6.1	Quarterly reporting	Good	The Company publishes on the website and the mass media according to the time limit for disclosure.
D.6.2	Company website	Good	The Company has presented its website in both Vietnamese and English, and most of the published information is translated into English.
D.6.3	Analyst's briefing	Good	Every quarterly, the Company holds a meeting of shareholders and investors to update the Company's business performance.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.6.4	Media briefings/ press conferences	Good	The Company regularly publishes articles to update the business situation and promote its image in the media.
D.7	Timely filing/ release of Annual Reports/ Financial Statements		
D.7.1	Are the audited annual Financial Statements released within 120 days from the fiscal year end?	Good	The audited annual Financial Statements are published within 10 days after the auditors sign on the Financial Statements
D.7.2	Is the Annual Report released within 120 days from the fiscal year end?	Good	The Company's Annual Report is published within 20 days from the publication of the audited annual Financial Statements.
D.7.3	Is the true and fairness of the annual Financial Statements affirmed by the members of BOD or the relevant management of the Company?	Good	The audited Financial Statements include the Report of the Board of Management reflecting this content.
D.8	Company website		
	Does the Company have a website disclosing up-to-date information on the following:		
D.8.1 - D.8.6	Financial Statements (latest quarterly). • Materials provided in briefings to analysts and media. • Downloadable Annual Report. • Notice and documents of the Annual General Meeting of Shareholders and/ or Extraordinary General Meeting of Shareholders. • Minutes of Annual General Meeting of Shareholders and/ or Extraordinary General Meeting of Shareholders. • Downloadable Company's Charter.	Good	Refer to the Company's website by following the link: http://www.tng.vn Shareholder relations section
D.9	Investor relations		
D.9.1	Does the Company disclose the contact details (e.g. telephone, fax, and email) of the officer/ department responsible for investor relations?	Good	TNG publishes contact information on its Annual Report, Corporate Sustainability Report and the Company's website.
E.	RESPONSIBILITIES OF BOD		
E.1	Member of BOD's duties and responsibilities		
	Clearly defined BOD's responsibilities and Corporate Governance		
E.1.1	Does the Company disclose its Corporate Governance and BOD's charter?	Good	The Company's website publishes the Internal Corporate Governance in both Vietnamese and English.



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.1.2	Are the types of decisions requiring members of BOD's approval disclosed?	Good	Resolutions/Decisions of the Board of Directors are disclosed in accordance with Circular No. 155/2015/TT-BTC and presented in the Corporate Governance Report and Annual Report on page 161.
E.1.3	Are the roles and responsibilities of members of BOD clearly stated?	Good	The Company's Charter and Internal Corporate Governance clearly show the roles and responsibilities of the member of BOD.
Corporate Vision/ Mission			
E.1.4	Does the Company have an updated vision and mission statement?	Good	Refer to the Company's website, Annual Report on page 12, Sustainable Development Report.
E.1.5	Does the member of BOD play a leading role in the process of developing and reviewing the Company's strategy at least annually?	Good	Annually, the Board of Directors reviews and develops the Company's strategy, which is presented in the Annual Report on page 152 and documents of the General Meeting of Shareholders.
E.1.6	Does the member of BOD have a process to review, monitor and oversee the implementation of the corporate strategy?	Good	The Strategy Subcommittee reports on the strategy implementation to the Board of Directors on a quarterly basis and recommends adjustments suitable to the Company's situation accordingly.
E.2 BOD's structure			
Code of Ethics or Conduct			
E.2.1	Are the details of the Code of Ethics or Conduct disclosed?	Good	The Company's website presents details with clear explanation for 7 core values in terms of conduct and ethics with stakeholders and suppliers.
E.2.2	Are all members of BOD, senior management and employees required to comply with the code?	Good	All members of BOD, BOM, senior management and employees were informed the compliance with the code.
E.2.3	Does the Company have a process to implement and monitor compliance with the Code of Ethics or Conduct?	Good	This content is presented in the Annual Report on page 219 and Corporate Sustainability Report.
BOD's structure and composition			
E.2.4	Do independent member of BOD make up at least 50% of the Board of Directors?	Fail	There are 2 out of 7 BOD members are independent ones. The 2025 Annual General Meeting of Shareholders has a plan to completely fulfill this criterion.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.2.5	Does the Company have a term limit of nine years or less or 2 terms of five years each for its independent members of BOD?	Good	The Company Charter specifies that the term of office for a member of the BOD shall not exceed five years. Additionally, the standards and conditions for an Independent BOD member include "not having served as a BOD member or a member of the Supervisory Board for at least the previous five (05) consecutive years and not serving more than two terms."
E.2.6	Has the Company set a limit of five for a member of BOD that an individual independent/ non-executive member of BOD may hold simultaneously?	Good	The Company Charter stipulates that "a member of the BOD may concurrently serve as a BOD member of another company, but may not hold such a position in more than five (05) other companies."
E.2.7	Does the Company have any executive member of BOD who serve on more than two Boards of Directors of listed companies outside of the group?	Good	BOD members running the Company only hold positions at TNG.
Human Resource Subcommittee			
E.2.8	Does the Company have a Human Resource Subcommittee?	Good	The Company has a Human Resource Subcommittee under the Board of Directors, as referenced in the section "Subcommittees under BOD" on page 172.
E.2.9	Is the Human Resource Subcommittee comprised of a majority of independent members of BOD?	Good	The Human Resource Subcommittee consists of 3 BOD members.
E.2.10	Is the chairman of the Human Resource Subcommittee an independent member of BOD?	Good	The Chairperson of the Human Resources Subcommittee is an independent member of the Board of Directors.
E.2.11	Does the Company disclose the terms of reference/governance structure/charter of the Human Resource Subcommittee?	Good	The Charter and Internal Regulations on Corporate Governance stipulate this content.
E.2.12	Is the meeting attendance of the Human Resource Subcommittee disclosed and if so, did the Human Resource Subcommittee meet at least twice during the year?	Good	The Subcommittee meets on quarterly basis and reports to the Board of Directors. This is reflected in the Corporate Governance Report.
Remuneration/ Compensation and Benefit Subcommittee			
E.2.13	Does the Company have a Remuneration Subcommittee?	Good	The company has Human Resource - Compensation Subcommittee, as referenced in the section "Subcommittees under BOD" on page 172.
E.2.14	Is the Remuneration Subcommittee comprised of a majority of independent members of BOD?	Good	Same as E.2.9.
E.2.15	Is the chairman of the Remuneration Subcommittee an independent member of BOD?	Good	Same as E.2.10.
E.2.16	Does the Company disclose the terms of reference/ governance structure/ charter of the Remuneration Subcommittee?	Good	The Charter and Internal Regulations on Corporate Governance stipulate this content.

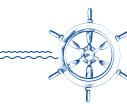


ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.2.17	Is the meeting attendance of the Remuneration Subcommittee disclosed and, if so, did the Remuneration Subcommittee meet at least twice during the year?	Good	The Subcommittee meets on quarterly basis and reports to the Board of Directors. This is reflected in the Corporate Governance Report.
Audit Subcommittee			
E.2.18	Does the Company have an Audit Subcommittee?	Good	The Company has an Audit Committee, as referenced in the section "Subcommittees under BOD" on page 168.
E.2.19	Is the Audit Subcommittee comprised entirely of non-executive members of BOD with a majority of independent members of BOD?	Good	The Audit Committee includes 03 members. In which, 01 non-executive BOD member and 02 independent BOD members.
E.2.20	Is the chairman of the Audit Subcommittee an independent member of BOD?	Good	Chairman of the Audit Committee is an independent BOD member.
E.2.21	Does the Company disclose the terms of reference/ governance structure/ charter of the Audit Subcommittee?	Good	TNG fully discloses information on the Company's website.
E.2.22	Does at least one of the independent members of the Subcommittee have accounting expertise (accounting qualification or experience)?	Good	The head of Audit Committee has both experience and expertise in finance.
E.2.23	Is the meeting attendance of the Audit Subcommittee disclosed and, if so, did the Audit Subcommittee meet at least four times during the year?	Good	Quarterly, the Committee meets and reports to the Board of Directors. The number of meetings is shown in the Corporate Governance Report.
E.2.24	Does the Audit Subcommittee have primary responsibility for recommendation on the appointment, and removal of the external auditor?	Good	Refer to the Company's Charter, Internal Regulations on Corporate Governance.
E.3	BOD's processes		
	BOD's meetings and attendance		
E.3.1	Are the Board of Directors' meeting scheduled before the start of fiscal year?	Good	The Secretary of BOD plans for BOD meetings in the year and submits to BOD.
E.3.2	Does the Board of Directors meet at least six times during the year?	Good	In 2024, TNG held 29 BOD meetings (reflected in the Company's 2024 Corporate Governance Report).

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.3.3	Has each member of BOD attended at least 75% of all the BOD's meetings held during the year?	Good	BOD members have fully attended 100% of meetings during the year.
E.3.4	Does the Company require a minimum quorum of at least 2/3 for BOD's decision?	Good	Refer to Article 19 of the Company's Charter in accordance with the provisions of the 2020 Enterprise Law on the minimum number of delegates.
E.3.5	Did the non-executive members of BOD meet separately at least once during the year without any executives present?	Good	TNG meets this criterion well.
Access to information			
E.3.6	Are BOD's papers for BOD's meetings provided at least five working days in advance?	Good	Notices and meeting documents are provided to members of BOD at least five (5) working days before the meeting.
E.3.7	Does the Company's secretary play a significant role in supporting the BOD in discharging its responsibilities?	Good	Refer to the Charter and Internal Regulations on Corporate Governance.
E.3.8	Is the Company's secretary trained in legal, accountancy or secretarial practices and has kept abreast on relevant developments?	Good	TNG closely follows this item.
Member of BOD's appointments and reelection			
E.3.9	Does the Company disclose the criteria used in selecting new members of BOD?	Good	TNG closely follows this item.
E.3.10	Did the Company describe the process followed in appointing new members of BOD?	Good	
E.3.11	Are all members of BOD subject to reelection every 3 years; or 5 years for listed companies in countries whose legislation prescribes a term of 5 years each?	Good	The term for a BOD member at TNG is 5 years.



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
Remuneration matters			
E.3.12	Does the Company disclose its remuneration practices for its executive members of BOD and the General Director?	Good	Refer to Annual Report; Remuneration, compensation, and benefits of BOD and BOM.
E.3.13	Is there disclosure of the remuneration structure for non-executive members of BOD?	Good	
E.3.14	Do the shareholders or the Board of Directors approve the remuneration for the executive members of BOD and/ or the senior management?	Good	The remuneration for the Board of Directors is approved by the General Meeting of Shareholders annually.
E.3.15	Does the Company have measurable standards to align the performance-based remuneration of the executive members of BOD and senior management with longterm interests of the Company, such as claw back provision and deferred bonuses?	Fail	The Company will consider adding this indicator in the coming years.
Internal audit			
E.3.16	Does the Company have a separate internal audit function?	Good	The Company has an Audit Committee and Internal Audit Committee that regularly manages internal control and risk management. Refer to the Company's organizational structure. The Audit Committee reports directly to the Board of Directors.
E.3.17	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	Good	
E.3.18	Does the appointment and removal of the internal auditor require the approval of the Audit Subcommittee?	Good	The dismissal of internal auditors in 2024 at TNG is approved by the Board of Directors and announced on the Company's website; Annual Report.
Risk oversight			
E.3.19	Does the Company establish a sound internal control procedures/ risk management framework and periodically review the effectiveness of that framework?	Good	On a monthly basis, the Internal Audit Committee evaluates the internal control/ risk management system.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.3.20	Does the Annual Report disclose that members of BOD has conducted a review of the Company's material controls and risk management framework?	Good	
E.3.21	Does the Company disclose the key risks?	Good	Refer to Annual Report on page 184.
E.3.22	Does the Annual Report contain a statement from members of BOD or Audit Subcommittee commenting on the adequacy of the Company's internal controls/ risk management systems?	Good	
E.4 PEOPLE OF THE BOD			
Chairman of BOD			
E.4.1	Do different persons assume the roles of Chairman and General Director?	Good	At TNG, the Chairman of BOD and General Director are separated.
E.4.2	Is the Chairman an independent member of BOD?	Fail	The Chairman is not an independent member of BOD.
E.4.3	Is any of member of BOD a former General Director/ Chief Executive Officer in the past 2 years?	Good	No. TNG meets this criterion well.
E.4.4	Are the roles and responsibilities of the Chairman disclosed?	Good	The Charter and Internal Corporate Governance specifically express this content.
Head independent members of BOD			
E.4.5	If the Chairman is not independent, has the BOD appointed a lead/ senior independent member of BOD and has his/ her role been defined?	Good	There are 2 independent BOD members with clearly defined role.
Skills and competencies			
E.4.6	Does at least one non-executive member of BOD have prior working experience in the major sector that the Company is operating in?	Good	There is 01 non-executive BOD member who has extensive experience in the industry.



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
E.5	BOD'S performance		
	Development of BOD members		
E.5.1	Does the Company have orientation programs for new members of BOD?	Good	The new BOD members are all oriented with clearly defined role. In 2024, TNG has a new BOD member.
E.5.2	Does the Company have a policy that encourages members of BOD to attend ongoing or continuous professional education programs?	Good	The Company always has a policy to encourage and support training funding when a suitable training course is proposed.
	General Director/ Board of Management appointments and performance		
E.5.3	Does the Company disclose the process on how the Board of Directors plans for the succession of the Chairman/ General Director and key management?	Incomplete	TNG has a plan to build a successor team, but has not yet announced it publicly.
E.5.4	Do members of BOD conduct an annual performance assessment of the Chairman/ General Director?	Good	TNG has assessed through KPI on a monthly, quarterly and yearly basis.
	BOD's appraisal		
E.5.5	Did the Company conduct an annual performance assessment for BOD and disclose the criteria and process followed for the assessment?	Good	Presented in the Annual Report on page 206, BOD's assessment.
	Member of BOD's appraisal		
E.5.6	Did the Company conduct an annual performance assessment for subcommittees under BOD and disclose the criteria and process followed for the assessment?	Good	Presented in the section "Subcommittees under BOD" on page 168.
	Subcommittee's appraisal		
E.5.7	Did the Company conduct an annual performance assessment for subcommittees under BOD and disclose the criteria and process followed for the assessment?	Good	Presented in the Annual Report, BOD's assessment, subcommittees under BOD.

BONUS ITEMS

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(B) A	RIGHTS OF SHAREHOLDERS		
(B) A.1	Basic shareholders' rights		
(B) A.1.1	Does the Company practice secure electronic voting in absentia at the Annual General Meeting of Shareholders?	Fail	Electronic voting in absentia has not been implemented at the General Meetings of Shareholders because the necessary conditions have not been met. The Company will consider for implementation in the following General Meetings of Shareholders.
(B) B	EQUITABLE TREATMENT OF SHAREHOLDERS		
(B) B.1	Notice of the Annual General Meeting of Shareholders		
(B) B.1.1	Does the Company release its notice of the Annual General Meeting of Shareholders (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	Good	The Company released notice of the Annual General Meeting of Shareholders 41 days in advance.
(B) C	ROLE OF STAKEHOLDERS		
(B) C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
(B) C.1.1	Does the Company adopt an internationally recognized reporting framework for sustainability (i.e. GRI, Integrated Reporting, SASB)?	Good	The TNG Sustainability Report is prepared according to GRI and ESG standards.
(B) D	DISCLOSURE AND TRANSPARENCY		
(B) D.1	Quality of Annual Report		
(B) D.1.1	Are the audited annual Financial Statements released within 60 days from the fiscal year end?	Fail	Audited annual Financial Statements are published within 10 days from the date of signing by the auditor and within 90 days from the fiscal year end.
(B) D.1.2	Does the Company disclose details of remuneration for General Director?	Good	Presented in the Annual Report on page 180.



ASEAN CORPORATE GOVERNANCE SCORECARD

(cont.)

BONUS ITEMS (cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(B) E	RESPONSIBILITIES OF BOD		
(B) E.1	BOD's competencies and diversity		
(B) E.1.1	Does the Company have at least one female independent member of BOD?	Good	TNG has well met this criterion.
(B) E.1.2	Does the Company have a policy and disclose measurable objectives for implementing its BOD's diversity and report on progress in achieving its objectives?	Fail	TNG has not well met this criterion.
(B) E.2	BOD's structure		
(B) E.2.1	Is the Human Resource Subcommittee comprising entirely of independent members of BOD?	Fail	The Human Resources Subcommittee does not include all independent members of the Board of Directors.
(B) E.2.2	Does the Human Resource Subcommittee undertake the process of identifying the quality of members of BOD aligned with the Company's strategic directions?	Good	TNG has well fulfilled this criterion.
(B) E.3	BOD's appointments and re-election		
(B) E.3.1	Does the Company use professional search firms or other external sources of candidates (such as databases set up by members of BOD or shareholder bodies) when searching for candidates for members of BOD?	Good	TNG has well fulfilled this criterion.
(B) E.4	BOD's structure & composition		
(B) E.4.1	Do independent non-executive members of BOD make up more than 50% of BOD for a Company with independent Chairman?	Fail	There are 07 BOD members, including: 02 independent and 02 non-executive BOD members, accounting for over 50% of the BOD. However, the Chairman of BOD is not an independent member.
(B) E.5	Risk management		
(B) E.5.1	Does BOD describe its governance process around IT issues including disruption, cyber security, disaster recovery, to ensure that all key risks are identified, managed and reported to BOD?	Good	Specified in the Company's internal procedures.
(B) E.6	BOD's performance		
(B) E.6.1	Does the Company have a separate Risk Subcommittee?	Good	Internal Audit Committee under Audit Committee undertakes this function.

PENALTY ITEMS

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(P) A	RIGHTS OF SHAREHOLDERS		
(P) A.1	Basic rights of shareholders		
(P) A.1.1	Did the Company fail or neglect to offer equal treatment for share repurchases to all shareholders?	Good	The Charter and Internal Corporate Governance clearly stipulate the fair treatment of share repurchases for all shareholders. During the year, this case did not arise.
(P) A.2	Shareholders, including institutional shareholders, should be allowed to consult with each other on issues concerning their basic shareholder rights as defined in the Internal Corporate Governance, subject to exceptions to prevent abuse.		
(P) A.2.1	Is there evidence of barriers that prevent shareholders from communicating or consulting with other shareholders?	Good	TNG does not record any barriers.
(P) A.3	Right to participate effectively in and vote in the Annual General Meeting of Shareholders and should be informed of the rules, including voting procedures, that govern in the Annual General Meeting of Shareholders.		
(P) A.3.1	Did the Company include any additional and unannounced agenda item into the notice of the Annual/ Extraordinary General Meeting of Shareholders?	Good	The Company always informs shareholders in advance of additional agenda item in the Annual/ Extraordinary General Meeting of Shareholders. During the year, the Company has not held any Extraordinary General Meeting of Shareholders.
(P) A.3.2	Did the Chairman of BOD, Audit Subcommittee Chairman and General Director/ Director attend the most recent Annual General Meeting of Shareholders?	Good	TNG has well fulfilled this criterion. Members of BOD, Subcommittees under BOD, and the Board of Management all attended the General Meetings of Shareholders.
(P) A.4	Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed.		
(P) A.4.1	Did the Company fail to disclose the existence of shareholders agreement?	Good	This is not the Company's case.
(P) A.4.2	Did the Company fail to disclose the existence of voting cap?	Good	The Company specifically stipulates in the agenda - voting rules at the Annual General Meeting of Shareholders.
(P) A.4.3	Did the Company fail to disclose the existence of multiple voting rights?	Good	The Company does not have shares with multiple voting rights.
(P) A.5	Capital structures and arrangements that enable certain shareholders to obtain a degree of control disproportionate to their equity ownership should be disclosed.		



ASEAN CORPORATE GOVERNANCE SCORECARD

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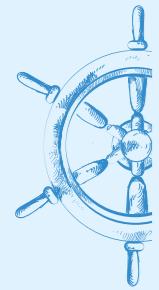
PENALTY ITEMS (cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(P) A.5.1	Is a pyramid ownership structure and/ or cross holding structure apparent?	Good	The Company does not apply a pyramid ownership structure and/or cross holding structure.
(P) B	EQUITABLE TREATMENT OF SHAREHOLDERS		
(P) B.1	Insider trading and abusive self-dealing should be prohibited.		
(P) B.1.1	Has there been any conviction of insider trading involving members of BOD, management and employees in the past three years?	Good	The Company does not record any violations.
(P) B.2	Protecting minority shareholders from abusive action.		
(P) B.2.1	Has there been any cases of noncompliance with the laws, rules and regulations pertaining to material related party transactions in the past three years?	Good	The Company does not record any violations.
(P) B.2.2	Were there any related party transactions that can be classified as financial assistance (i.e not conducted on a market basis) to entities other than wholly-owned subsidiary companies?	Good	
(P) C	ROLE OF STAKEHOLDERS		
(P) C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected.		
(P) C.1.1	Have there been any violations of any laws pertaining to labor/employment/ consumer/ insolvency/commercial/ competition or environmental issues?	Good	The Company does not record any violations.
(P) C.2	Where stakeholders participate in the corporate governance process, they should have access to relevant, sufficient and reliable information on a timely and regular basis.		
(P) C.2.1	Has the Company faced any sanctions by regulators for failure to make announcements within the requisite time period for material events?	Good	TNG has well fulfilled this criterion.
(P) D	DISCLOSURE AND TRANSPARENCY		
(P) D.1	Sanctions from regulator on Financial Statements		

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(P) D.1.1	Did the Company receive a "qualified opinion" in its external audit report?	Good	
(P) D.1.2	Did the Company receive an "adverse opinion" in its external audit report?	Good	The opinion of the external auditors on the annual Financial Statements is "unqualified opinion".
(P) D.1.3	Did the Company receive a "disclaimer opinion" in its external audit report?	Good	
(P) D.1.4	Has the Company in the past year revised its Financial Statements for reasons other than changes in accounting policies?	Good	No.
(P) E	RESPONSIBILITIES OF BOD		
(P) E.1	Compliance with listing rules, regulations and applicable laws		
(P) E.1.1	Is there any evidence that the Company has not complied with any listing rules and regulations over the past year apart from disclosure rules?	Good	The Company does not record any violations.
(P) E.1.2	Is there any evidence that member of BOD has not complied with any listing rules and regulations over the past year apart from disclosure rules?	Good	TNG does not record any cases.
(P) E.2	BOD's structure		
(P) E.2.1	Does the Company have any independent members of BOD who have served for more than nine years or two terms of five years each (whichever is higher) in the same capacity?	Good	No. TNG closely follows this criterion.
(P) E.2.2	Did the Company fail to identify who are the independent members of BOD?	Good	TNG has clearly defined and committed to fully fulfill the criterion on position that requires an independent BOD member.
(P) E.2.3	Does the Company have any independent member of BOD who serve on a total of more than five Boards of Directors of publicly-listed companies?	Good	No. TNG closely follows this criterion.
(P) E.3	External audit		
(P) E.3.1	Is any member of BOD or senior management a former employee or partner of the current external auditor (in the past 2 years)?	Good	No. TNG closely follows this criterion.
(P) E.4	BOD's structure and composition		
(P) E.4.1	Has the Chairman been the Company's General Director in the last three years?	Good	The Chairman is not concurrently the General Director of the Company.
(P) E.4.2	Do independent non-executive members of BOD receive options, performance shares or bonuses?	Good	TNG closely follows this criterion.

5

SUSTAINABLE DEVELOPMENT REPORT



Overview of 2024 sustainable development	214
Sustainable development framework of TNG	216
Engagement with stakeholders	224
Material issues	230
Community responsibility and social security activities in 2024	238

Strong BELIEF

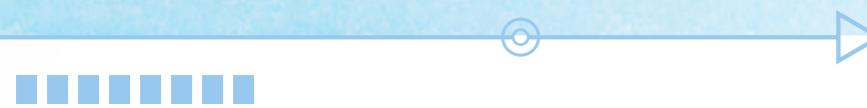


Encouragement Prize
in the TNG painting competition
"45 Years of Strong Development"
TRAN THI LAN HUONG
Unit: PHU BINH 3 GARMENT BRANCH



OVERVIEW OF 2024 SUSTAINABLE DEVELOPMENT

THE OVERVIEW REPORT ON SUSTAINABLE DEVELOPMENT ACTIVITIES OF TNG INVESTMENT AND TRADING JOINT STOCK COMPANY IS PREPARED TO REVIEW AND ASSESS THE SUSTAINABLE DEVELOPMENT PRACTICES AT THE PARENT COMPANY AND ITS SUBSIDIARIES. THE CONTENTS OF THE REPORT HAVE PRESENTED TNG'S APPROACH TO SUSTAINABLE DEVELOPMENT MATTERS, FOCUSING ON STRATEGIC MAJOR ISSUES, CLEARLY SHOWING THE COMPANY'S MEDIUM AND LONG-TERM DEVELOPMENT GOALS. THE INFORMATION TO BE DESCRIBED IN THE REPORT INCLUDES THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT ACTIVITIES IN 2024, DEVELOPMENT STRATEGIES IN THE COMING YEARS AND TNG'S COMMITMENT TO STAKEHOLDERS. IN ITS ANNUAL REPORT, TNG HAS PROVIDED A BRIEF OVERVIEW OF BACKGROUND AND KEY ISSUES IN 2024 BASED ON 3 MAIN PILLARS OF GOVERNANCE – SOCIETY – ENVIRONMENT. FOR MORE DETAILED INFORMATION ON SUSTAINABLE DEVELOPMENT ACTIVITIES, PLEASE REFER TO TNG SUSTAINABLE DEVELOPMENT REPORT 2024 (REPORTED AND PUBLISHED AS A SEPARATE BOOK).



ENVIRONMENT

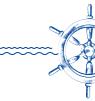


SOCIETY



GOVERNANCE





SUSTAINABLE DEVELOPMENT FRAMEWORK OF TNG

OVERVIEW

TNG has determined its sustainable development strategic orientation based on following factors:



TNG's sustainable development orientation ensures alignment with the vision and common goals of creating real values for stakeholders and taking into account development trends of garment industry and around the world but not limited to issues such as climate change, energy, circular economy, waste treatment, employee rights and benefits, etc.



FIRMLY PURSUING THE GOAL OF SUSTAINABLE DEVELOPMENT, SINCE 2023, TNG HAS ESTABLISHED A SUSTAINABILITY SUBCOMMITTEE TO ENSURE THE GOOD IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT STANDARDS RELATED TO 3 MAIN ISSUES OF ECONOMY - ENVIRONMENT - SOCIETY. TO APPROACH INTERNATIONAL STANDARDS IN THE INCREASING DEVELOPMENT TREND OF THE SOCIETY, TNG IS MOVING TOWARDS ENVIRONMENTAL - SOCIAL - GOVERNANCE (ESG) STANDARDS IN ORDER TO BUILD A STRATEGIC ORIENTATION FOR SUSTAINABLE DEVELOPMENT AND MONITOR THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT AT TNG BETTER AND MORE EFFECTIVELY.



STRATEGIC ORIENTATION



STRATEGIC ORIENTATION FOR SUSTAINABLE DEVELOPMENT ON GOVERNANCE

TNG is committed to practicing corporate governance at the highest level possible including but not limited to good corporate governance practices in Vietnam and ASEAN. Some major ESG issues include:

Business ethics

Business ethics is the core foundation for all decisions and actions in corporate governance, including compliance with ethical principles and standards in all business activities, such as human resource management, customer and partner relations, and the treatment to environment and community.

TNG has issued a Supplier Code of Conduct (referred to as COC) to clearly outline the minimum standards that TNG requires its suppliers to adhere to when conducting business with TNG, in addition to complying with all applicable laws and regulations governing their operations. This COC is an integral part of every contract between TNG and its suppliers.

Sustainable supply chain

TNG aims to build a sustainable supply chain where the input materials are assessed in environmental and social aspects. In addition, suppliers involved in the supply, production, packaging, repackaging, testing, storage and distribution of raw materials/products on behalf of TNG have to ensure compliance with applicable quality regulations and the requirements of Good Manufacturing Practices, Good Distribution Practices and Good Laboratory Practices for the markets in which the products are manufactured, registered and distributed.

Compliance with regulations

TNG is committed to maintaining systems to ensure compliance with the laws for the enterprises and good practices to which we are committed.

Operating performance of BOD

This is a decisive factor for the success of an organization. The BOD is responsible for strategic direction, supervising the implementation and ensuring that the Company complies with good practices and promotes sustainable development corporate governance.

Risk management

To effectively deal with challenges and risks in business environment, the Company needs to build a comprehensive risk management system to identify, evaluate and handle the risks that may affect the Company's objectives and operations, including financial and legal risks as well as environmental and social risks.



SUSTAINABLE DEVELOPMENT FRAMEWORK OF TNG (cont.)

STRATEGIC ORIENTATION (cont.)



STRATEGIC ORIENTATION FOR SUSTAINABLE DEVELOPMENT ON SOCIETY

Developing human resources

People are the key element to create sustainable development of an enterprise. We focus on creating a working environment where the employees are guaranteed health, safety and welfare commensurate with their contributions and have a chance to develop and enhance their professional skills.



Sustainable economy

Firmly pursuing the goal of sustainable development, TNG aims to ensure harmonious and constantly increasing economic benefits for all stakeholders. At the same time, TNG guides to build a green finance framework to ensure environmental and social efficiency for projects.

Customer welfare

Providing quality products at reasonable prices for consumers in all territories and countries where TNG is present. Committing to clear origin and aiming for green production and green consumption, committing to meet the strict standards of the countries that TNG has exported to, maintaining the absolute trust of customers for TNG.

Product safety

In the organizational structure and production process, there is always a department in charge of checking and approving products before completion.

- Through quality control team, TNG builds and operates a Lab, Quality control department operates continuously to evaluate product/service quality to ensure the safety and health of consumers, especially children.
- Through third-party testing. All TNG goods and products reflect the typical standards of the TNG brand. In addition to using the brand honestly and clearly, TNG maintains a barcode system for users to trace the origin of products in the most convenient way.

Community

TNG continues to support the community with the projects that have a great impact on corporate social responsibility in the localities where TNG has operations, continuing to spread the spirit of sharing for the common benefits and for a better and more humane society.

Diversity, equity and inclusion

TNG encourages and creates an environment where employees from different cultures, genders, ages, religions, political views, abilities and other types of diversity are respected and have a voice in the Company's decisions and operations.





SUSTAINABLE DEVELOPMENT FRAMEWORK OF TNG (cont.)

STRATEGIC ORIENTATION (cont.)

STRATEGIC ORIENTATION FOR SUSTAINABLE DEVELOPMENT ON ENVIRONMENT



Green production

Continuously researching and developing environmentally friendly materials, aiming to better meet customers' green consumption criteria. Promoting research and application of modern technology into production and business, aiming to reduce emissions and wastes, minimizing environmental impact.

Climate change

TNG is using all available resources to reduce greenhouse gas emissions and intensity, committed to strictly implementing regulations on collecting and treating plastic waste, minimizing impacts on environment and climate change.

Energy

Continuing to concentrate on enhancing energy efficiency, seeking renewable energy sources to partially replace fossil energy, investing in rooftop solar power system, etc. aiming to reduce energy use intensity and emissions.

Water, air and waste

TNG aims to manage and use water resources responsibly, strictly manage waste in production process to save resources and protect the environment. TNG has been and is continuing to invest in researching and utilizing waste and scrap (waste paper, scrap cotton, excess fabric, nylon, unfinished thread, unfinished fabric products, etc.) to process and recycle as raw materials for other products.





ENGAGEMENT WITH STAKEHOLDERS

IN 2024, TNG CONTINUES BUILDING AND DEVELOPING SUSTAINABLE RELATIONSHIPS WITH STAKEHOLDERS. TNG UNDERSTANDS THAT THE PARTICIPATION OF STAKEHOLDERS IS A KEY FACTOR HELPING THE COMPANY CLARIFY CORRECT AND FULL EXPECTATIONS OF STAKEHOLDERS. THUS, TNG CAN IDENTIFY AND MAKE APPROPRIATE POLICIES AND ACTIONS TO MEET THOSE EXPECTATIONS AS BEST AS POSSIBLE.



CUSTOMERS

APPROACHES

- Through weekly/monthly meetings.
- Through customers' assessment on TNG's services.

CONCERN

- Quality of products and services, techniques and technology.
- Consumer's health related safety level and impacts.
- Reasonable pricing policy.
- Customer satisfaction.
- Brand reputation.

ACTIONS OF TNG

- Committing to providing quality products as a top priority.
- Continuously improving modern technology and production lines.
- Strengthening product R&D.
- Supporting customers to resolve arising problems.

VALUES

- Providing millions of garment products to the world markets.
- Product quality is always satisfied with the standards of the most challenging markets.
- Ensuring service quality, delivery schedule and competitive unit price.
- Cooperation for development.
- Total revenue in 2024 reached VND 7,655 billion, up 7.9% compared to 2023.



SUPPLIERS

APPROACHES

- Arranging face-to-face meetings at suppliers' facilities through supplier assessment.
- Organizing direct exchanges with suppliers on basic construction; organizing online meetings with suppliers to collect their opinions.

CONCERN

- Ensuring stable supply.
- Prestige, on-time payment, long-term cooperation.

ACTIONS OF TNG

- Making field visits, face-to-face meetings with suppliers to discuss and get agreement on procedures of contract implementation and cooperation.

VALUES

- Building a long-term, prestigious and goodwill partnership with over 400 suppliers.
- During the year, TNG has presented medals for more than 80 suppliers who have cooperated with the Company for 10 years or more.



ENGAGEMENT WITH STAKEHOLDERS (cont.)



SHAREHOLDERS AND INVESTORS

APPROACHES

- Annual General Meeting of Shareholders.
- Periodic information disclosure on website.
- Receiving information via email.
- Meeting and engaging with investors.

CONCERN

- Information transparency.
- Business and production performance, financial ratios.
- Corporate governance system.
- Managing conflicts of interest.

ACTIONS OF TNG

- Organizing 2024 Annual General Meeting of Shareholders.
- Providing all information in English and Vietnamese versions in a timely and transparent manner.
- Organizing, attending meetings with investors, seeking markets and partners.

VALUES

- Realized revenue in 2024 valued at VND 7,655 billion, up 7.9% compared to 2023.
- Profit after tax reached VND 315 billion, up 41.6% compared to 2023.
- Conducting information disclosure in a timely and transparent manner.
- Bringing attractive dividends to investors, paying dividends to shareholders in the form of shares with the ratio of 8% and 8% in cash.
- Perfecting governance system, building strong and effective audit committee to meet international practices and standards.
- Organizing competitive bidding, providing public and transparent information through auction app built and developed by TNG.



EMPLOYEES

APPROACHES

- Organizing regular meetings.
- Organizing annual employee meetings.
- Organizing trade union meetings.

CONCERN

- Building safe and friendly working environment.
- Ensuring salary and remuneration policies.
- Building staff training and development policy.

ACTIONS OF TNG

- Issuing income, welfare, social security policies.
- Complying with regulations, ensuring rights of laborers.
- Continuously improving working environment, creating promotion and commitment opportunities for laborers.
- Maintaining and organizing periodic, annual dialogues with laborers.

VALUES

- Creating jobs for over 19,052 laborers.
- Maintaining safe working environment, reducing and controlling rates of occupational diseases and accidents. Employees with occupational diseases: 0.
- Building appropriate income distribution mechanism.
- Improving quality of social welfare policies.
- The average income of workers is 9,500,000 VND per month, consistently higher than the regional minimum wage in Thai Nguyen.
- The organization provides training for 100% of new workers with no prior experience.
- Occupational health and safety training in 2024: 21,525 people.
- The total number of workers participating in training, workshops, and coaching in 2024 was 3,899 people.
- Organizing periodic health check-ups once a year (professional level): 782 people.
- Organizing periodic health check-ups (occupational diseases): 14,273 people.
- No complaint related to employee treatment occurred.



ENGAGEMENT WITH STAKEHOLDERS (cont.)



STATE AUTHORITIES

APPROACHES

CONCERNs

- Making periodic report.
- Organizing periodic inspection and check.
- Organizing meetings.

- Complying with legal policies and documents.
- Coordinating and supporting for mutual development.
- Obligations to State budget.

ACTIONS OF TNG

VALUES

- Complying with legal documents and regulations of the Law.
- Contributing opinions, pioneering in implementing legal policies.

- Fully complying with provisions of the Law.
- Typical enterprise with significant contributions to the State Budget.
- Total budget payment of VND 124.86 billion in 2024.



COMMUNITIES

APPROACHES

CONCERNs

- Organizing meetings via local organizations.

- Sharing and contributing to community building activities such as: Building solidarity houses, participating in the "Tet Peak Week for the Poor" program; "Lighting up Dreams" program; Granting scholarships to students; Organizing a running race for the community.

ACTIONS OF TNG

VALUES

- Actively participating in community activities.

- Typical enterprise with significant contributions to the State Budget.
- Organizing community activities, joining hands in supporting families with difficult circumstances.
- Creating jobs for over 19,052 laborers.
- In 2024, TNG's total budget has supported local community activities and social security with more than VND 2,521,000,000.



TEXTILE AND GARMENT ASSOCIATIONS

APPROACHES

CONCERNs

- Organizing meetings, seminars, etc.

- Making positive contributions, sharing information and supporting members of Association.

ACTIONS OF TNG

VALUES

- Actively participating in Associations, related departments and agencies.

- Being an active member of Thai Nguyen Provincial Business Association, Vietnam Textile and Apparel Association and other associations.





MATERIAL ISSUES

PROCESS OF IDENTIFYING MATERIAL ISSUES

1

Identifying sustainable development related fields capable of causing impacts to TNG

2

Selecting key fields concerned by related parties

3

Identifying prioritized fields in 2024

4

Building key matrix

- Doing research, review of market and sectoral information
- Analyzing press information
- Conducting customer satisfaction evaluation and survey
- Updating information from Associations
- Organizing internal discussions with laborers, meetings with local leaders.

Building a set of critical issues related to sustainable development in 2024

Selecting important fields prioritized to implement

Validating key fields from senior leaders

Selecting key fields of TNG

Classifying key fields in 03 groups:

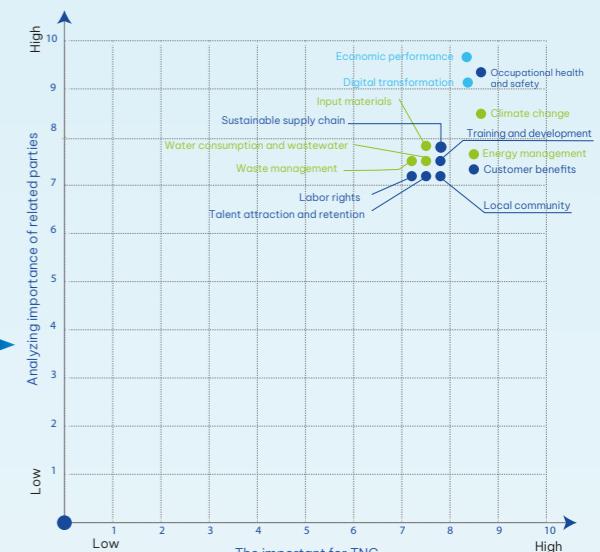
- Governance
- Society
- Environment

Analyzing impacts on related parties

- Identifying primary beneficiary of related parties
- Evaluating impacts on related parties
- Calculating average weighted scores and impacts on related parties

Analyzing possible impacts to TNG

- Analyzing and rating impacts on sales, cost, regulations, business reputation



Evaluating and reviewing internal operation

MATERIAL ISSUES

GOVERNANCE

- Economic performance
- Digital transformation

ENVIRONMENTAL

- Input materials
- Water consumption and wastewater
- Climate change
- Energy management
- Waste management

SOCIAL

- Occupational health and safety
- Training and development
- Talent attraction and retention
- Sustainable supply chain
- Labor rights
- Customer benefits
- Local community

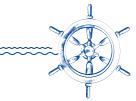


MATERIAL ISSUES (cont.)

IMPORTANCE OF MATERIAL AREAS

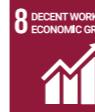
MATERIAL AREAS	REFERENCES 17 UN SUSTAINABLE DEVELOPMENT GOALS	IMPORTANCE
 <p>Economic performance</p> <p>Digital transformation</p>	  	<p>Always achieving high efficiency in production and business activities is one of the top priorities at TNG. This is not only a prerequisite for the Company to strengthen its competitive position in the market but also helps optimize benefits for stakeholders. Maintaining stable and sustainable economic efficiency, TNG continuously grows and proactively responds to market fluctuations, thereby ensuring to achieve long-term and sustainable development goals.</p>
		<p>At TNG, digital transformation is not only an inevitable trend but also a key strategy to promote the Company's rapid and sustainable development. By applying modern digital technology solutions, TNG has been improving its corporate governance capacity, comprehensively optimizing production process, increasing labor productivity, and significantly enhancing the quality of services provided to customers. Digital management system also allows the Company to manage human resources, salaries, import and export of goods, analyze market data and respond to customers more quickly, thereby making flexible adjustments, promptly responding to the increasingly diverse and demanding needs of the global market.</p>



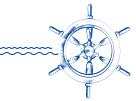


MATERIAL ISSUES (cont.)

IMPORTANCE OF MATERIAL AREAS (cont.)

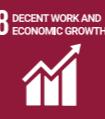
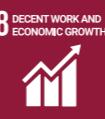
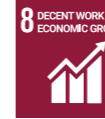
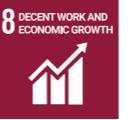
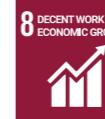
MATERIAL AREAS	REFERENCES 17 UN SUSTAINABLE DEVELOPMENT GOALS	IMPORTANCE
Input materials	  	Input materials, especially fabrics and garment accessories, play an important role in TNG's production. The Company is committed to using environmentally friendly raw materials, prioritizing recycled, renewable and clearly sourced materials to minimize environmental impacts and build a sustainable supply chain.
Water consumption and wastewater	 	TNG is deeply aware that water is a precious and limited resource. Strictly managing water consumption, increasing reuse and treatment of wastewater to meet standards before discharging into the environment are integral parts of the Company's sustainable development strategy, helping reduce environmental risks and ensure compliance with legal standards.
Climate change	  	Climate change may have a significant impact on the supply chain of raw materials, labor productivity and production of the garment industry. TNG is committed to adapting and proactively responding to the challenges of climate change by applying green technologies, product innovation and production process to minimize greenhouse gas emissions and be ready to respond and improve business resilience to adverse weather conditions.
Energy management	   	Effective energy management not only helps TNG optimize operating costs but also contributes to environmental protection by minimizing CO2 emissions. TNG regularly improves its energy management system, invests in energy-saving solutions and gradually switches to using renewable energy sources.
Waste management	   	Effective management of production waste is an important factor helping TNG reduce environmental pollution and protect public health. The Company applies measures to classify, treat and recycle waste from the initial production stage, minimizing the negative impact on environment and contributing to building a greener, cleaner and more beautiful living environment.

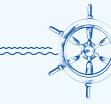




MATERIAL ISSUES (cont.)

IMPORTANCE OF MATERIAL AREAS (cont.)

MATERIAL AREAS	REFERENCES 17 UN SUSTAINABLE DEVELOPMENT GOALS	IMPORTANCE
Occupational health and safety	 	TNG always attaches importance to the safety and health of employees, strictly implementing regulations on labor safety and occupational health. Every year, TNG conducts training programs to raise employees' awareness of safety, thereby minimizing the risk of accidents and occupational diseases.
Training and development	 	TNG identifies that human resources are the most important resource determining the sustainable success of the enterprise. Therefore, the Company always prioritizes comprehensive investment in training and developing a high-quality human resource. With specialized training programs, diversifying courses according to each level and expertise, TNG creates the best conditions for employees to improve their capacity, update new knowledge and perfect professional skills. This is a solid foundation for each employee to build a long-term career, maximize personal capacity and deeply engage with TNG's sustainable development journey, thereby promoting current success and being ready to face challenges and seize opportunities in the future.
Talent attraction and retention	  	TNG develops an effective talent attraction and retention policy thanks to a dynamic working environment, attractive remuneration and clear career development opportunities in order to maintain a high-quality workforce, meeting the needs of growth and development.
Sustainable supply chain	 	TNG is committed to developing a sustainable supply chain by working closely with suppliers, ensuring business ethics, minimizing negative impacts on the environment, optimizing operating costs and ensuring the rights of employees throughout the supply chain.
Labor rights	  	TNG always ensures the legitimate rights of employees, builds a fair and transparent working environment and respects human rights. This contributes to promoting social justice and encouraging responsible business behaviors in Vietnam.
Customer benefits	  	TNG is committed to providing high quality products and services, best meeting the needs and expectations of customers as well as implementing appropriate programs, services and policies, promptly meeting the needs of customers, thereby building long-term, sustainable and trustworthy relationships.
Local community	  	Community connection programs will build trust and strengthen the relationship between TNG and the community. TNG actively participates in community activities, contributing to socio-economic development of the localities, improving the life quality for the community where the Company operates.



COMMUNITY RESPONSIBILITY AND SOCIAL SECURITY ACTIVITIES IN 2024



VND 2,521,000,000

TNG's total value contributed to charity and social activities in 2024

AS A PIONEERING AND LEADING REPUTABLE ENTERPRISE IN THE GARMENT INDUSTRY, TNG ALWAYS UNDERSTANDS THAT RESPONSIBILITY TO THE COMMUNITY IS NOT ONLY AN OBLIGATION BUT ALSO A CORE HUMAN VALUE THAT CREATES SUSTAINABLE DEVELOPMENT FOR THE ENTERPRISE. IN 2024, TNG CONTINUED TO SPREAD THE SPIRIT OF SHARING AND ACCOMPANYING SOCIAL SECURITY ACTIVITIES BY DEPLOYING MEANINGFUL VOLUNTEER PROGRAMS, PROVIDING PRACTICAL SUPPORT TO THE COMMUNITY FOR THE COMMON BENEFIT. THE CONTRIBUTION TO CHARITY AND SOCIAL SECURITY ACTIVITIES OF TNG IN 2024 TOTALLY WAS VALUED AT VND 2,521,000,000, AN IMPRESSIVE FIGURE, BRINGING POSITIVE AND SUSTAINABLE CHANGES TO THOUSANDS OF PEOPLE ACROSS THE COUNTRY.





COMMUNITY RESPONSIBILITY AND SOCIAL SECURITY ACTIVITIES IN 2024 (cont.)



More than **1,000** T-shirts

Presented by TNG to Trade Union of Industry and Trade sector, Labor Federation of Phu Binh District, Youth Union of Thai Nguyen City and Son Cam Pagoda

Total value of VND **435** million

T-SHIRT DONATION PROGRAM FOR CHARITY PURPOSE

Continuing the journey of spreading love and meaningful social responsibility, since the early 2024, TNG has implemented a T-shirt donation program applied to many organizations and localities in Thai Nguyen Province. More than 1,000 T-shirts were presented by TNG to Trade Union of Industry and Trade sector, Labor Federation of Phu Binh District, Youth Union of Thai Nguyen City and Son Cam Pagoda, with a total value up to VND 435 million. This is a special annual activity of TNG, clearly demonstrating the spirit of mutual love, sharing difficulties, bringing happiness and warmth in the cold winter, contributing to bringing a full and warm Tet holiday for the families in difficult circumstances. Through this program, TNG not only gives material gifts but also sends its humanity and sincere care, affirming the Company's mission for the community of a pioneering and compassionate enterprise.



Responding to the program
"Peak Week of Tet for the poor 2024",
TNG has donated

VND **1.5** billion

to Thai Nguyen Province and
neighboring localities.

Giving more than **700** gift sets
to the Company's employees with difficult
circumstances.

SUPPORTING "PEAK WEEK OF TET FOR THE POOR 2024"

Responding to the program "Peak Week of Tet for the poor 2024" launched by the Fatherland Front of Thai Nguyen Province, TNG has donated a total of VND 1.5 billion to Thai Nguyen Province and localities to support the construction of Great Solidarity House. Specifically, the donation amount is divided into two parts: VND 500 million through Steering Committee of Thai Nguyen Province and VND 1 billion to 8 localities in the province, including Thai Nguyen City, Song Cong City, and Phu Binh, Dong Hy, Dinh Hoa, Vo Nhai, Phu Luong, Dai Tu districts. This is a meaningful activity, helping families in difficult circumstances have a warm and happy Tet and spreading the spirit of solidarity and kindness in the community.

On this occasion, the Company also presented more than 700 gift sets worth over VND 600 million to the Company's employees in difficult circumstances. Each gift set is worth from VND 500 thousand to VND 2 million.

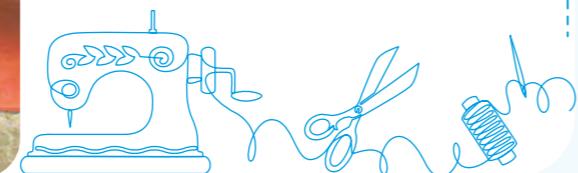


COMMUNITY RESPONSIBILITY AND SOCIAL SECURITY ACTIVITIES IN 2024 (cont.)

CONTINUING TO ACCOMPANY THE PROGRAM "LIGHTING UP DREAMS", SUPPORTING TO BUILD "GREAT SOLIDARITY HOUSES"



With the goal of helping people in difficult circumstances with poverty resilience and living stabilization, for several years, TNG has become a benefactor accompanying the program "Lighting up dreams" co-organized by Thai Nguyen Broadcast and Fatherland Front of Thai Nguyen Province. In 2024, TNG continued to accompany the program to realize the dream of having a new spacious house for people in difficult circumstances and less fortunate fates in society.



GIVING SCHOLARSHIPS TO STUDENTS OF TEXTILE, GARMENT, FOOTWEAR AND FASHION FACULTY



On May 4, 2024, at the School of Materials, Hanoi University of Science and Technology organized a business exchange and scholarship awarding ceremony for students of the Faculty of Textile, Garment, Footwear and Fashion. TNG participated and gave scholarships with total value of VND 161,000,000 to the students. Sponsoring scholarships to students is a meaningful annual activity of TNG with the desire to nurture talents, encouraging students in their studying and training to achieve higher achievements.

In particular, in 2024, TNG continued to implement the scholarship program, sponsoring 100% of tuition fee for children of the Company's employees, from the beginning to the end of the training course. For the families with special difficulties and the families with revolutionary contribution, the Company sponsored additional living expenses worth VND 2,000,000/month. After completing the training course, students are given priority by TNG to arrange suitable jobs.





COMMUNITY RESPONSIBILITY AND SOCIAL SECURITY ACTIVITIES IN 2024 (cont.)

SUPPORTING FLOOD VICTIMS

In 2024, with the spirit of responsibility and sharing difficulties of the victims of natural disasters, TNG timely joined hands to contribute to relief activities, especially the severe impact of Storm No. 3 Yagi.



Donated 475 life jackets

Understanding the urgency of protecting human life, TNG quickly donated 475 life jackets to the Standing Office of the Steering Committee for Natural Disaster Prevention & Control and Search & Rescue of Thai Nguyen Province. The life jackets were urgently delivered to the most severely damaged localities, including Song Cong City and Phu Luong, and Phu Binh districts, effectively contributing to rescue work, minimizing damage and ensuring safety for people.



Donated VND 100 million to the Fatherland Front of Phu Binh District

In addition to practical material support, TNG donated VND 100 million to the Fatherland Front Committee of Phu Binh District to support people in areas most severely affected by Storm No. 3 Yagi, helping families and communities quickly overcome difficulties and gradually stabilize their lives.

Thanks to these timely and effective relief activities, TNG has once again affirmed its commitment to accompanying and sharing social responsibility, contributing to spreading the spirit of humanity and deep solidarity with the community in the most difficult and challenging times.



Donated VND 100 million to the Fatherland Front of Thai Nguyen City

In addition to timely practical activities, TNG donated VND 100 million to the Fatherland Front Committee of Thai Nguyen City to contribute to overcoming the consequences of storms and floods, quickly stabilizing people's lives and restoring daily activities at the affected localities.



COMMUNITY RESPONSIBILITY AND SOCIAL SECURITY ACTIVITIES IN 2024 (cont.)

SUPPORTING VOLUNTEER PROGRAM AT BINH SON II PRIMARY SCHOOL



On October 4, at Binh Son II Primary School (Linh Son 1 Hamlet - Binh Son Commune - Song Cong - Thai Nguyen), TNG and Decathlon jointly organized the charity program named "FOUNDATION DAY: Magical Sports - Spreading Passion". This is a meaningful activity for pupils of the school in the mountainous area of Song Cong City with a lot of economic difficulties.

With the desire to bring sports closer to children, the program has not only brought an opportunity to experience diverse sports but also given practical gifts such as backpacks, T-shirts, winter coats, notebooks, milk and cakes to more than 200 pupils. In particular,

10 water dispensers were also given to the school, contributing to improving the quality of drinking water for the children.

The vibrant and joyful atmosphere of the sports festival has spread positive energy to the participants. The program has not only brought happiness to the children but also spread the spirit of solidarity, sharing and love in the community. The memorable moments of the festival will remain in the hearts of the children, volunteers, and all those who joined hands to create a day full of smiles and emotions.



OTHER SOCIAL SECURITY ACTIVITIES

In addition to the above-mentioned typical social security programs, in 2024, TNG participated and contributed to many other social activities to support the community. Some other typical activities included: Donating VND 50 million on the occasion of Mid-Autumn Festival in Phu Luong District, bringing joy to children during the Mid-Autumn Festival; Donating VND 50 million to the Committee for Religious Affairs under the Department of Home Affairs of Thai Nguyen Province; Donating VND 50 million to the Youth Union of Thai Nguyen Province; Donating VND 30 million to the Mass Running Event organized by the Department of Culture of Thai Nguyen Province; Donating fire extinguishers; and so on.

TNG's social security activities in 2024 not only demonstrated the Company's strong commitment to the community but also contributed to the country's sustainable development. In the future, TNG will continue to maintain and expand those meaningful activities, contributing to building a stronger, more humane and more prosperous community.

