



10

HIGHLIGHTS IN 2024



THE YEAR 2024 WITNESSED THE STRONG DEVELOPMENT OF TNG WITH OUTSTANDING ACHIEVEMENTS NOT ONLY IN MARKET EXPANSION AND PRODUCTION OPTIMIZATION BUT ALSO IN RAISING ITS POSITION IN THE INTERNATIONAL MARKET. THE 10 HIGHLIGHTS BELOW ARE IMPORTANT STEPS THAT HELP THE COMPANY CONTINUE TO DEVELOP SUSTAINABLY AND MAINTAIN ITS LEADING POSITION IN VIETNAM'S TEXTILE AND GARMENT INDUSTRY.



10 HIGHLIGHTS IN 2024



MARKING THE 45TH ANNIVERSARY OF TNG INVESTMENT AND TRADING JOINT STOCK COMPANY (NOVEMBER 22, 1979 - NOVEMBER 22, 2024)

On November 21, 2024, TNG Investment and Trading Joint Stock Company solemnly organized the Ceremony of its 45th Anniversary (1979 - 2024) with the theme "Perpetually develop - Create the future" at TNG Viet Thai - Son Cam Factory. After 45 years of construction and development, TNG is proud to be in Top 10 textile and garment enterprises with the largest export turnover in Vietnam for many years, contributing hundreds of billions of VND to the State budget and creating stable jobs for more than 19,000 people.

After many years of persistent investment in expanding production scale, marking the 45th anniversary, TNG has 20 branches, including 15 sewing branches, 2 supporting branches (Cotton - Packaging), 2 technology branches and 1 LAB branch. Total production scale reaches 336 sewing lines and 15 auxiliary lines (cotton, packaging, printing, embroidery, washing, etc.). This is the stage of mobilizing all resources to break through in the period 2025 - 2030 and achieve the revenue target of one billion USD/year.

"PERPETUALLY DEVELOP, CREATE THE FUTURE"



Celebrating its 45th anniversary of establishment, TNG has expressed special gratitude to the "fire bearer" - Mr. Nguyen Van Thoi - Party Secretary - Chairman of TNG, who has lighted up the fire of enthusiasm, making TNG a symbol of solidarity and aspiration to rise strongly. The Company has also expressed gratitude for the "Lifetime dedication" of individuals who have devoted their youth and their whole lives since they were young until retirement to engage and contribute to TNG. The Company has also expressed gratitude for the "Inheritance and development" of individuals with outstanding achievements, who represent the young generation of TNG to continue to inherit, promote, and write the TNG future.



Continuing that emotional flow, Chairman Nguyen Van Thoi has also expressed his deep gratitude for the efforts and companionship of the management board, partners, customers and all employees of TNG over the past 45 years, and at the same time sending his expectations and ambitions to the next generation. A strong collective is formed from outstanding individuals. TNG has achieved proud achievements thanks to the wise and courageous leadership of the Board of Directors and the Board of Management as well as the solidarity and efforts of all employees through the generations.





10 HIGHLIGHTS IN 2024 (cont.)



REACHING THE HIGHEST REVENUE AND PROFIT IN THE PAST 45 YEARS

In 2024, TNG recorded revenue of VND 7,655 billion, an increase of 7.9% compared to 2023, completing 97% of the year plan. Profit after tax reached VND 315 billion, an increase of 41.6% compared to the same period, exceeding the profit target by 2%, marking the highest profit in the Company's history, creating stable jobs for 19,052 people with an average salary of VND 9.5 million/person/month.

Those achievements are resulted from an effective business strategy, production optimization and market expansion. This success not only affirms TNG's sustainable development but also creates the premise for stronger steps forward in the future.



RESEARCHING, MANUFACTURING AND DEPLOYING AUTOMATED GUIDED VEHICLE (AGV) INTO PRODUCTION



TOT Automation Branch of TNG, which was established in early 2023 from Robotics Department (TOT), has rapidly developed and launched 25 innovative product designs. Until now, TOT has manufactured and delivered more than 100 automated devices to customers. In particular, Automated Guided Vehicles (AGV) have been applied in 7 TNG factories, helping to optimize the transport process, reducing dependence on manpower, improving productivity and minimizing operating costs. In the future, TOT will continue to research, design and manufacture high-tech automation products, with the goal of becoming a leading unit in providing solutions and designing AGV.



MEETING INTERNATIONAL STANDARDS ISO 17025-LAB

In August 2024, TNG's Board of Directors decided to establish LAB Branch (TNG Testing Center) in the Decision No. 546/NQ-HĐQT dated August 26, 2024. LAB Branch (TNG Testing Center) is responsible for performing 38 testing methods for development samples and pre-production approval samples, effectively controlling potential risks and ensuring product quality from the early stages. This not only helps minimize errors in production but also optimizing costs with the testing cost of 10% lower than that conducted by external units.



In particular, TNG's LAB Branch has obtained ISO 17025 certification, an important international standard for testing and calibration laboratories. This standard helps the Company enhance its reputation, affirming the testing quality according to international standards, ensuring accuracy in testing the quality of raw materials and products, increasing the trust of international customers and partners, and optimizing quality control process in the supply chain. This is an important step forward, contributing to making TNG a leading garment enterprise with an internationally standardized quality control system.



TOTAL REVENUE

VND **7,655** billion

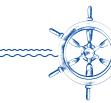
Up 7.9% compared to 2023

PROFIT AFTER TAX

VND **315** billion

Up 41.6% compared to 2023





10 HIGHLIGHTS IN 2024 (cont.)



TNG GOT TALENT 2024

To create a joyful and exciting atmosphere for employees towards celebrating the 45th anniversary of establishment, TNG has launched the competition "TNG Got Talent 2024". This is a useful playground to promote the cultural and artistic movement, improving the spiritual life of employees. It is also an opportunity for individuals and collectives to demonstrate their artistic talents, contributing to honoring TNG cultural values.

The final round of TNG Got Talent 2024 officially took place on November 2, 2024 with the participation of 16 performances from 16 branches of the Company. There is nothing happier than to be immersed in the bustling atmosphere of the Gala night. In addition to constantly striving to complete excellent production and business goals, the competition has promoted the spirit of colleagues throughout TNG. The judges and the audience have enjoyed a bustling night with the spectacular and emotional performances, bringing a vibrant and proud atmosphere towards celebrating the 45th anniversary of TNG.



WORKSHOP "GATHERING QUINTESSENCE - SPREADING VALUES"

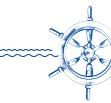
In the morning of June 30, 2024, at Nha Toi Ecotourism, for the first time TNG organized the Workshop "GATHERING QUINTESSENCE - SPREADING VALUES" with the participation of nearly 200 team leaders from 8 units including Viet Thai, Song Cong 1, Song Cong 2, Phu Binh 1, Phu Binh 2, Phu Binh 4, Vo Nhai 1, and Vo Nhai 2. This is the first program organized on a large scale, exclusively for TNG team leaders.

The Workshop focuses on 3 main topics: team leaders motivate and retain employees, team leaders boost productivity, and team leaders reach sales targets, all of which are practical contents in work and received much attention from team leaders. In a joyful, excited and proud atmosphere, the team leaders



have enthusiastically discussed and shared useful information, having opportunities to exchange and connect with colleagues from the units of TNG.

After the training program, team leaders are equipped with skills in human resource management, task assignment, work progress control, production planning and effective production team management. They also learn how to apply advanced production management tools, thereby optimizing work process, improving their ability to train and support workers in the team. This program not only helps increase labor productivity but also opens up career development opportunities for team leaders in the future.



10 HIGHLIGHTS IN 2024 (cont.)



ADMITTING 220 NEW PARTY MEMBERS, 115 MORE THAN IN 2023

In 2024, the Party Committee of TNG implemented many important resolutions to promote production and business activities, focusing on developing new Party members and improving political and ideological education for cadres, Party members and employees.

With its continuous efforts, TNG's Party Committee has achieved remarkable results such as admitting 220 new Party members, 115 people more than in 2023 (achieving 105% of the year plan); officially converting 76 probationary Party members; and organizing Party awareness training classes for 253 outstanding people. These results were recognized and highly appreciated at the Conference to summarize leadership

and deployment of political duties in 2024, organized by the Party Committee of Thai Nguyen Province. At the Conference, TNG's Party Committee was honored to receive the Emulation Flag for "Excellently completing duties in 5 consecutive years" (2019-2023) and the Certificate of Merit for "Excellently completing typical duties in 2024" from the Party Committee of Thai Nguyen City.

This achievement has marked a strong development in building Party at the enterprise, demonstrating TNG's attention to training and developing a human resource with strong political ideology, contributing to building a strong enterprise.



ADMITTING 220 new Party members

reaching 105% of the year plan

OFFICIALLY CONVERTING

76 probationary Party members

TRAINING PARTY AWARENESS

253 outstanding people



STRICTLY IMPLEMENTING WORKING HOURS UNTIL 5:30 PM

TNG is one of the pioneers in the garment industry to implement working hours until 5:30 p.m. every day. There is no overtime on special occasions such as public holidays, Tet holidays or anniversaries. This policy helps employees have more time to rest, re-produce labor power, and increase productivity thanks to reasonable working time, ensuring a balance between work and personal life, thereby promoting the employees' long-term commitment to the Company. Optimizing cost efficiency and improving productivity, the Company's profit in 2024 exceeded the plan and created many positive impacts.





10 HIGHLIGHTS IN 2024 (cont.)



PUTTING TNG DEVELOPMENT CENTER (TNG DC) INTO OPERATION



In 2024, TNG Development Center (TNG DC) was officially put into operation, helping the Company improve its product design and research capacity. TNG DC is the first sample development center in the global textile industry which is technically recognized by Decathlon, marking a breakthrough in improving research and design capacity. Thanks to strong

investment and sustainable development orientation, the Center has developed 56 new product codes, contributing to strengthening the strategic cooperation relationship between TNG and Decathlon, expanding export markets, improving competitiveness and contributing to affirming TNG's position in the global supply chain.



EXPANDING US MARKET, SIGNING CONTRACTS WITH G-III APPAREL GROUP AND CENTRIC BRANDS



Besides successfully cooperating with leading fashion partners such as Decathlon, Columbia, The Children's Place, and Sportmaster in 2024, TNG's sales team signed contracts with G-III Apparel Group and Centric Brands. G-III Apparel Group is a famous fashion company, owning and distributing brands such as Calvin Klein, Tommy Hilfiger, and DKNY. Centric Brands

specializes in designing, manufacturing and trading fashion products, accessories and home appliances for famous brands. Cooperating with these partners has opened up great opportunities for TNG to raise revenue in the North American market, affirming the Company's position in the international market.



AWARDS AND TITLES IN 2024



EMULATION FLAG

“EXCELLENTLY COMPLETING TASKS” FOR 5 CONSECUTIVE YEARS

Awarded by the Party Committee of Thai Nguyen Province.



CERTIFICATE OF MERIT

“EXCELLENTLY COMPLETING TASKS” IN 2024

Awarded by the Party Committee of Thai Nguyen City.

EMULATION FLAG

LEADING UNIT IN THE EMULATION MOVEMENT IN 2024

Awarded by the People's Committee of Thai Nguyen Province.



CERTIFICATE OF MERIT

Outstanding achievements SOCIO-ECONOMIC DEVELOPMENT IN THAI NGUYEN CITY IN 2024

Awarded by the People's Committee of Thai Nguyen City.



CERTIFICATE OF MERIT

Emulation movement “FIRE PREVENTION AND FIGHTING FOR ALL PEOPLE” IN 2024

Awarded by the People's Committee of Thai Nguyen Province.



AWARDS AND TITLES IN 2024 (cont.)



COMMEMORATIVE MEDAL **CERTIFICATE OF MERIT**
"EXCELLENT COLLECTIVE IN DEVELOPING CUSTOMS - BUSINESS PARTNERSHIP (2014-2024)"

Awarded by the General Department of Customs.



Outstanding achievements
DIGITAL TRANSFORMATION IN 2024

Awarded by the Department of Information and Communications of Thai Nguyen Province.



CERTIFICATE
MOST WANTED IR ACTIVITIES BY INVESTORS
(Mid-cap listed companies)

Awarded by Vietstock.



CERTIFICATE
TOP 50
PIONEERING ENTERPRISES
COMMITTED TO IMPROVING
CORPORATE GOVERNANCE IN
VIETNAM - VNCG50

Awarded by Vietnam Institute of Directors (VIOD) in 2024.



CERTIFICATE
TOP 100
SUSTAINABLE ENTERPRISES IN
VIETNAM IN 2024

Awarded by Vietnam Chamber of Commerce and Industry (VCCI).





SWOT ANALYSIS



STRENGTHS

- TNG is a large-scale garment company with a long development history of nearly a half of century together with a team of high-skill workers, state-of-the-art machinery and production lines in the textile and garment industry at present, thereby meeting the flexible production needs of partners in many different countries and territories around the world.
- TNG determines that its core business is manufacturing garments for export which is expected to bring stability and profit to TNG for many years to come. With a strictly controlled quality system to make products meet the highest quality standards, TNG's customers are reputable retailers such as Decathlon, Columbia Sportswear, The Children's Place, Capital, Itochu, Cahard, John New York, etc. who are committed to long-term and stable orders and at the same time ask TNG to increase annual output. In addition, TNG also actively increases supply of raw materials and accessories and gradually transfers to sample development to increase product profitability.
- Most of TNG's factories are located in Thai Nguyen Province, where the big universities are located, 100 kilometers far from the center of Hanoi Capital, 200 kilometers far from Hai Phong Port. This is an opportunity for TNG to access high-quality human resources and get convenience in transportation.
- TNG boasts extensive experience in producing exported apparel, and particularly in recent years, it has affirmed its pioneering role in investing in research, technological advancements, automation, and AI applications within the textile and garment industry. TNG has demonstrated breakthrough progress as its High-Tech Division is recognized for its remarkable strides in providing comprehensive solutions for the garment sector.



WEAKNESSES

- In recent years, the expansion of investment in factories has led to TNG's capital imbalance, which makes TNG's financial costs increase highly.
- Materials and accessories are mainly imported; therefore, it is impossible to completely take initiative in business and production activities. It depends on the source of materials and accessories and market prices.
- TNG has a high annual intake of new hires. However, the skill level of new workers requires significant training time to stabilize, leading to uneven professional skills and consequently low productivity.



OPPORTUNITIES

- Vietnam has signed numerous significant FTAs, including the CPTPP, EVFTA, RCEP, and UKVFTA, facilitating garment exports to major markets like the EU, Japan, and South Korea. Additionally, preferential tariffs enhance the competitiveness of Vietnamese garments in the international market.
- The shift in manufacturing from China to other countries due to rising labor costs presents an opportunity for the Vietnamese textile industry in general and TNG in particular. Additionally, TNG's relatively complete textile supply chain, encompassing raw material production, dyeing and weaving, garment manufacturing, and accessories, is another advantage. Furthermore, TNG has been and continues to strive to enhance its competitiveness by investing in textile software technology, innovation, and product and service quality improvement.
- Currently, TNG employs 19,052 workers, mostly young and quick learners, residing primarily in Thai Nguyen province. Utilizing such a large workforce facilitates the reduction of unemployment rates and poverty alleviation targets for communes, districts, and the province, garnering support and favorable conditions from local authorities.
- With better business results in the past years, in addition to abundant capital from banks, the Company has also attracted many funding sources from foreign institutional investors through bond issuance for business expansion purposes.



THREATS

- Global economic disruptions, including the COVID-19 pandemic, the Russia-Ukraine war, the energy crisis, and rising inflation, have negatively impacted consumer demand, leading to a decline in textile orders. Meanwhile, input material prices such as cotton, fibers, and chemicals have surged due to rising oil prices and transportation costs.
- As lifestyles become increasingly modern and living standards rise, the demands placed on apparel products are becoming increasingly stringent, particularly for major export markets such as the EU, the US, and Japan. Among these, requirements regarding product origin and recycling rates necessitate that TNG continuously invest in research and development of technology, innovate designs, and enhance quality, especially for products aligned with consumers' eco-conscious consumption trends.
- As free trade agreements are opened up, the demand for domestic raw materials is increasing, however, the system of garment raw material factories is not yet meeting the demand in terms of both quantity and quality. In addition, fierce competition from other garment exporting countries such as China, Bangladesh, India... in terms of quality, variety and price.
- The proliferation of large-scale manufacturing enterprises with multiple factories in Thai Nguyen province poses significant challenges for the company in terms of recruitment and employee retention. Consequently, the company must continuously enhance its work environment and labor policies to attract high-quality talent for future growth.



SHARE AND SHAREHOLDER STRUCTURE

BASIC INFORMATION ABOUT TNG SHARES IN 2024

(From January 1, 2024 - To December 31, 2024)

Number of trading days	245 days
Highest closing price	VND 27,856 (On August 23, 2024)
Lowest closing price	VND 17,251 (On January 15, 2024)
Total matched trading volume	591,510,212 shares matched
Average trading volume per day	2,417,769 shares
Highest trading volume	8,661,029 shares (On August 08, 2024)
Lowest trading volume	489,962 shares (On January 24, 2024)
Number of outstanding shares	122,601,206 shares
Face value	VND 10,000
Charter capital as of December 31, 2024	VND 1,226,012,060,000
Market capitalization value as of December 31, 2024	VND 3,089,550,391,200



CHARTER CAPITAL

VND **1,226,012,060,000**

SHARE STRUCTURE

From January 1, 2024 - To December 31, 2024

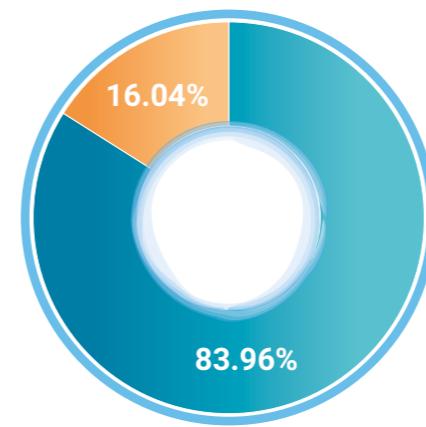
Types of shares	Number of shares	Percentage
BY TYPES OF SHARES		
Ordinary shares	122,601,206	100%
Preferred shares	0	0%
Treasury shares	0	0%
Total	122,601,206	100%
BY TRANSACTION ABILITY		
Freely tradable shares	116,738,665	95.22%
Restricted trading shares	5,862,541	4.78%
Total	122,601,206	100.00%

SHAREHOLDER STRUCTURE

NO. SHAREHOLDER	NUMBER OF SHAREHOLDERS		NUMBER OF SHARES	
	Number	Percentage	Number of shares	Percentage
I BY OWNERSHIP RATE				
1 Major shareholders	4	0.03%	48,627,138	39.66%
2 Minor shareholders	15,228	99.97%	73,974,068	60.34%
Total	15,232	100%	122,601,206	100.00%
II BY OWNERSHIP OBJECT				
1 State shareholders	-	0%	-	0%
2 Other shareholders	15,232	100%	122,601,206	100%
Total	15,232	100%	122,601,206	100%
III BY GEOGRAPHY				
1 Domestic	15,018	98.60%	102,938,690	83.96%
Individuals	14,977	98.33%	99,401,178	81.08%
Institutions	41	0.27%	3,537,512	2.89%
2 Foreign	214	1.40%	19,662,516	16.04%
Individuals	173	1.14%	1,070,951	0.87%
Institutions	41	0.27%	18,591,565	15.16%
Total	15,232	100%	122,601,206	100%
IV BY INSTITUTIONS/ INDIVIDUALS				
1 Institutions	82	0.54%	22,129,077	18.05%
Domestic	41	0.27%	3,537,512	2.89%
Foreign	41	0.27%	18,591,565	15.16%
2 Individuals	15,150	99.46%	100,472,129	81.95%
Domestic	14,977	98.33%	99,401,178	81.08%
Foreign	173	1.14%	1,070,951	0.87%
Total	15,232	100%	122,601,206	100%

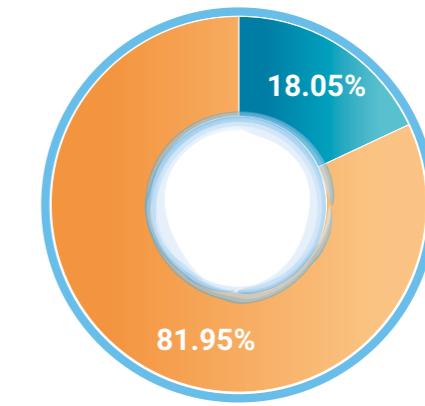
According to the list of shareholders no. C012/2025-TNG/VSD-DK as of January 14, 2025 of Vietnam Securities Depository and Clearing Corporation

STRUCTURE OF SHAREHOLDERS BY GEOGRAPHY



● Domestic ● Foreign

STRUCTURE OF SHAREHOLDERS BY INSTITUTIONS/INDIVIDUALS



● Institutions ● Individuals



SHARE AND SHAREHOLDER STRUCTURE (cont.)

LIST OF MAJOR SHAREHOLDERS

NO.	SHAREHOLDER	FORM OF OWNERSHIP	NATIONALITY	NUMBER OF SHAREHOLDING	PERCENTAGE
1	Nguyen Van Thoi	Individual	Vietnamese	22,713,922	18.53%
2	Nguyen Duc Manh	Individual	Vietnamese	10,827,684	8.83%
3	Tran Canh Thong	Individual	Vietnamese	7,675,634	6.26%
4	Related shareholders			7,412,321	6.05%
4.1	FIDES (VIETNAM) FUND MANAGEMENT JOINT STOCK COMPANY	Institution	Vietnamese	54,000	0.04%
4.2	FIDES ASSEMBLE GLOBAL PRIVATE INVESTMENT TRUST 1	Institution	Korean	55,051	0.04%
4.3	FIDES KTCU PRIVATE INVESTMENT TRUST 1	Institution	Korean	4,093,223	3.34%
4.4	FIDES MPLUS GLOBAL GENERAL PRIVATE INVESTMENT TRUST 1	Institution	Korean	203,232	0.17%
4.5	FIDES REHOBOTH KBIZ PRIVATE INVESTMENT TRUST 15	Institution	Korean	882,059	0.72%
4.6	FIDES VIETNAM GENERAL PRIVATE INVESTMENT CG TRUST 1	Institution	Korean	162,576	0.13%
4.7	FIDES VIETNAM GENERAL PRIVATE INVESTMENT PMAA TRUST 1	Institution	Korean	534,380	0.44%
4.8	FIDES VIETNAM GENERAL PRIVATE INVESTMENT POBA TRUST 1	Institution	Korean	942,320	0.77%
4.9	FIDES VIETNAM GENERAL PRIVATE INVESTMENT SEMA TRUST 1	Institution	Korean	485,480	0.40%
TOTAL				48,629,561	45.71%

(*) According to the list of shareholders No. C012/2025-TNG/VSD-DK as of January 14, 2025 of Vietnam Securities Depository and Clearing Corporation.

BONDS

Information on bonds issued and outstanding in 2024

CONTENT	TNG122017	TNG124027
Name of bonds	Bonds of TNG Investment and Trading Joint Stock Company in 2021	Bonds of TNGH2428001
Type of bonds	Non-convertible corporate bonds, without warrant, unsecured by assets and determining direct debt repayment obligation of the issuer	Non-convertible corporate bonds, without warrant, partly secured by assets and determining direct debt repayment obligation of the issuer
Bond face value	VND 100,000	VND 100,000
Quantity issued	3,000,000 bonds	4,000,000 bonds
Issue value	VND 300,000,000,000	VND 400,000,000,000
Issue date	16/05/2022	25/11/2024
Term	04 years	04 years
Due date	16/05/2026	25/11/2028
Interest rate	Fixed 10%/year First four (04) interest calculation periods: 9.5%/year Subsequent interest calculation periods: reference interest rate plus a margin of 3.5%/year	
Interest payment period	Every 3 (three) months from issue date	Every 3 (three) months from issue date
Issuing consultant	MB Securities Joint Stock Company	MB Securities Joint Stock Company
Issuing Agent	MB Securities Joint Stock Company	MB Securities Joint Stock Company
Property management agent		MB Securities Joint Stock Company
Depository agent	Vietnam Securities Depository and Clearing Corporation	Vietnam Securities Depository and Clearing Corporation



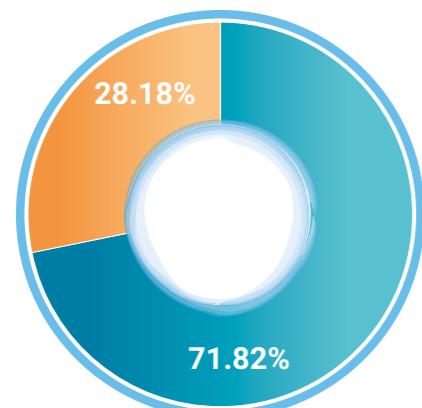
SHARE AND SHAREHOLDER STRUCTURE (cont.)

TNG122017 BONDHOLDER STRUCTURE

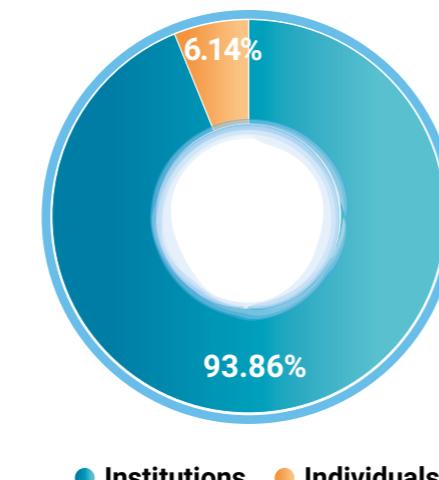
No.	BONDHOLDER	NUMBER OF BONDERS		NUMBER OF BONDS	
		Number	Percentage	Number of bonds	Percentage
I BY OWNERSHIP OBJECT					
1	State bondholders	-	-	-	-
2	Other bondholders	69	100.00%	3,000,000	100%
	Total	69	100.00%	3,000,000	100%
II BY GEOGRAPHY					
1	Domestic	30	43.48%	2,154,541	71.82%
	Individuals	18	26.09%	11,049	0.37%
	Institutions	12	17.39%	2,143,492	71.45%
2	Foreign	39	56.52%	845,459	28.18%
	Individuals	29	42.03%	173,023	5.77%
	Institutions	10	14.49%	672,436	22.41%
	Total	69	100.00%	3,000,000	100%
III BY INSTITUTIONS/INDIVIDUALS					
1	Institutions	22	31.88%	2,815,928	93.86%
	Domestic	12	17.39%	2,143,492	71.45%
	Foreign	10	14.49%	672,436	22.41%
2	Individuals	47	68.12%	184,072	6.14%
	Domestic	18	26.09%	11,049	0.37%
	Foreign	29	42.03%	173,023	5.77%
	Total	69	100.00%	3,000,000	100%

According to the list of securities owners receiving bond interest on February 12, 2025 of Vietnam Securities Depository and Clearing Corporation

TNG122017 BONDHOLDER STRUCTURE
BY GEOGRAPHY



TNG122017 BONDHOLDER STRUCTURE
BY INSTITUTIONS/INDIVIDUALS

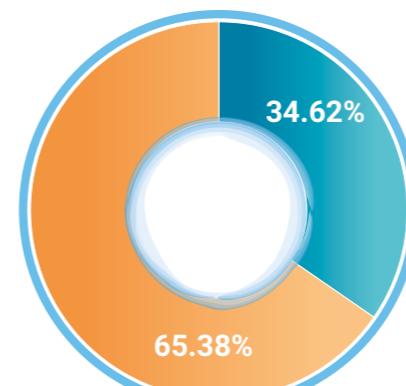


TNG124027 BONDHOLDER STRUCTURE

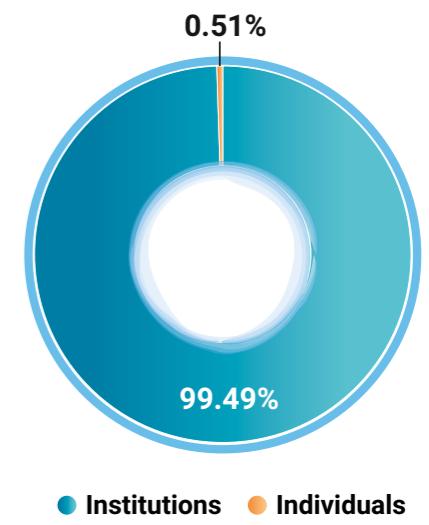
No.	BONDHOLDER	NUMBER OF BONDERS		NUMBER OF BONDS	
		Number	Percentage	Number of bonds	Percentage
I BY OWNERSHIP OBJECT					
1	State bondholders	-	-	-	-
2	Other bondholders	21	21	4,000,000	100%
	Total	21	100.00%	4,000,000	100%
II BY GEOGRAPHY					
1	Domestic	11	52.38%	1,384,753	34.62%
	Individuals	7	33.33%	2,359	0.06%
	Institutions	4	19.05%	1,382,394	34.56%
2	Foreign	10	47.62%	2,615,247	65.38%
	Individuals	4	19.05%	17,843	0.45%
	Institutions	6	28.57%	2,597,404	64.94%
	Total	21	100.00%	4,000,000	100%
III BY INSTITUTIONS/INDIVIDUALS					
1	Institutions	10	47.62%	3,979,798	99.49%
	Domestic	4	19.05%	1,382,394	34.56%
	Foreign	6	28.57%	2,597,404	64.94%
2	Individuals	11	52.38%	20,202	0.51%
	Domestic	7	33.33%	2,359	0.06%
	Foreign	4	19.05%	17,843	0.45%
	Total	21	100.00%	4,000,000	100%

According to the list of securities owners receiving bond interest on February 18, 2025 of Vietnam Securities Depository and Clearing Corporation

TNG124027 BONDHOLDER STRUCTURE
BY GEOGRAPHY



TNG124027 BONDHOLDER STRUCTURE
BY INSTITUTIONS/INDIVIDUALS





SHARE AND SHAREHOLDER STRUCTURE (cont.)

REPORT ON PAYMENT FOR PRINCIPAL - INTEREST OF BONDS IN 2024

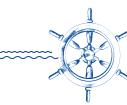
Unit: VND

NO.	BOND CODE	TERM OF BONDS	ISSUE DATE	CURRENCY	VALUE OF ISSUANCE (FACE VALUE)	CURRENT VALUE AS OF DECEMBER 31, 2024 (FACE VALUE)	INTEREST PAYMENT PERIOD	INTEREST PAYMENT IN 2024	
								PAYABLE	ALREADY PAID
1	TNG122017	4 years	16/05/2022	VND	300,000,000,000	300,000,000,000	3 months	30,082,200,064	30,082,200,064
2	TNG124027	4 years	25/11/2024	VND	400,000,000,000	400,000,000,000	3 months		
Total					700,000,000,000	700,000,000,000		30,082,200,064	30,082,200,064

DETAILS OF INTEREST PAYMENT

BOND CODE	PAYMENT DATE	PAYMENT TERM	INTEREST	NUMBER OF BONDERS
TNG122017	16/08/2022	Period 1	7,561,650,001	10
TNG122017	16/11/2022	Period 2	7,561,650,001	28
TNG122017	16/02/2023	Period 3	7,561,650,001	28
TNG122017	16/05/2023	Period 4	7,315,080,000	30
TNG122017	16/08/2023	Period 5	7,561,650,002	40
TNG122017	16/11/2023	Period 6	7,561,650,003	41
TNG122017	16/02/2024	Period 7	7,561,650,003	39
TNG122017	16/05/2024	Period 8	7,397,250,040	238
TNG122017	16/08/2024	Period 9	7,561,650,013	182
TNG122017	18/11/2024	Period 10	7,561,650,008	99
Total			75,205,530,072	



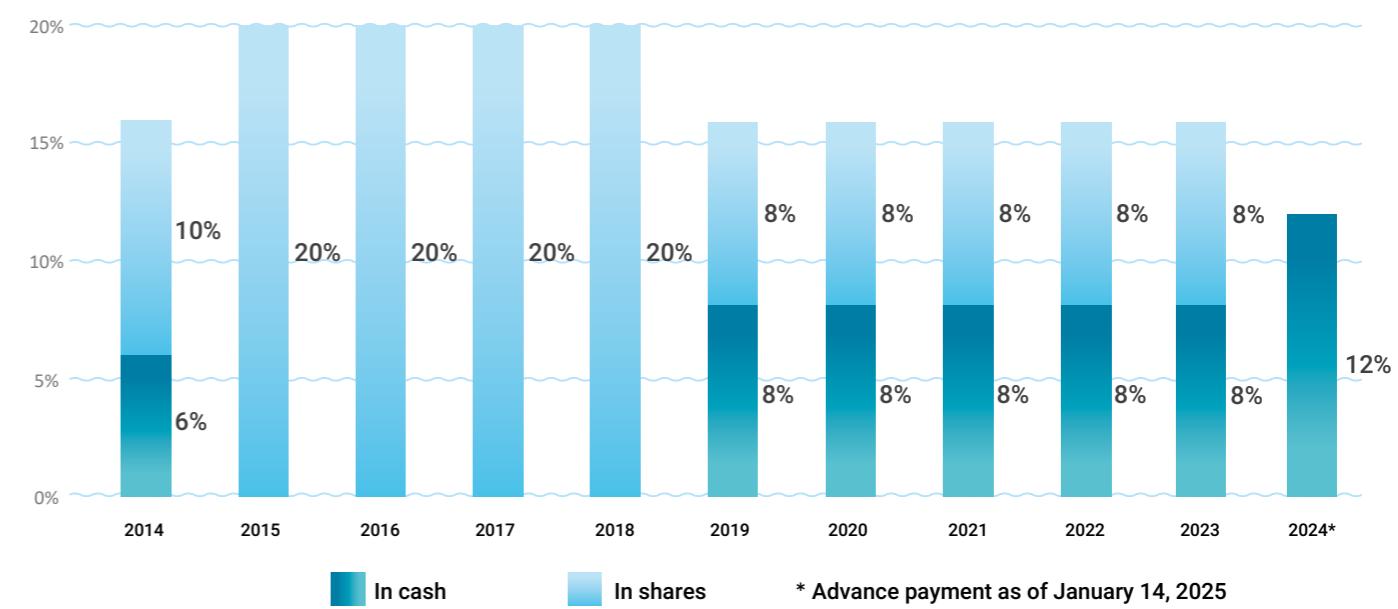


DIVIDEND PAYMENT SITUATION

FINAL REGISTRATION DATE	ANNUAL DIVIDEND	FORM	RATE	REASON AND PURPOSE
14/01/2025	2024	In cash	4%	3 rd advance dividend payment in 2024 in cash
11/11/2024	2024	In cash	4%	2 nd advance dividend payment in 2024 in cash
19/08/2024	2024	In cash	4%	1 st advance dividend payment in 2024 in cash
15/07/2024	2023	In shares	8%	Dividend payment in 2023 in shares
22/01/2024	2023	In cash	4%	2 nd advance dividend payment in 2023 in cash
10/10/2023	2023	In cash	4%	1 st advance dividend payment in 2023 in cash
15/06/2023	2022	In shares	8%	Dividend payment in 2022 in shares
10/01/2023	2022	In cash	4%	2 nd advance dividend payment in 2022 in cash
12/10/2022	2022	In cash	4%	1 st advance dividend payment in 2022 in cash
03/06/2022	2021	In cash	4%	Dividend payment in 2021 in cash
03/06/2022	2021	In shares	8%	Dividend payment in 2021 in shares
14/01/2022	2021	In cash	4%	1 st advance dividend payment in 2021 in cash
01/10/2021	2020	In shares	8%	Dividend payment in 2020 in shares
21/01/2021	2020	In cash	4%	2 nd advance dividend payment in 2020 in cash
27/10/2020	2020	In cash	4%	1 st advance dividend payment in 2020 in cash
10/07/2020	2019	In shares	8%	Dividend payment in 2019 in shares
21/02/2020	2019	In cash	8%	1 st advance dividend payment in 2019 in cash
14/06/2019	2018	In shares	20%	Dividend payment in 2018 in shares
26/06/2018	2017	In shares	20%	Dividend payment in 2017 in shares
30/06/2017	2016	In shares	20%	Dividend payment in 2016 in shares
16/08/2016	2015	In shares	10%	2 nd dividend payment in 2015 in shares
11/11/2015	2015	In shares	10%	1 st advance dividend payment in 2015 in shares
12/02/2015	2014	In cash	6%	2 nd dividend payment in 2014 in cash
18/12/2014	2014	In shares	10%	1 st dividend payment in 2014 in shares
04/06/2014	2013	In shares	10%	Dividend payment in 2013 in shares
05/04/2013	2012	In cash	10%	Advance dividend payment in 2012 in cash

FINAL REGISTRATION DATE	ANNUAL DIVIDEND	FORM	RATE	REASON AND PURPOSE
28/03/2012	2012	In cash	6%	2 nd dividend payment in 2011 in cash
28/12/2011	2011	In cash	10%	1 st advance dividend payment in 2011 in cash
25/04/2011	2010	In cash	6%	2 nd dividend payment in 2010 in cash
07/01/2011	2010	In cash	10%	Advance dividend payment in 2010 in cash
24/11/2010	2009	In cash	6%	2 nd dividend payment in 2009 in cash
27/01/2010	2009	In shares	10%	1 st advance dividend payment in 2009 in shares
06/03/2009	2008	In cash	16%	Dividend payment in 2008 in cash
20/03/2008	2007	In cash	16%	Dividend payment in 2007 in cash

IN THE LAST 10 YEARS, TNG HAS MAINTAINED DIVIDEND PAYMENT RATES FROM 16% TO 20% IN CASH OR IN FORM OF SHARE TO ITS SHAREHOLDERS. THIS IS QUITE A HIGH AND STABLE PAYMENT RATE IN THE CONTEXT OF THE FLUCTUATING GARMENT INDUSTRY. THIS IS ALSO A CLEAR EVIDENCE OF TNG'S SUSTAINABLE DEVELOPMENT PATH WITH A COMMITMENT TO CONTINUOUSLY BRINGING ADDED VALUES TO SHAREHOLDERS, AND AT THE SAME TIME, CREATING STRONG CONFIDENCE FOR SHAREHOLDERS AND INVESTORS WHEN PARTICIPATING WITH TNG.





CAPITAL INCREASE SITUATION

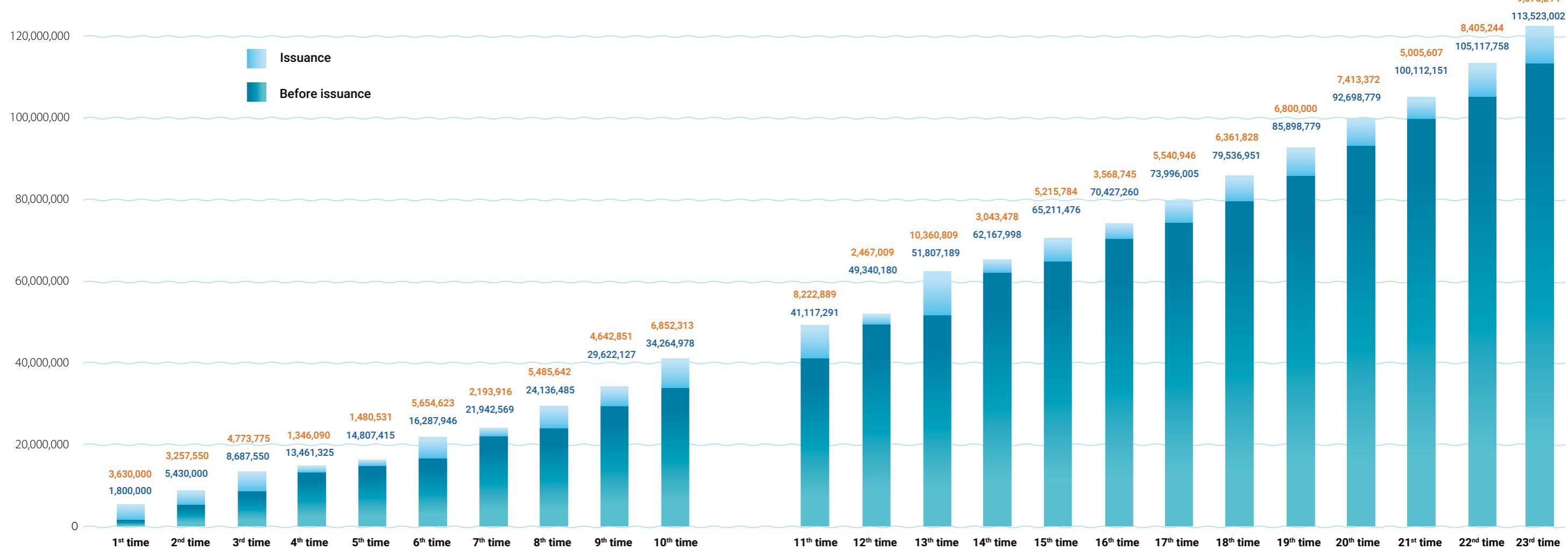
DATE	NO.	CHARTER CAPITAL (VND)		NUMBER OF SHARES		CONTENT
		CAPITAL INCREASE	AFTER CAPITAL INCREASE	ISSUANCE	AFTER ISSUANCE	
18/03/2007	1 st time	36,300,000,000	54,300,000,000	3,630,000	5,430,000	Public offering
27/01/2010	2 nd time	32,575,500,000	86,875,500,000	3,257,550	8,687,550	Share issuance for advance dividend payment in 2009 Share issuance to existing shareholders
10/12/2010	3 rd time	47,737,750,000	134,613,250,000	4,773,775	13,461,325	Share issuance to existing shareholders
04/06/2014	4 th time	13,460,900,000	148,074,150,000	1,346,090	14,807,415	Share issuance for dividend payment in 2013
18/12/2014	5 th time	14,805,310,000	162,879,460,000	1,480,531	16,287,946	Share issuance for dividend payment in 2014
09/02/2015	6 th time	56,546,230,000	219,425,690,000	5,654,623	21,942,569	Share issuance under ESOP in 2015: 718,813 shares Share issuance to existing shareholders: 4,935,819 shares
11/11/2015	7 th time	21,939,160,000	241,364,850,000	2,193,916	24,136,485	Share issuance for 1 st advance dividend payment in 2015
15/01/2016	8 th time	54,856,420,000	296,221,270,000	5,485,642	29,622,127	Public offering in 2015
16/08/2016	9 th time	46,428,510,000	342,649,780,000	4,642,851	34,264,978	Share issuance for 2 nd dividend payment in 2015: 2,961,745 shares Share issuance under ESOP in 2016: 1,481,106 shares Share issuance to swap with TNG Fashion JSC: 200,000 shares
30/06/2017	10 th time	68,523,130,000	411,172,910,000	6,852,313	41,117,291	Share issuance for dividend payment in 2016
26/06/2018	11 th time	82,228,890,000	493,401,800,000	8,222,889	49,340,180	Share issuance for dividend payment in 2017
12/03/2019	12 th time	24,670,090,000	518,071,890,000	2,467,009	51,807,189	Share issuance under ESOP in 2018
14/06/2019	13 th time	103,608,090,000	621,679,980,000	10,360,809	62,167,998	Share issuance for dividend payment in 2018
13/12/2019	14 th time	30,434,780,000	652,114,760,000	3,043,478	65,211,476	Share issuance to convert bonds into shares (Phase 1)
10/07/2020	15 th time	52,157,840,000	704,272,600,000	5,215,784	70,427,260	Share issuance for dividend payment in 2019
03/09/2020	16 th time	35,687,450,000	739,960,050,000	3,568,745	73,996,005	Share issuance to convert bonds into shares (Phase 2)
10/03/2021	17 th time	55,409,460,000	795,369,510,000	5,540,946	79,536,951	Share issuance to convert bonds into shares (Phase 3)
01/10/2021	18 th time	63,618,280,000	858,987,790,000	6,361,828	85,898,779	Share issuance for dividend payment in 2020
15/11/2021	19 th time	68,000,000,000	926,987,790,000	6,800,000	92,698,779	Share issuance to convert bonds into shares (Phase 4)
03/06/2022	20 th time	74,133,720,000	1,001,121,510,000	7,413,372	100,112,151	Share issuance for dividend payment in 2021



CAPITAL INCREASE SITUATION (cont.)

DATE	NO.	CHARTER CAPITAL (VND)		NUMBER OF SHARES		CONTENT
		CAPITAL INCREASE	AFTER CAPITAL INCREASE	ISSUANCE	AFTER ISSUANCE	
13/09/2022	21 st time	50,056,070,000	1,051,177,580,000	5,005,607	105,117,758	Share issuance under ESOP in 2022
15/06/2023	22 nd time	84,052,440,000	1,135,230,020,000	8,405,244	113,523,002	Share issuance for dividend payment in 2022
15/07/2024	23 rd time	90,782,140,000	1,226,012,160,000	9,078,214	122,601,216	Share issuance for dividend payment in 2023

Number of shares





2025 BUSINESS PLAN



TOTAL REVENUE

VND **8,100** billion



PROFIT AFTER TAX

VND **340** billion



Continuing to maintain working time ending at

5:30 pm

every day



Ensuring the minimum wage for newly hired unskilled employees

300,000

VND/person/day



TO MEET TNG'S DEVELOPMENT GOALS IN 2025

NEWLY HIRED EMPLOYEES

1,000
people

REACHING TOTAL EMPLOYEES TO

>20,000
People

AVERAGE EMPLOYEE INCOME

VND **10.5** Million
(person/ month)



CONTINUING TO INVEST IN ROOFTOP SOLAR POWER SYSTEM

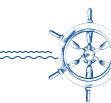
- Song Cong 1
- Vo Nhai 1, Vo Nhai 2
- Phu Binh 2
- Viet Duc
- Head Office

Total investment capacity

4.2 MWP



Investing in renovating and upgrading Viet Duc Garment Branch at No. 160 Nguyen Minh Cau - Thai Nguyen City to relocate TNG Fashion Branch at No. 434/1 Bac Kan Street, Thai Nguyen City to operate with a capacity of 16 sewing lines (an increase of 10 lines compared to 2024).



2025 BUSINESS PLAN (cont.)



TRE BRANCH

Researching, developing, and integrating AI, Big Data and ERP systems to achieve level-3 digital transformation according to Decision 2158/QĐ-BTTTT 2023 dated November 7, 2023 which was issued by the Ministry of Information and Communications on identifying indicators to assess the level of digital transformation and supporting enterprises in digital transformation.



TOT BRANCH

Researching and developing AGV System - automatic operating robot in pulling and lifting. Applying SLAM navigation technology, AGV automatic map scan, automatic obstacle avoidance, AGV location tracking in real time, import and export tracking on App, etc. Meeting the needs of transporting goods at all stages in the Company. Moving towards implementing smart warehouse project, reducing manpower and flexible management.



Continuing to be ranked in the Top listed companies with good Annual Reports and Sustainable Development Reports.



Building "Golden Heart TNG Fund", completing construction of Gratitude Houses

30 gratitude houses

for employees, contributing to eliminating temporary and dilapidated houses

TOTAL BUDGET

100

million VND/
gratitude houses