

TNG

Living green **A NEW JOURNEY**



ACRONYMS

| | |
|--------------|-------------------------------------------------------|
| AGV | Automated Guided Vehicles |
| AI | Artificial Intelligence |
| BOD | Board of Directors |
| BOM | Board of Management |
| CAPEX | Capital Expenditure |
| CBAM | Carbon Border Adjustment Mechanism |
| CI | Corporate Improvement |
| CRM | Customer Relationship Management |
| COC | Code of Conduct |
| CSI | Corporate Sustainability Index |
| DBI | Digital Business Index |
| DO | Diesel Oil |
| ERP | Enterprise Resource Planning |
| ESG | Environmental, Social, and Governance |
| FTA | Free Trade Agreements |
| GMS | General Meeting of Shareholders |
| GRI | Global Reporting Initiative |
| GWP | Global Warming Potential |
| HR | Human Resources |
| HW | Hazardous Waste |
| IIA | Institute of Internal Auditors |
| IoT | Internet of Things |
| IPCC | Intergovernmental Panel on Climate Change |
| ISO | International Organization for Standardization |
| IT | Information Technology |
| KPI | Key Performance Indicator |
| LEED | Leadership in Energy and Environmental Design |
| LPD | Lighting Power Density |
| MES | Manufacturing Execution System |
| MSW | Municipal Solid Waste |
| NISW | Non-Hazardous Industrial Solid Waste |
| OECD | Organization for Economic Cooperation and Development |
| OPEX | Operating Expenditure |



Living Green A NEW JOURNEY

| | |
|-----------------|------------------------------------------------|
| PPE | Personal Protective Equipment |
| QMS | Quality Management Systems |
| R&D | Research and Development |
| SASB | Sustainability Accounting Standards Board |
| SDGs | United Nations Sustainable Development Goals |
| SSC | State Securities Commission |
| TNG | TNG Investment and Trading Joint Stock Company |
| TNGF | TNG Fashion Garment Branch |
| USGBC | U.S. Green Building Council |
| VAT | Value Added Tax |
| VCCI | Vietnam Chamber of Commerce and Industry |
| VGBC | Vietnam Green Building Council |
| VINASA | Vietnam Software and IT Services Association |
| VIOD | Vietnam Institute of Directors |
| VNCG50 | Vietnam Corporate Governance 50 |
| VTCA | Vietnam Tax Consultants' Association |
| WorldGBC | World Green Building Council |

Living Green A NEW JOURNEY

THEME

2025 SUSTAINABLE
DEVELOPMENT REPORT

- “Living Green – A New Journey” reflects TNG’s sustainable development vision in its new phase, where economic growth goes hand in hand with environmental and social responsibilities. This year’s theme affirms TNG’s determination to accelerate its transition toward a greener, more efficient, and more responsible operating model, aligned with the sustainability trend of the textile and garment industry and the increasing expectations of the market.
- Entering a new stage of development, TNG aspires to build a sustainable growth model that harmonizes business efficiency, environmental stewardship, and human-centered values. The Company continuously enhances its governance capabilities through greater transparency, modernization, and compliance and considers those as the foundation for risk management, operational optimization, and stakeholder trust creation. At the same time, TNG continues to strengthen resource and energy efficiency, emissions reduction, waste management, and the expansion of green initiatives in production. These efforts are closely aligned with the Company’s commitment to fostering a safe and inclusive workplace, enhancing employee well-being, developing human resources, and creating positive impacts in the community.
- In that spirit, “Living Green – A New Journey” is not only the theme of TNG’s 2025 Sustainability Report, but also the Company’s long-term commitment to sustainable development – greener thinking, greater responsibility in action, and more sustainable in value for customers, thereby forming a development ecosystem in which business, people, and nature thrive in harmony.

Net
Zero



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SUSTAINABLE DEVELOPMENT MESSAGE

For TNG, sustainable development extends beyond commitments; it represents a long-term perspective on the Company's growth journey. It requires a transformation from awareness to action, from each governance decision to every manufacturing process, from the way to use resources and energy to employee well-being and meaningful engagement with local communities. Along this journey, every innovation, resource-efficiency initiative, environmental commitment, and people-focused policy contributes to a growth model that balances economic performance, social responsibility, and environmental stewardship.



TOTAL REVENUE 2025

VND **8,699** billion

▲ 13.62% compared to 2024



CREATING JOBS FOR

VND **18,872** billion

(as of December 31, 2025)



Dear valued Shareholders, Partners, Customers and all Employees!

In the trend of green growth where transparency and accountability are increasingly becoming a necessity, sustainable development is no longer a choice but a foundation for enterprises to strengthen their competitiveness and generate long-term value. For TNG, sustainable development has always been identified as a guiding principle throughout the establishment, operation, and expansion of its business activities. The 2025 Sustainability Report reflects TNG's proactive approach as it embarks on a new stage of development – greener in mindset, more efficient in operations, more responsible in actions, and more sustainable in every value it creates.

In 2025, TNG delivered positive business results, with revenue reaching VND 8,699 billion, an increase of 13.62% compared to 2024. This achievement is not only a testament to the dedication and collective efforts of all employees but also reflecting the effectiveness of a development strategy associated with governance excellence, operational efficiency, and agility in navigating an evolving market landscape. These achievements provide a solid foundation for TNG to continue investing in its long-term sustainable development goals.

Alongside its strong business breakthrough, 2025 also marked several important milestones in TNG's sustainable development journey. The Company was recognized as achieving Level 3 – Digital Enterprise Formation under the Digital Business Index (DBI), contributing to enhancing governance capability, strengthening internal control system, improving risk management, and promoting compliance across the organization. At the same time, TNG continued to advance energy-efficiency and environmentally friendly initiatives with launching a 998 kWp rooftop solar power system into operation at Viet Thai Garment Branch and completing rooftop solar power installation at Song Cong 1, Phu Binh 2,

and Viet Duc branches. In addition, TNG Golden Heart Fund, supported by legitimate contributions from organizations and individuals, including the participation of TNG employees, has demonstrated the Company's strong commitment to supporting employees facing difficult circumstances.

Entering a new phase of development, TNG remains firmly committed to its green and sustainable development orientation. The Company will continue to accelerate the adoption of technology, foster innovation, enhance resource efficiency, and expand environmentally friendly initiatives. At the same time, TNG will continue to invest in human resource development, enhance employee well-being, and strengthen internal engagement, recognizing these as key drivers of the Company's long-term strength and resilience. Moreover, TNG remains committed to supporting the community through social welfare initiatives, making meaningful contributions to the sustainable development of society.

With a strong foundation during the past years, the dedicated leadership of the management team, the steadfast commitment of all employees, and the trust of shareholders and customers, TNG is well positioned to move forward with confidence on its journey toward green and sustainable development. Beyond the goal of being an efficient manufacturing enterprise, we strive to be a responsible organization that creates positive values and collaborates with stakeholders to shape a more sustainable future for today and generations to come.

Wishing you health and success.

Best regards.

CHAIRMAN

NGUYEN DUC MANH

(Appointed as Chairman of the Board of Directors from April 19, 2026)



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GENERAL INFORMATION

Historical milestones:

- **1979:** The company was originally established as Bac Thai Garment Enterprise under Decision No. 488/QĐ-UB by Bac Thai Provincial People's Committee.
- **1997:** The enterprise was renamed Thai Nguyen Garment Company.
 - Established Viet Thai Garment Joint Venture Company.
- **2003:** Equitized and transformed into Thai Nguyen Garment Export Joint Stock Company.
- **2007:** The Company changed its name into TNG Investment and Trading Joint Stock Company. TNG stocks were listed on Hanoi Stock Exchange with stock code TNG.

| | |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Full name | Cong ty Co phan Dau tu va Thuong mai TNG |
| English business name | TNG INVESTMENT AND TRADING JOINT STOCK COMPANY |
| Abbreviation | TNG |
| Tax code | 4600305723 |
| Stock code | TNG |
| Type of enterprise | Joint stock company |
| Enterprise size | Large |
| Business sector | Manufacturing |
| Principal business activity | Manufacture of wearing apparel (except being made of animal's skin and fur) (Industry code: 1410) |
| Registered business address | No. 434/1 Bac Kan Street, Phan Dinh Phung Ward, Thai Nguyen Province |
| Tel | 02083.858.508 |
| Contact email | info@tng.vn |
| Corporate website | www.tng.vn |
| Legal representative | Mr. Nguyen Duc Manh (according to the 41 st amendment to the Enterprise Registration Certificate dated April 24, 2026) |
| Position | Chairman of the Board of Directors |





VISION – MISSION

VISION

A Public Company in TOP most transparent, best managed and most sustainable businesses.

A manufacturing and retailing company in both domestic and international markets with the revenue ranked in the TOP billion-dollar businesses.

MISSION

Take all responsibility for all products supplied to consumers.

Bring happiness to employees, customers and residential communities.

COMMITMENT OF TNG



CUSTOMERS

- Provide qualified products to customers.
- Have good quality, competitive price and on-time delivery.
- Protect customers' rights on product and trademark.
- Ensure prestige and respect to customers.
- Commit to production time and capacity with customers.
- Commit to delivery time.
- Commit to anti-corruption, anti-bribery in production and business.



SHAREHOLDERS

- Have public, transparent and fair information related to business activities.
- Maximize value and benefits for shareholders.
- Ensure sustainable development, effective business and reputation in the market.
- Appreciate the spirit of cooperation for development.



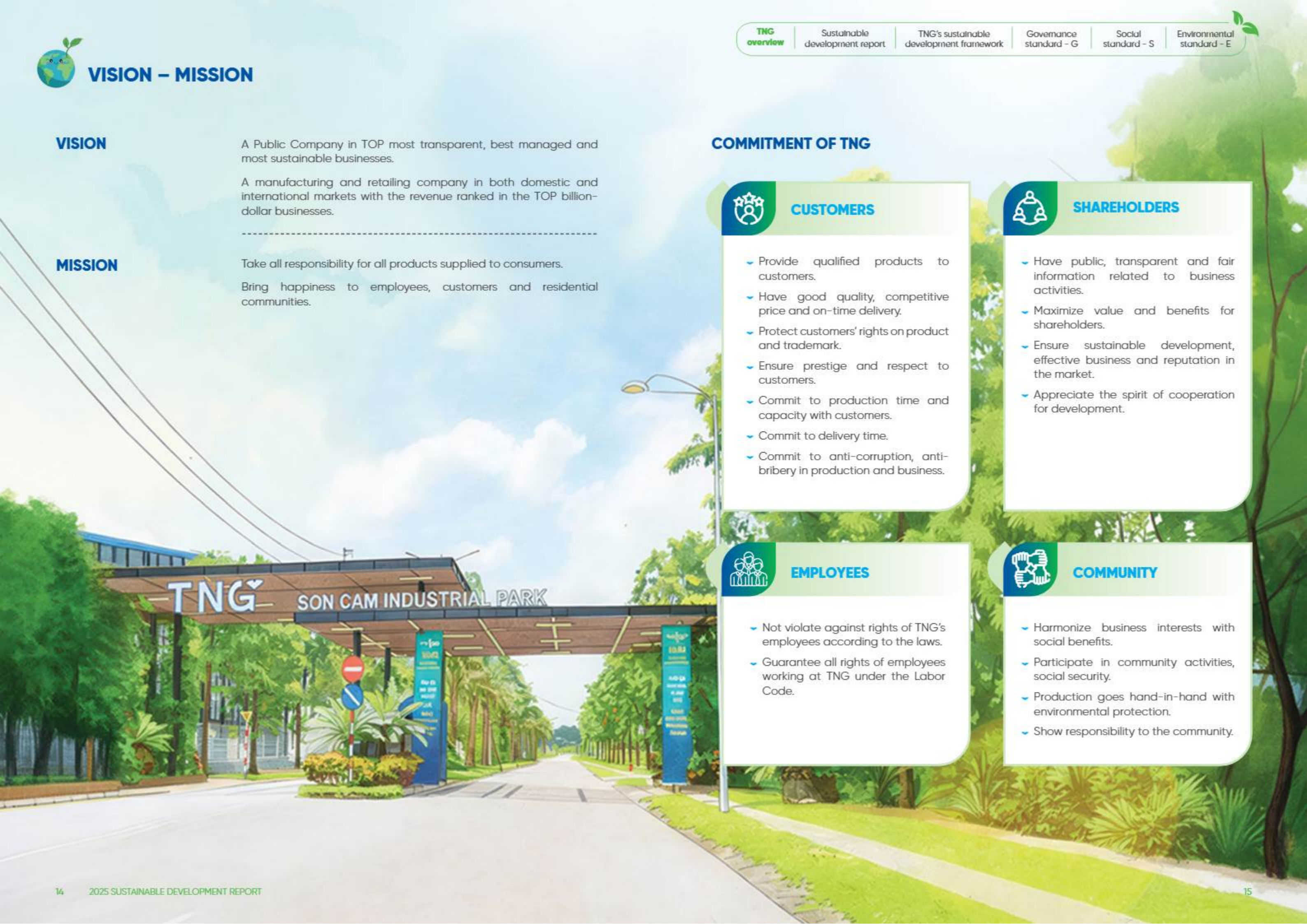
EMPLOYEES

- Not violate against rights of TNG's employees according to the laws.
- Guarantee all rights of employees working at TNG under the Labor Code.



COMMUNITY

- Harmonize business interests with social benefits.
- Participate in community activities, social security.
- Production goes hand-in-hand with environmental protection.
- Show responsibility to the community.





CORE VALUES



01 CONTINUOUS IMPROVEMENT

Establish a management system to systematically engage everyone, aiming for perfect operations to better meet customer needs.

02 PIONEERING TECHNOLOGY

TNG is committed to being the leading technology unit in the garment industry, including 4.0 technology and automation, progressing towards research and application of artificial intelligence.

03 TOP QUALITY

TNG prioritizes product quality at the forefront of the value chain in creating products.

04 SCALE GROWTH

Expand the scale of factories and equipment systems to meet development strategies and customer requirements.

05 MAINTAINING REPUTATION

Maintain reputation with partners, customers, employees, and consumers.



06 STABLE WAGES

TNG ensures stable, competitive wages that match employee capabilities, allowing employees to focus on career development and long-term engagement to the Company.

07 FAIRNESS AND TRANSPARENCY

TNG ensures fairness and transparency in the Company's operations.

08 LEGAL COMPLIANCE

TNG is committed to consistently complying with and strictly adhering to all legal regulations of the State.

09 ENVIRONMENTAL PROTECTION

TNG ensures the best measures to minimize negative environmental impacts, embodying our motto: "Economic growth and environmental preservation must progress together".

10 EVERLASTING SUSTAINABILITY

TNG always aims for sustainable development, balancing economic growth, environmental protection, and social responsibility to ensure long-term development for future generations.

TNG IS AN ENTERPRISE PRIMARILY OPERATING IN THE FIELD OF PRODUCING GARMENTS FOR EXPORT AND LOCAL DOMESTIC.

- Kid wears and accessories



- Cartons
- PE bags of all kinds



- Industrial printing – embroidery – laundry



- Cotton Jacket
- Feather jackets
- Seam clothes
- Shorts of all kinds
- Skirts
- Felt clothes
- Knitwear...



- Tents
- Gloves



- Textile and garment machinery and equipment



- Cotton sheets
- Cotton quilting



- Apparel Technology Software



- Real estate






BUSINESS ACTIVITIES AND LOCALITIES (continued)

TNG overview

Sustainable development report

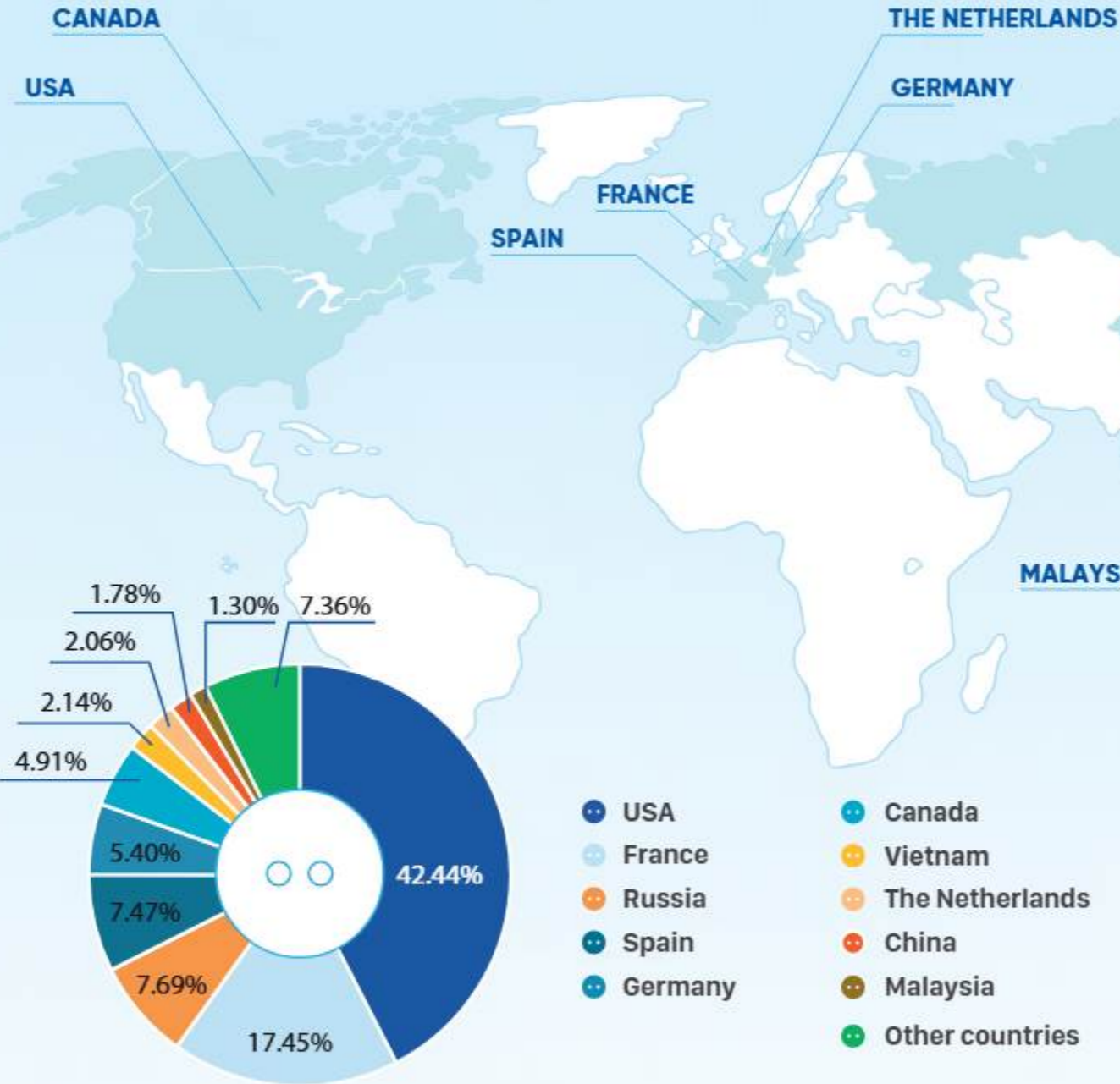
TNG's sustainable development framework

Governance standard - G

Social standard - S

Environmental standard - E

TOP 10 MARKETS IN 2025



BUSINESS LOCALITIES



EXPORT

>50

COUNTRIES AND TERRITORIES



SUSTAINABLE DEVELOPMENT JOURNEY

2016

- Participated for the first time and was recognized among TOP10 Sustainable Enterprises in the manufacturing sector under the CSI Program organized by VCCI – the beginning of its 10-year journey with the program (2016–2025).

2018

- Invested in the construction of Son Cam 1 Industrial Cluster to attract, relocate enterprises for investing in business operations, contributing to environmental pollution reduction, workforce attraction, and job creation in the local area.

2020

- Received LOTUS SILVER Certification from VGBC for TNG Song Cong Supporting Factory.
- Received LEED Certification from USGBC for TNG Vo Nhai Factory.

2022

- Successfully researched and developed Tre enterprise resource planning (ERP) software solution – A digital management solution for textile and garment enterprises.
- Received the LOTUS SILVER Certification from VGBC for TNG Vo Nhai Garment Factory.
- Successfully researched and developed Eco Pure recycled fiber materials.

2024

- Constructed and put into use a Biomass boiler system using wood pellets.
- Obtained I-REC Certificates representing 17,114 MWh of electricity generated from renewable energy sources.
- Successfully researched and developed recycled materials for 0.6D Microfiber filling – an alternative to traditional down.

- Changed the governance model from Board of Supervisors to Internal Audit Department (currently the Audit Committee) under the BOD to proactively prevent risks and detect fraud through internal audit activities.

2017

- Successfully researched and developed Downlike PES Recycled Fiber – a product made from 100% Polyester fiber, of which 75%–80% consists of recycled fiber.

2019

- Invested in the research and development of a new garment product line – TSAFE to meet essential market needs, including face masks and personal protective equipment...
- Received the "Vietnam Digital Award" presented by the Vietnam Digital Communications Association.

2021

- Put Son Cam 1 Industrial Cluster into operation and welcomed investors to implement manufacturing and business investment projects in the cluster.
- Obtained I-REC Certificates representing 16,826 MWh of electricity generated from renewable energy sources.
- Successfully researched and developed Clarkson Fiber, produced primarily from 25% recycled fabric scraps and 75% recycled PES fiber material.

2023

- Launched and put into operation a 998 kWp rooftop solar power system at Viet Thai Garment Branch.
- Completed rooftop solar power systems at the Song Cong 1, Phu Binh 2, and Viet Duc Branches.
- Replaced all coal-fired boilers, eliminated the use of coal in production.
- Received the "CSI Star" distinction in recognition of being ranked among the Top 10 Sustainable Enterprises for five or more consecutive years under the CSI Program organized by VCCI.
- Received the LOTUS SILVER Certification from VGBC for TNG Viet Duc Garment Factory.
- Obtained I-REC Certificates representing 17,236 MWh of electricity generated from renewable energy sources.

2025



KEY SUSTAINABLE DEVELOPMENT FIGURES 2025



TNG ACHIEVED

LEVEL 3 DIGITAL TRANSFORMATION – DIGITAL ENTERPRISE FORMATION UNDER THE DIGITAL BUSINESS INDEX (DBI)

Enhancing the effectiveness of the governance and management system

Relocated the Fashion Branch from 434/1 Bac Kan Street to 160 Minh Cau Street after upgrading fire prevention and fighting and environmental conditions

INCREASED FACTORY CAPACITY FROM

8 → 16 sewing lines



CAPITAL EXPENDITURE (CAPEX) FOR SUSTAINABILITY-RELATED PLANS/ACTIVITIES

VND **362** billion



OPERATING EXPENDITURE (OPEX) FOR SUSTAINABILITY-RELATED ACTIVITIES

VND **5.8** billion



TOTAL INVESTMENT IN ROOFTOP SOLAR POWER SYSTEMS IN 2025

VND **38** billion



LAUNCHED A ROOFTOP SOLAR POWER SYSTEM

at the Viet Thal Garment Branch

998 kWp



TNG overview

Sustainable development report

TNG's sustainable development framework

Governance standard - G

Social standard - S

Environmental standard - E



TOTAL REVENUE IN 2025

VND **8,699** billion

↑ 13.62% compared with 2024



PROFIT AFTER TAX IN 2025

VND **393** billion

↑ 24.86% compared with 2024



CONTRIBUTION TO THE STATE BUDGET

VND **114** billion



CREATING JOBS FOR

18,872 employees

(as of December 31, 2025)



TOTAL NUMBER OF FEMALE EMPLOYEES

13,992 employees

(as of December 31, 2025)



TOTAL WORKERS PARTICIPATING IN TRAINING

> 30,000 participants



AVERAGE MONTHLY INCOME IN 2025

VND **10.9** million/person/month



GUARANTEED MINIMUM INCOME FOR EMPLOYEES IN 2025

VND **310,000** person/day

"TNG GOLDEN HEART" fund supporting employees in difficult circumstances



TOTAL SUPPORT BUDGET IN 2025

VND **4.1** billion



STANDARDS APPLIED IN PRODUCTION AND BUSINESS

QUALITY STANDARD CERTIFICATIONS IN 2025

Factory Capability & Capacity Audit (FCCA)

Designed based on the requirements of Walmart (WM), industry best practices, and Good Manufacturing Practices (GMP), and it also covers Quality Management Systems (QMS), product safety, compliance, and regulatory requirements.



FCCA (Factory Capability & Capacity Audit)

OEKO-TEX® Certification (particularly Standard 100)

One of the world's leading independent testing and certification systems, ensuring that textile/leather products are free from harmful substances, safe for consumer health. This standard strictly tests for prohibited substances, hazardous chemicals, applying from fibers to finished products.



OEKO-TEX® Certification

Factory Good Manufacturing Practices (GMP) Audit

A mandatory requirement for all factories and packaging facilities manufacturing products for Costco Wholesale worldwide.

The audit evaluates the factory's capability, capacity, processes, procedures, and level of compliance in product manufacturing. It also identifies risks related to manufacturing and packaging processes, as well as determining whether the factory has established the processes and procedures.



GMP (Good Manufacturing Practices)

GRS Certificate - Global Recycled Standard

Using products made from recycled materials is currently a trend that receives much attention from society, not only because of its reasonable price but also contribution to environmental protection. One of the recycling standards that cannot be ignored is GRS.

The GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.

Promoting research on recycled products in the Company, TNG has launched typical recycled products such as Clarkson Cotton, Downlike Cotton, Black Cotton, etc. In May 2023, TNG was granted GRS Certificate by Control Union Vietnam Co., Ltd.



**GRS Certificate
Global Recycled Standard
Issued by Control Union
Vietnam Co., Ltd**

Organic Content Standard (OCS)

Developed by Textile Exchange, certified by Control Union Vietnam, to verify the organic material content (5-100%) in non-food products, ensuring transparency throughout the supply chain from farm to final product. It focuses on the Chain of Custody rather than environmental/social aspects, issued by IDFL on June 9, 2025 and is valid until June 8, 2026.



**OCS (Organic Content Standard)
Developed by Textile Exchange,
certified by Control Union
Vietnam**

RDS - Responsible Down Standard

RDS (Responsible Down Standard) is an international certification program with voluntary standards for responsible down and feather production, was first issued by Textile Exchange in 2014 and has been managed by them ever since.

RDS requires all sites in the supply chain to be certified, starting at the farm and slaughterhouse, the processing of down or feathers, the assembly of the final products, all the way to the seller in the final business-to-business transaction. The certification is applied to ensure the welfare of feathered animals, guaranteeing that down and feather used in textile and garment production come from animals raised according to animal welfare principles.



**RDS - Responsible Down Standard
Certified by Control Union**

Better Cotton Initiative (BCI) Certification

A globally recognized standard that promotes more sustainable cotton production, reducing environmental impacts (water, soil, pesticide), and protecting workers' rights. Becoming a BCI member helps enterprises enhance credibility, traceability, and meet the requirements of major brands.



BCI (Better Cotton Initiative)

Certificate of Conformity (CoC)

Assesses and certifies that products, goods, services, processes, environment comply with national technical regulations (QCVN) or relevant local technical regulations. It is a mandatory procedure for products and goods that may pose safety risks (group 2) before they are placed on the market, thereby ensuring the safety of users and the environment. The certificate is issued by the Textile and Garment Research Institute Joint Stock Company.



QCVN 01:2017/BCT

**Certificate of Conformity (CoC)
(QCVN 01:2017/BCT)**



STANDARDS APPLIED IN PRODUCTION AND BUSINESS

(continued)

ENVIRONMENTAL STANDARD CERTIFICATIONS IN 2025

Higg Index Certificate - Environmental Impact assessment in the textile and garment industry

Higg Index is a tool that enables brands, retailers and facilities of all sizes – at every stage in their sustainability journey – to accurately measure and score a company or garment and footwear product’s sustainability performance. The Higg Index delivers a comprehensive overview, enabling enterprises to make meaningful improvements that protect the environment, well-being of factory workers and communities.

The assessment system covers 7 areas: Overview, Management systems, Energy, Water, Wastewater, Waste, Chemicals. As a large textile enterprise with 13 garment branches and 3 supporting branches in Thai Nguyen City, TNG always strives to ensure stable and effective production and business, minimizing the impact on the environment. With the actual measurement index and scoring results of the Company’s sustainable performance since September 2023, TNG received Higg Index Certification from SAC which recognized the Company’s efforts on the journey towards green production and environmental protection.



Higg Index Certificate
Environmental Impact assessment in the textile and garment industry
Issued by Sustainable Apparel Coalition – SAC with annual participation by all TNG branches

GRS Certificate - Global Recycled Standard

Using products made from recycled materials is currently a trend that receives much attention from society, not only because of its reasonable price but also contribution to environmental protection. One of the recycling standards that cannot be ignored is GRS.

The GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.

Promoting research on recycled products in the Company, TNG has launched typical recycled products such as Clarkson Cotton, Downlike Cotton, Black Cotton, etc. In May 2023, TNG was granted GRS Certificate by Control Union Co., Ltd.



GRS Certificate
Global Recycled Standard
Issued by Control Union Vietnam Co., Ltd

FSC Certificate - Sustainable Forest Management

FSC Forest Management Certification by Forest Stewardship Council – a non-governmental and non-profit international organization to make standards for forest management, both on environmental and social factors. With this certificate, we can all rest assured that these are products with clear origins. TNG always aims to achieve economic efficiency while guiding consumers to make the right choices for the products manufactured by the Company. In September 2025, TNG was granted FSC Certificate by DNV (Det Norske Veritas).

FSC certification not only brings environmental benefits but also ensures a balance of both economic and community benefits. Enterprises using FSC certification services can both gain economic benefits and enhance their own reputation, and at the same time, avoiding risks from illegally exploited products and meeting strict environmental regulations by the Government.



FSC Certificate
Chain of Custody Certification
Issued by DNV (Det Norske Veritas)

LABOR AND SOCIAL STANDARD CERTIFICATIONS IN 2025



WRAP Certificate
Certification of social compliance in garment industry
Issued by WRAP – Worldwide Responsible Accredited Production (USA)



BetterWork/SLCP Certificate
Certification of social compliance in garment industry
Issued by Better Work Vietnam – under International Labor Organization (ILO)



BSCI Certificate
Certification of corporate social responsibility
Issued by Amfori – under Foreign Trade Association (FTA)



SMETA Certificate
Standards for Business Ethics and Corporate Social Responsibility
Issued by Sedex/SMETA



SLCP Certificate
Standards for corporate social responsibility of customers
Issued by Sustainable Apparel Coalition (SAC)



SCAN Certificate
Supplier Compliance Audit Network
Granted by Scan Association



10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS



01

PIONEERING INVESTMENT IN ROOFTOP SOLAR POWER DEVELOPMENT

In 2025, TNG strengthened commitment to sustainable development and renewable energy through a comprehensive energy transition initiative at its factories. The Company successfully deployed solar power systems at the factories such as Viet Duc, Viet Thai, Song Cong 1, and Phu Binh 2 with a total value up to VND 38 billion.

This strategic investment project has increased TNG's solar power capacity to over 4,000 kWp, delivering both significant environmental and economic benefits. The system meets approximately 30% to 35% of power demand for production at the facilities, substantially reducing the Company's dependence on the national grid.

More importantly, this project enables TNG to save up to 40% in factory power charge on average, which is a clear testament to an effective investment strategy to balance business growth with ESG responsibilities. This energy transition initiative affirms TNG's pioneering position in the Vietnamese textile and garment industry regarding green production and sustainable development.

Total investment in energy transition projects in 2025

VND **38** billion

Average savings of

40% in factory power charge

Meeting approximately 30–35% of power demand for production of factories equipped with rooftop solar power systems



02

PRIME MINISTER'S CERTIFICATE OF MERIT - AFFIRMING FOOTPRINTS IN SOCIAL WELFARE WORK

On August 30, 2025, at the "80 Years of Enterprises Accompanying the Nation" conference organized by the Government's Standing Committee, TNG Investment and Trading Joint Stock Company was honored with a Certificate of Merit from the Prime Minister. This prestigious recognition honors TNG's persistent contributions over 46 years of establishment and development, particularly in social and community activities, community contributions and the country's sustainable development. Notably, TNG was the only enterprise in Thai Nguyen Province to receive the Certificate of Merit at the conference.

overcoming difficulties" Fund. The "TNG Golden Heart" Fund has also fostered a strong spirit of sharing and mutual support in the entire system. At the same time, TNG places employees at the center with a wide range of welfare policies, creating a safe, inclusive and human-centric working environment. These efforts have laid the foundation for TNG to become an enterprise that not only manufactures garments but also "weaves happiness".



ANNUAL SOCIAL AND COMMUNITY ACTIVITIES

VND **5-6** billion



Homie City project invested by TNG Land provides practical housing solutions for workers and professionals



10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS (continued)

03

ACCELERATING DIGITAL TECHNOLOGY IN GOVERNANCE

TNG ACHIEVED LEVEL 3 DIGITAL TRANSFORMATION – DIGITAL ENTERPRISE FORMATION UNDER THE DIGITAL BUSINESS INDEX (DBI)



In the context where digital transformation is becoming a core driver of economic growth and national competitiveness, the fact that TNG obtained Level 3 – Digital enterprise formation under the Digital Business Index (DBI) assessed by the Ministry of Information and Communications, marks a meaningful milestone.

DBI Level 3 achievement is the result of an innovation process, while also opening up a new direction for TNG's next stage of development, with a focus on: Strengthening IoT connectivity among machines – production lines – management systems; Further automating

production processes; Developing smart warehouses to reduce dependence on manual labor; Accelerating data-driven management; Progressing toward a smart factory model – an advanced digital enterprise (DBI Level 4). This achievement once again demonstrates that digital transformation at TNG is a sustainable development strategy with a clear roadmap and measurable outcomes upon the demands for robust restructuring towards a green, smart, and sustainable model, aiming to become a pioneering digital enterprise that drives transformation across Vietnam's textile and garment industry.

TRE BRANCH PIONEERS IN DEVELOPING ENTERPRISE MANAGEMENT SOFTWARE FOR THE GARMENT AND TEXTILE INDUSTRY

On October 9, 2025, in the ceremony of "Top 10 Digital Technology Companies 2025" organized by VINASA – Vietnam Software and IT Services Association, Tre Technology Solutions Branch – TNG Investment and Trading Joint Stock Company was honored in three major categories:

- Top 10 (Specialized Advantage Group) In the field of enterprise management solutions.
- Top 10 (Pioneering Group) In the field of software and application development.
- Top 10 (Performance Group) In the field of industrial production solutions.



The award is a well-deserved recognition of Tre's relentless innovation and efforts to apply "Made in Vietnam" technology in digital transformation of Vietnam's garment industry. From a traditional manufacturing enterprise, TNG (with its Tre Branch) has transformed into a pioneering digital technology enterprise, independently researching and developing software platforms that are effectively deployed in actual production. Being ranked among Top 10 Vietnam Digital Technology Enterprises 2025 affirms Tre Branch's position on the national technology map and is a strong motivation

for TNG to pursue the mission of digitalizing the garment industry. This award is not just a milestone; it is a testament to the capability and spirit of the people of Tre Branch in particular and TNG as a whole, who are courageous and innovative to increasingly conquer higher standards on the journey to helping Vietnamese garment industry technology reach out to the world. With the philosophy of technology for people, Tre aims to build a comprehensive ecosystem of solutions, helping TNG achieve effective manufacturing and management – transparent operation – sustainable growth.



TRE - ISO 9001:2015



ISO 9001:2015 is an international standard for Quality Management Systems (QMS) issued by the International Organization for Standardization (ISO). The standard sets out requirements that help enterprises control processes, enhance the quality of products and services, meet customer requirements, and continuously improve their processes and management systems.

On July 29, 2025, Tre Technology Solutions Branch – TNG Investment and Trading Joint Stock Company was certified by KNA Cert that the Company's Quality Management System has been assessed and found to comply with the requirements of ISO 9001:2015 for the following areas: Manufacturing, software development and outsourcing, and information technology service provision. Tre Branch once again affirms its strengths, credibility, and reputation on the journey of researching, developing, and expanding software solutions for the garment and textile industry.



10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS (continued)

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04

TWO NEW MODERN FACTORY PROJECTS OFFICIALLY COMMENCE OPERATIONS (VIET DUC AND TNGF)

TNG VIET DUC FACTORY MAKES ITS MARK ON VIETNAM'S GREEN BUILDING MAP

Total investment with 32 sewing lines

400 billion VND

TNG Viet Duc – Son Cam Factory is one of TNG's significant and large-scale projects. The project was constructed in 6 months and came into operation in January 2025. With a total investment of nearly 400 billion VND, including 32 sewing lines, the factory was constructed in accordance with green standards, satisfying the Company's rigorous technical requirements.



Energy efficiency: The factory achieved a 41.9% reduction in power consumption compared to the basic model thanks to applying technological solutions and intelligent design. Furthermore, Lighting Power Density (LPD) was improved by 54.78%, ensuring both energy savings and optimal lighting quality for the workspace.

Construction materials: Sustainability is one of the project's most notable points, where 25.32% of construction materials used are environmentally friendly. Non-fired bricks have been used for all non-load-bearing walls of the project. Additionally, 100% of the workspace is equipped with a fresh air supply system, ensuring high indoor air quality.

The factory is designed with a rainwater absorption area of up to 53.63%, helping to conserve groundwater and mitigate local flooding.

On May 20, 2025, TNG officially received LOTUS SILVER Green Building Certification from Vietnam Green Building Council (VGBC) – a member of the World Green Building Council (WorldGBC), which was awarded to TNG Viet Duc Factory, located at Son Cam 1 Industrial Cluster, Thai Nguyen City, Thai Nguyen Province.

With LOTUS Certification, TNG reaffirms its steadfast commitment to building a modern, safe, and environmentally friendly workspace where people are at the center and sustainable development is the guiding principle for all operations. This is the third facility of TNG to be recognized by LOTUS standard – the leading green standard system in Vietnam, marking a robust advancement in the sustainable development and green transformation in textile and garment industry.

A "NEW HOME" – A NEW TRANSFORMATION FOR TNG FASHION GARMENT BRANCH

After more than 6 months of intensive construction, the TNG Fashion Garment Branch at 160 Minh Cau Street, Phan Dinh Phung Ward, Thai Nguyen City was officially completed and commenced operations – marking an important milestone in TNG's development journey. The relocation of the branch from its former facility at 434/1 Bac Kan Street to its "new home" was carried out in accordance with the policy of TNG's Board of Management, aimed at expanding scale, standardizing infrastructure and improving working conditions for employees.

With a total investment exceeding VND 130 billion, the TNG Fashion Garment Branch has been designed with modern, integrated, and convenient facilities, reflecting TNG's sustainable

development direction and its people-centric philosophy. The new factory offers a spacious, clean, and beautiful workspace; Synchronized and advanced machinery and equipment; A friendly, safe, and professional working environment. A new chapter has officially begun for the TNG Fashion Garment Branch.

Total investment

>130 billion VND

TNG Fashion Garment Branch is designed with modern, integrated, and convenient facilities



For every employee, the "new home" is not only a workplace but also a place to jointly connect, grow, and write the next chapters of success. Every square meter of the factory and every newly operated machine are embodied with trust and aspirations to reach further, grow more sustainably, and be happier.



10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS (continued)

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05

THE "GOLDEN HEART" FUND SUPPORTS HOUSE CONSTRUCTION FOR EMPLOYEES IN DIFFICULT CIRCUMSTANCES

In 2025, the Golden Heart Fund mobilized

4.1 billion VND

Supporting the construction and renovation of

6 houses for TNG employees



In February 2025, in response to the Prime Minister's initiative to eliminate temporary and dilapidated housing and upholding the noble national tradition that "the intact leaves cover the tattered ones", the TNG Trade Union established "TNG Golden Heart Fund". Within a short time, the Fund mobilized 4.1 billion VND from employees, organizations, individuals, and partners. In 2025, the Fund supported 6 employees facing hardships in constructing

more solid and spacious houses with total disbursements reaching VND 550 million.

"TNG Golden Heart Fund" is a vivid testament to the spirit of "the intact leaf protecting the tattered one", representing the culture of compassion in the Company. In the coming time, the Fund will continue to be expanded to support more and more employees, contributing to building stable homes and helping the employees get peace of mind for long-term engagement to the Company.

06

TOP 50 PIONEERING ENTERPRISES COMMITTED TO IMPROVING CORPORATE GOVERNANCE IN VIETNAM (VNCG50)

In 2025, TNG Investment and Trading Joint Stock Company was recognized among the VNCG50 – Top 50 Pioneering Listed Enterprises Committed to Improving Corporate Governance in Vietnam. This recognition reflects TNG's steadfast efforts in enhancing governance system, transparency, and ensuring sustainable development. The program is jointly organized by the Vietnam Institute of Directors (VIOD) and the State Securities Commission of Vietnam (SSC) to recognize listed companies that have commitments and governance practices aligned with ASEAN standards.



TOP 50

Pioneering Enterprises Committed to Improving Corporate Governance in Vietnam - VNCG50





10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS (continued)

07

OVER 5,000 TNG EMPLOYEES PARTICIPATED IN TRAINING AND DRILL ON FIREFIGHTING & PREVENTION AND RESCUE SCENARIO AT SONG CONG FACTORY

On the morning of April 22, 2025, at TNG Song Cong Factory, more than 5,000 employees participated in a professional training program and joint fire prevention, firefighting, and rescue drill, under the guidance of the Fire Prevention, Firefighting and Rescue Police Division - Thai Nguyen Provincial Police. This was the practical initiative in safety management, contributing to the realization of TNG's sustainable development objectives.

The drill was based on a hypothetical fire scenario at the glove manufacturing workshop - Song Cong 3 Branch, caused by an electrical short circuit, spreading to the storage area. This realistic scenario helped strengthen emergency response capabilities, proactively prevent and minimize

risks to people, assets, as well as disruptions to production operations.

Beyond being a routine training activity, the program also contributed to enhancing employees' safety awareness and incident response skills - an important content of TNG's ESG strategy.

By maintaining continuous training, conducting drills, and frequently updating emergency response scenarios, TNG aims to build a safe workplace, strengthen resilience, and ensure business continuity. According to the plan, the programs will continue to be conducted across all TNG factories, contributing to enhancing operational safety standards and promoting sustainable development in the entire system.



08

MAINTAINING ITS POSITION AMONG TOP 100 SUSTAINABLE COMPANIES

At the 2025 Corporate Sustainability Index Ceremony organized by the Vietnam Chamber of Commerce and Industry (VCCI), TNG Investment and Trading Joint Stock Company was honored with the title of "Top 100 Outstanding Sustainable Companies." This outstanding achievement affirms TNG's position among leading manufacturing enterprises pursuing sustainable growth models, integrating economic development with environmental, social, and governance (ESG) responsibilities.

The "Sustainable Company" title is a clear testament to TNG's continuous efforts and strong commitment to ESG criteria. Over the

years, in addition to standardizing operational management systems, TNG has strongly invested in clean technologies and emission reduction initiatives, efficient use of resources. Key highlights include: the deployment of rooftop solar power systems across multiple factories, the elimination of coal use, emission reduction, process optimization aimed at saving materials...

In addition, TNG also effectively fulfills corporate social responsibility with a people-centered approach, ensuring a safe working environment, competitive welfare for employees, and actively promoting the initiatives of connecting and sharing benefits with the community.

TNG stands as a testament to the resonance between effective business strategy and national sustainable development strategy, deeply engraving its position among the leading enterprises that not only contributes to economic growth but also helps create a greener and more sustainable future for Vietnam.





10 SUSTAINABLE DEVELOPMENT HIGHLIGHTS (continued)



TNG RECEIVES THE CSI STAR AWARD

On December 5, 2025 – at the 2025 Corporate Sustainability Index (CSI) Ceremony organized by the Vietnam Chamber of Commerce and Industry (VCCI), TNG Investment and Trading JSC achieved a significant milestone by receiving the “CSI Star” Award. This special recognition was awarded to TNG for being ranked among the “Top 10 Sustainable Companies in Vietnam” in the manufacturing sector for five consecutive years. This achievement not only reflects strategic consistency but also affirms TNG’s

strong commitment to pursuing a sustainable development model.

The “CSI Star” Award is a clear testament to TNG’s continuous efforts and deep commitment to environmental, social, and governance (ESG) criteria. With 9 appearances in the prestigious CSI rankings, TNG consolidates its reputation as not only a top-tier manufacturing enterprise but also a prime example of growth aligned with responsibility.



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CULTURAL CONVERGENCE AND SUSTAINABLE CONNECTION FOR THE GARMENT SECTOR IN THE NORTH

In 2025, TNG was honored to be selected as the host of the Spring Festival for garment enterprises in the North. This was not only a traditional cultural convergence for the sector but also a forum for networking, sharing knowledge, and spreading sustainable development values across the textile and garment business community.

In the atmosphere of Lunar New Year 2025, nearly 300 leaders, managers, and outstanding employees from 9 garment companies gathered at the TNG headquarters to participate in interaction, factory tours, professional seminars, and management experience sharing. Beyond strengthening industry relationships, the program

also created a space for enterprises to share practical experiences in green transformation, labor management, productivity improvement, and sustainable supply chain development - key issues of the textile and garment industry in the new context.

By hosting this event, TNG not only demonstrates its connecting role within the industry but also affirms its orientation towards fostering a collaborative growth ecosystem, where corporate culture, innovation, and sustainable development goals are spread wider across the textile and garment value chain.



Through the event, TNG continued to implement the sustainable development strategy not only within the Company’s internal boundaries but also by promoting sectoral connections, value-sharing, and a synergy of responsibility for the long-term development of Vietnam’s garment manufacturing community.



SUSTAINABLE DEVELOPMENT AWARDS AND TITLES IN 2025



CERTIFICATE OF MERIT from the Prime Minister

For significant contributions to society and community.



TOP 10 (Specialized Advantage Group)

Tre Technology Solutions Branch - in the field of enterprise management solutions.



TOP 10 (Pioneering Group)

Tre Technology Solutions Branch - in the field of software and application development.



CSI STAR 2025



TOP 10 (Performance Group)

Tre Technology Solutions Branch - in the field of industrial production solutions.



TOP 100

Sustainable Enterprises in Vietnam in 2025.





SUSTAINABLE DEVELOPMENT AWARDS AND TITLES IN 2025

(continued)

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CERTIFICATE OF MERIT
awarded by the Chairman of the People's Committee of Thai Nguyen Province

for outstanding achievements in supporting the disabled and children in difficult circumstances in Thai Nguyen Province during the period 2021–2025.



CERTIFICATE OF MERIT
awarded by the Chairman of the People's Committee of Thai Nguyen Province

for active contributions to supporting relief and recovery efforts following Typhoon No. 11 in Thai Nguyen Province.



CERTIFICATE OF MERIT
awarded by the Executive Committee of Vietnam General Confederation of Labor

for Outstanding Grassroots Trade Union in patriotic emulation movements for the 2020–2025 period.



CERTIFICATE OF MERIT
awarded by the Chairman of the People's Committee of Vo Nhai District

for outstanding achievements in the emulation movement "Joining hands to eliminate temporary and dilapidated houses" in Vo Nhai District.



CERTIFICATE OF MERIT
awarded by the Chairman of the People's Committee of Thai Binh Province

for outstanding achievements in organizing and implementing the peak emulation campaign "300 days joining hands to eliminate temporary and dilapidated houses".



TOP 50

Pioneering Enterprises committed to improving Corporate Governance in Vietnam - VNCG50.



2

SUSTAINABLE DEVELOPMENT REPORT

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OVERVIEW OF THE 2025 SUSTAINABLE DEVELOPMENT REPORT

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The sustainable development report of TNG Investment and Trading Joint Stock Company has been prepared to review and assess the implementation of sustainable development principles at the Company and its Branches. The reporting content presents TNG's approach to sustainability issues, strategic material topics, clearly reflects the Company's medium- and long-term development objectives. The data and information presented in the report include: sustainability-related activities implemented in 2025, development strategies for the coming years, and TNG's commitments to stakeholders.

In the annual report, TNG presents a summary of the basis for determining and the material areas in 2025 under the 3 topics of Governance – Social – Environmental. For detailed information on sustainability activities, please refer to TNG's 2025 Sustainable development report (prepared and published as a separate report).



Environmental

Social



Governance





OVERVIEW OF THE 2025 SUSTAINABLE DEVELOPMENT REPORT (continued)

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Amid a constantly changing business environment and sustainability requirements becoming corporate governance standards, TNG firmly regards sustainability as a guiding principle, closely aligned with its long-term and effective economic growth objectives. The Company progressively integrates economic, social, and environmental factors into the governance, operations, and development activities, striving to balance the interests of shareholders, employees, partners, customers, and communities.



Through this Sustainable development report, TNG not only enhances transparency in business performance but also systematically presents the Company's impacts, commitments, and efforts toward society and environment throughout its value chain. This is a foundation

for TNG to strengthen governance quality, refine objectives and direction, strengthen adaptability to market changes, thereby maintaining sustainable growth momentum and contributing positively to society's overall development in the years ahead.

REPORTING CONTENT

The 2025 Sustainable Development Report provides a comprehensive overview of ESG (Environmental - Social - Governance) strategy, risk management mechanisms, sustainability roadmap, actions supporting Vietnam government and global community toward Net Zero objectives, and TNG's practical performance results in 2025. It serves as a complete supplement to the 2025 Annual Report, enabling stakeholders to gain a clear understanding of TNG's direction and commitment to transparency.

REPORTING STANDARDS

In 2025, TNG prepared the Sustainable Development Report with reference to:

- Global Reporting Initiative (GRI) Universal Standards
- 17 United Nations Sustainable Development Goals (SDGs)
- Corporate Sustainability Index (CSI)
- Sustainability Accounting Standards Board (SASB) Standards

REPORTING PRINCIPLES

This Sustainable Development Report focuses on reflecting material issues and areas that have significant impacts on TNG's business performance, while also demonstrating the Company's commitment to ensuring a balanced consideration of stakeholders' interests. We apply the GRI 2021 Principles of Sustainability Reporting in preparing this report, specifically as follows:

- SUSTAINABILITY CONTEXT
- ACCURACY
- BALANCE
- CLARITY
- COMPARABILITY
- COMPLETENESS
- TIMELINESS
- VERIFIABILITY

REPORTING PERIOD

This report is prepared for TNG's 2025 fiscal year, starting from January 1, 2025 and ending on December 31, 2025.

REPORTING SCOPE

The report is conducted in Vietnam and prepared for TNG Investment and Trading Joint Stock Company (TNG). The operational data include the Corporate Office of TNG Investment and Trading Joint Stock Company and its 18 branches operating in Thai Nguyen Province, Vietnam.

CONTACT INFORMATION

We highly appreciate receiving sincere feedback from our valued shareholders and stakeholders regarding this Sustainable Development Report. Please send all comments and contributions to the following address:

- Mr. Dao Duc Thanh
- Position: Member of the Board of Directors - Head of Internal Audit Department
- Hotline: 0902 036 234



3

TNG'S SUSTAINABLE DEVELOPMENT FRAMEWORK

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The year 2025 marks an acceleration of global climate commitments, as countries update the Nationally Determined Contributions (NDCs 3.0) toward the goal of keeping temperature increase below 1.5°C, alongside increasingly stringent requirements from international climate conferences such as COP30. At the same time, the trend of green finance and the international sustainability disclosure standards (ISSB) are reshaping how enterprises operate and access capital.

For the textile and garment industry, mechanisms such as the Carbon Border Adjustment Mechanism (CBAM), requirements for traceability, supply chain transparency, and ESG criteria from major export markets such as the EU and the US are creating significant transformation pressures. Reducing emissions, using clean energy, optimizing resources, and ensuring social responsibility are no longer optional; they have become prerequisites to maintain competitiveness, meet the requirements of global customers, and strengthen participation in sustainable supply chains.

Given that situation, TNG is striving towards the effective implementation of ESG practices through the following key objectives:

CENTRALIZED ESG GOVERNANCE

Continuing the effective operation of the Sustainability Subcommittee under the Board of Directors to oversee and strategize toward the Net Zero 2050 target.



POLICY INTEGRATION

Embedding environmental and social criteria into contracts with suppliers supporting the operation of TNG's 18 branches, and establishing consistent business ethics standards throughout TNG's value chain.

ACCOUNTABILITY COMMITMENT

Maintaining transparency in the implementation of human rights, occupational safety, and environmental protection practices, ensuring that all sustainability policies are supported by commensurate financial and human resources.

TNG also proactively responds to climate-related scenarios:

- Continuing greenhouse gas emission reduction programs, reducing energy consumption, investing in Green-standard factories, energy transition to minimize emissions and gradually reduce fossil fuel dependence, thereby mitigating future risks associated with increasing carbon taxation costs.
- Promoting the research and development of recycled materials contributes to reducing adverse environmental impacts, enhancing resource efficiency, limiting the use of primary materials and reducing emissions throughout the product life cycle. At the same time, this is an important foundation for the enterprise's gradual transition toward a circular economy model, meeting sustainability standards.
- Engage third-party firms to measure and report environmental results to monitor the quality of emissions, waste, energy, etc., thereby developing more appropriate and efficient solutions.



ENGAGEMENT WITH STAKEHOLDERS



In 2025, 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.

CONCERNS

- Quality of products and services, techniques and technology.
- Safety levels and impacts on consumer health.
- 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 2025 reached VND 8,699 billion, up 13.62% compared to 2024.



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.

CONCERNS

- 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.
- Organizing competitive bidding, providing public and transparent information through TNG website.

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 (continued)



SHAREHOLDERS AND INVESTORS

APPROACHES

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

CONCERNS

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

ACTIONS OF TNG

- Organizing 2025 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

- Total revenue in 2025 valued at VND 8,699 billion, up 13.62% compared to 2024.
- Profit after tax reached VND 393 billion, up 24.86% compared to 2024.
- Conducting information disclosure in a timely and transparent manner. Bringing attractive dividends to investors.
- Dividend payment to shareholders for 2024 was 20% of charter capital in cash.
- Perfecting the governance system, building a strong and effective audit committee to meet international practices and standards.



EMPLOYEES

APPROACHES

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

CONCERNS

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

ACTIONS OF TNG

- Regularly organizing training programs to enhance employees' professional expertise.
- Issuing income, welfare, social security policies.
- Complying with regulations, ensuring rights of laborers.
- Continuously improving the working environment, creating promotion and commitment opportunities for laborers.
- Maintaining and organizing periodic, annual dialogues with laborers.

VALUES

- Creating jobs for 18,872 laborers.
- Maintaining a safe working environment, controlling rates of occupational diseases and accidents. Employees with occupational diseases: 0
- Building appropriate performance evaluation regulations and remuneration policy.
- Continuously enhancing employee welfare policies.
- The average income of workers is VND 10.9 million/month, consistently higher than the regional minimum wage in Thai Nguyen.
- Providing training for 100% of new workers with no prior experience.
- Occupational health and safety training in 2025: 19,804 people.
- The total number of workers participating in training, workshops, and coaching in 2025 was over 30,000 participants.
- Organizing periodic health check-ups once a year (professional level): 886 people. Organizing health check-ups for workers twice a year: 16,188 people.
- No complaint related to employee treatment occurred.



ENGAGEMENT WITH STAKEHOLDERS (continued)



TEXTILE AND GARMENT INDUSTRY ASSOCIATIONS

APPROACHES

- Organizing meetings, seminars, etc.

CONCERNS

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

ACTIONS OF TNG

- Actively participating in Associations, related departments and agencies.

VALUES

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



STATE AUTHORITIES

APPROACHES

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

CONCERNS

- Complying with legal policies and documents.
- Co-ordinating and supporting mutual development.
- Obligations to State budget.

ACTIONS OF TNG

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

VALUES

- Fully complying with provisions of the Law.
- Typical enterprise with significant contributions to the State Budget.
- Total budget payment of VND 114 billion in 2025.



COMMUNITIES

APPROACHES

- Organizing meetings via local organizations.

VALUES

- Typical enterprise with significant contributions to the State budget.
- Organizing community activities, joining hands in supporting families with difficult circumstances.
- Creating jobs for 18,872 laborers.
- Supporting for and mobilizing employees affected by Typhoon Matmo: VND 2,666,000,000
- TNG Trade Union provided employee care and support: VND 1,833,700,000
- Rewards for employees' children with outstanding academic achievements: VND 447,750,000
- In 2025, TNG Trade Union established the "TNG Golden Heart" Fund to support house construction for employees in difficult circumstances.

CONCERNS

- Sharing and contributing to community building activities through social activities. Contributing to local community development.

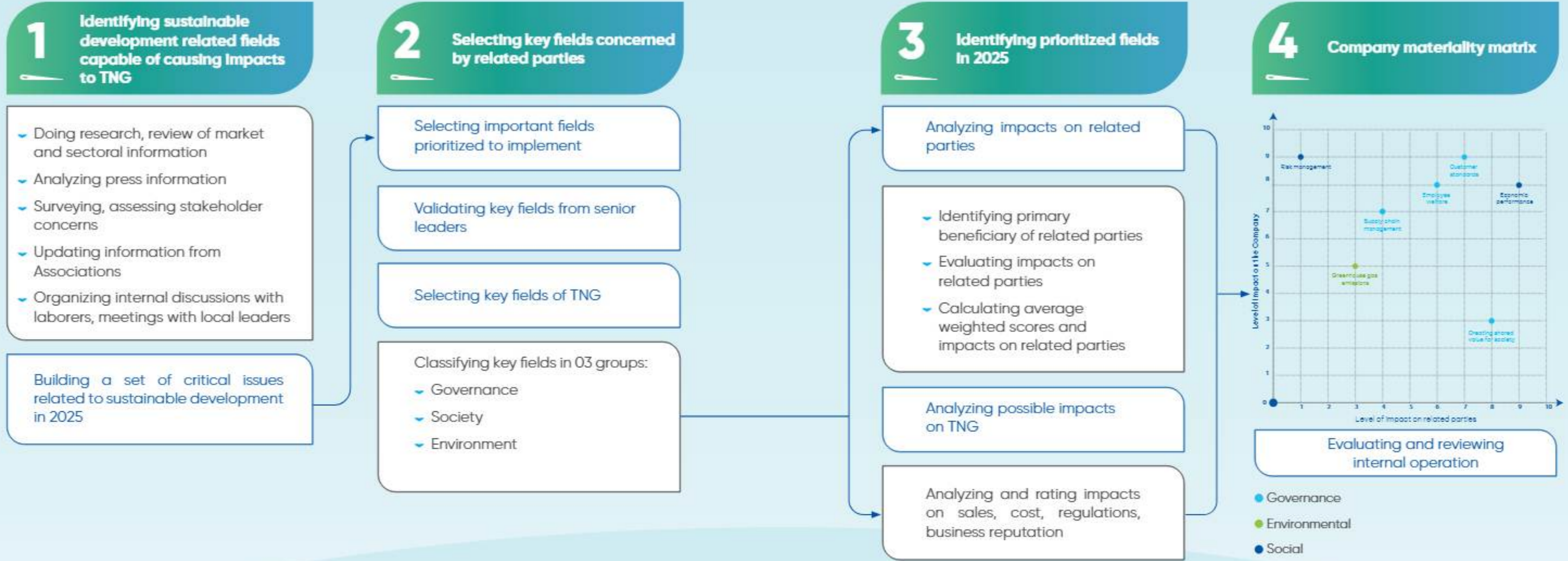
ACTIONS OF TNG

- Actively participating in community activities.



MATERIAL TOPICS

PROCESS OF IDENTIFYING MATERIAL ISSUES





IMPORTANCE OF MATERIAL TOPICS ALIGNED WITH THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

MATERIAL TOPICS

REFERENCE TO THE 17 UNITED NATIONS SDGS

IMPORTANCE

Economic performance



Maintaining high efficiency in production and business operations is one of TNG's top priorities. This is not only a prerequisite for strengthening the Company's competitive position in the market but also for optimizing benefits for all stakeholders. Sustained and stable economic performance enables TNG to grow continuously, proactively respond to market fluctuations, and ensure the achievement of its long-term and sustainable development objectives.

Digital transformation



At TNG, digital transformation is not only an inevitable trend of the times but also a core strategy to drive the Company's rapid and sustainable growth. By applying modern digital technology solutions, TNG has continuously enhanced corporate governance capabilities, comprehensively optimized production processes, enhanced labor productivity, and significantly improved service quality for customers. In particular, TNG has demonstrated its pioneering capabilities through investment in research and development of leading software solutions for the garment industry in Vietnam.





IMPORTANCE OF MATERIAL TOPICS ALIGNED WITH THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

(continued)



| MATERIAL TOPICS | REFERENCE TO THE 17 UNITED NATIONS SDGS | IMPORTANCE |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Materials |    | <p>Input materials, particularly fabrics and garment accessories, play an important role in TNG's manufacturing operations. The Company is committed to using environmentally friendly materials, prioritizing recycled and renewable materials with clear traceability to minimize environmental impacts and build a sustainable supply chain.</p> |
| Water consumption and wastewater |   | <p>TNG recognizes water as a valuable and finite resource. Strict management of water consumption, enhanced water reuse, and proper wastewater treatment prior to discharge are integral to the Company's sustainable development strategy, helping mitigate environmental risks and ensuring compliance with laws and regulations.</p> |








IMPORTANCE OF MATERIAL TOPICS ALIGNED WITH THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

(continued)



| MATERIAL TOPICS | REFERENCE TO THE 17 UNITED NATIONS SDGS | IMPORTANCE |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate change |    | <p>Climate change may significantly impact material supply chains, labor productivity, and production conditions of the garment industry. TNG is committed to adapting to and proactively addressing climate change challenges through the application of green technologies, product innovation, and production processes aimed at reducing greenhouse gas emissions, enhancing the Company's preparedness and resilience against adverse weather conditions.</p> |
| Energy management |     | <p>Effective energy management not only enables TNG to optimize operating costs but also contributes to environmental protection through the reduction of CO2 emissions. TNG continuously improves its energy management systems, invests in energy-saving solutions, and gradually transitions toward the use of renewable energy sources.</p> |
| Waste management |     | <p>Effective management of production waste is a key factor in reducing environmental pollution and protecting public health. The Company implements waste classification, treatment, and recycling measures from the initial stages of production to ensure minimal environmental impact and contribute to building a greener, cleaner, and more sustainable living environment.</p> |





IMPORTANCE OF MATERIAL TOPICS ALIGNED WITH THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

(continued)



| MATERIAL TOPICS | REFERENCE TO THE 17 UNITED NATIONS SDGS | IMPORTANCE |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Occupational Health and Safety |   | <p>TNG is committed to prioritizing the health and safety of employees by strictly complying with occupational health and safety regulations. Every year, TNG implements training programs to enhance employees' safety awareness, periodic health check-ups, thereby minimizing the risks of accidents and occupational diseases.</p> |
| Training and Development |   | <p>TNG recognizes that people are the most important resource driving the Company's sustainable success. Therefore, the Company always prioritizes comprehensive investment in training and developing a high-quality workforce. Through developing specialized training programs, diversifying courses tailored to different levels and professional areas, TNG creates optimal conditions for employees to enhance their capabilities, update new knowledge, and strengthen professional skills. This is a solid foundation for employees to build long-term careers, maximize their potential, and foster stronger engagement with TNG's sustainable development journey. This, in turn, drives our current success and prepares us to face future challenges and seize emerging opportunities.</p> |
| Talent Attraction and Retention |    | <p>TNG focuses on developing policies to attract and develop high-quality human resources through a dynamic and transparent working environment, competitive compensation systems, and clear career development pathways. Thereby, the Company not only enhances workforce capabilities but also maintains long-term employee engagement to support sustainable growth and development objectives.</p> |





IMPORTANCE OF MATERIAL TOPICS ALIGNED WITH THE 17 UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

(continued)



| MATERIAL TOPICS | REFERENCE TO THE 17 UNITED NATIONS SDGS | IMPORTANCE |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sustainable Supply Chain |   | <p>TNG is committed to building and developing a sustainable supply chain through close collaboration with suppliers, ensuring ethical business standards, minimizing negative environmental impacts, reducing operational costs, and ensuring the rights of workers throughout the supply chain.</p> |
| Labor and Human Rights |    | <p>TNG always ensures the legal rights of workers, creating a fair, transparent, and human rights-respecting working environment. These promote social equity and responsible business practices within the corporate community in Vietnam.</p> |
| Customer Benefits |   | <p>TNG is committed to providing high-quality products and services that best meet customer needs and expectations, while implementing appropriate and timely programs, services, and policies to meet customer requirements, thereby building long-term, sustainable, and trusted relationships.</p> |
| Local Community |   | <p>Community engagement programs foster trust and strengthen the relationship between TNG and the community. TNG actively participates in community activities, contributes to local socio-economic development, and enhances the quality of life in the communities where the Company operates.</p> |





SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION FOR 2025–2030

OVERVIEW

TNG defines its sustainable development strategy based on the following factors:



The Company's vision, mission, and 10 core values



The Company's medium - and long-term business strategies



Analysis of the sustainable development context at both domestic and international levels, as well as within the garment industry



Analysis of the impact of activities throughout the Company's value chain



Analysis of the expectations and concerns of stakeholders



Analysis of Vietnamese legal regulations

TNG's sustainable development strategy ensures alignment with its vision and overall goals of creating real value for stakeholders while considering industry and global trends, including but not limited to climate change, energy, circular economy, waste management, employee rights and welfare, etc.

PERSISTENT IN PURSUING ITS SUSTAINABLE DEVELOPMENT GOALS, TNG HAS ESTABLISHED AND MAINTAINED THE SUSTAINABILITY SUBCOMMITTEE TO ENSURE THE EFFECTIVE IMPLEMENTATION OF SUSTAINABILITY STANDARDS RELATED TO THE 3 KEY PILLARS: ECONOMIC – ENVIRONMENTAL – SOCIAL. IN ALIGNMENT WITH INTERNATIONAL STANDARDS AMID THE CONTINUOUS EVOLUTION OF SOCIETY, TNG HAS BEGUN TRANSITIONING TOWARD ESG (ENVIRONMENTAL – SOCIAL – GOVERNANCE) STANDARDS TO BUILD ITS SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION AND ENHANCE THE EFFECTIVENESS OF SUSTAINABILITY MONITORING AND IMPLEMENTATION AT TNG.



SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION FOR 2025–2030 (continued)

SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION ALIGNED WITH THE 3 ESG PILLARS



At TNG, sustainable development strategic orientation is implemented in alignment with ESG (Environmental, Social, and Governance) standards. Notably, TNG adopts these standards through a reverse implementation approach:

Beginning with Governance pillar (G), followed by Social pillar (S), and finally Environmental pillar (E).

These pillars are developed to ensure consistency and alignment with TNG's overall operational strategy.

These orientation groups are presented as major themes to guide and shape sustainability-related strategies and activities, ensuring the integration of sustainable development considerations into TNG's overall strategies and operations.



GOVERNANCE STRATEGIC ORIENTATION

TNG is committed to practicing corporate governance at the highest level, including but not limited to good corporate governance practices in Vietnam and referenced international standards, such as: Global Reporting Initiative (GRI) Standards, 17 United Nations Sustainable Development Goals (SDGs), the Corporate Sustainability Index (CSI), the Sustainability Accounting Standards Board (SASB) Standards. Key governance areas in ESG include:

Business Ethics

Business ethics is the core foundation for all decisions and actions in corporate governance; it encompasses compliance with ethical principles and standards in all business activities, from human resource management, customer and partner relations, to how we treat the environment and the community.

TNG's Supplier Code of Conduct (COC) clearly sets out the minimum standards that suppliers are required to comply with 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 all contracts between TNG and its suppliers.

Accelerating the application of digital technology in governance

In 2025, TNG achieved Level 3 Digital Transformation – Digital enterprise formation under the Digital Business Index (DBI), marking a significant milestone in the application of digital technologies in governance and operational activities. The technology solutions implemented consistently by TNG have contributed to optimizing operational processes, improving business and production efficiency, and supporting more modern, data-driven, and sustainable governance.

Promoting automation strategies in manufacturing

In recent years, TNG has made a strong mark through the development of automation equipment systems designed and manufactured by TNG, notably including AGV (Automated Guided Vehicles) systems with pulling and pushing functions, which have been offered to external customers... In 2025, TNG achieved success with its automated overhead hanger system and IoT-enabled displays for real-time automatic production line balancing. The manufacturing automation once again reinforced TNG's strong market position.

Effectiveness of the Board of Directors

This is a decisive factor in the success of an organization. The BOD is responsible for setting strategic direction, overseeing business operations, ensuring compliance with good corporate governance principles, and promoting sustainable development in governance practices.

Risk Management

To effectively respond to challenges and risks in the business environment, the Company needs to establish a comprehensive risk management system. This system includes the identification, assessment, and mitigation of risks that may affect the Company's objectives and operations, ranging from financial and legal risks to environmental and social risks.





SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION FOR 2025–2030 (continued)

SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION ALIGNED WITH THE 3 ESG PILLARS (continued)



SOCIAL STRATEGIC ORIENTATION

Human resource development

People are a core factor of sustainable development. To attract and develop human resources, TNG provides vocational training for unskilled workers; organizes training courses to enhance competencies and professional qualifications for employees; creates learning and career advancement opportunities for management personnel; collaborates with universities to sponsor scholarships for outstanding students, organize visits, accept interns from relevant majors... In addition, TNG's commitment to ensuring a minimum income level for employees stabilizes the workforce and strengthens competitiveness in recruitment.

Customer welfare

Delivering high-quality products at competitive prices to end users across all territories, countries where TNG operates. Committing to product traceability and aiming for green production, green consumption, meeting the stringent standards of the countries to which TNG exports, maintaining customers' trust in TNG.



Product Safety

In the organizational structure and manufacturing processes, TNG maintains product inspection and verification functions prior to completion.

- Through its quality management team, TNG has established and operates a laboratory, while the Quality management department continuously conducts product and service quality assessments to ensure consumer safety and health, particularly for children.
- Through independent third-party product testing. All TNG products carry the distinctive characteristics of the TNG brand. In addition to transparent and compliant trademark usage, TNG maintains a barcode system that enables consumers to conveniently trace product origins.

Community Engagement

TNG continues to support communities through projects that significantly impact social welfare in areas where TNG operates, while spreading the spirit of sharing for the common good and a more humane and better society.

Notably, activities in 2025 included Supporting the construction of Solidarity houses, TNG Trade Union establishing the "Golden Heart" Fund to support house construction for employees facing difficult circumstances; providing scholarships for students, and supporting communities affected by storms and floods.

Diversity, Equity, and Inclusion

TNG encourages and creates a working environment where employees from different cultures, genders, ages, religions, political views, abilities, and other aspects of diversity are respected and have a voice in the Company's decisions and activities. With the nature of manufacturing operations, TNG creates employment opportunities for over 10,000 female employees and over 5,000 ethnic minority workers in the province in particular and the Northern Midlands and Mountainous region in general.





SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION FOR 2025–2030 (continued)

SUSTAINABLE DEVELOPMENT STRATEGIC ORIENTATION ALIGNED WITH THE 3 ESG PILLARS (continued)



ENVIRONMENTAL STRATEGIC ORIENTATION

Green production

Continuously researching and developing environmentally friendly materials to better meet customers' green consumption demand. Promoting the research and application of advanced technologies in production and business, aiming to reduce emissions and minimize environmental impacts.

Clean energy, renewable energy

TNG continues to focus on improving energy use efficiency through operational optimization, actively exploring and implementing solutions to replace fossil fuels, using clean energy, renewable energy in production.

Proactive investments in rooftop solar power systems at factories, the complete replacement of all coal-fired boilers and the elimination of coal from production, investments in biomass boiler systems using wood pellets as recycled fuel, have contributed to reducing greenhouse gas emissions in the entire system, minimizing adverse environmental impacts and promoting a more sustainable energy transition.



Climate change mitigation

TNG utilizes all available resources to reduce greenhouse gas emissions and emission intensity in its production and business operations. TNG is committed to strictly implementing regulations on the collection, classification, and treatment of plastic waste, contributing to the reduction of environmental impacts and climate change response. TNG also focuses on raising employees' environmental awareness through internal communication programs and green workplace practices, aiming to foster a culture of sustainable development across the entire system.

Management of materials, resources, and waste

The Company strictly controls input materials, material consumption and waste generated in the production process to optimize the use of resources and materials, minimize adverse environmental impacts, and promote circular economy practices.

In addition, TNG continues to invest in researching and utilizing scraps and by-products such as waste paper, cotton scraps, fabric remnants, plastic sheets, leftover threads, and semi-finished fabrics for recycling and reuse as raw materials for other products. The Company also encourages employee-driven improvement initiatives, strengthens the application of technologies and technical solutions to save materials, reduce production waste, expand wastewater recycling and reuse, and enhance waste recycling efficiency across the entire system.





TNG'S CIRCULAR ECONOMY MODEL TOWARDS SUSTAINABLE DEVELOPMENT

TNG'S INVESTMENTS

- 1 Investing in the construction and expansion of factories in accordance with green and modern standards.
- 2 Using modern machinery and technologies, saving materials.
- 3 Using recycled materials.
- 4 Trained and experienced workforce.
- 5 Continuously researching and developing environmentally friendly products.
- 6 Recognizing and investing in the implementation of initiatives, innovations in production.



PRODUCTION

- 1 Efficient production, reducing the consumption of materials, fuel, resources.
- 2 Reducing production waste rates to protect the environment.
- 3 Optimizing the use of renewable energy sources in production.
- 4 Reducing greenhouse gas (CO₂) emissions.
- 5 Effectively managing waste, complying with regulations on collection, segregation and treatment.



RECYCLING AND REUSE

- 1 Reusing POY paper tubes in production.
- 2 Reusing treated wastewater.
- 3 Collecting, recycling/transferring for recycling, treating production waste in production into raw materials for other products.
- 4 Reusing waste PE bags as raw materials for plastic pellets in production.

RESEARCH AND DEVELOPMENT

- 1 Investing in the research and development of environmentally friendly products.
- 2 Implementing solar energy and renewable energy systems.
- 3 Promoting and applying useful, appropriate initiatives and improvements.
- 4 Encouraging employees' initiatives and improvements in technology, engineering, environment, energy saving, water recycling and reuse, etc.

SALES AND DISTRIBUTION

- 1 Providing product usage guidelines to optimize material durability.
- 2 Integrating transportation plans, reducing costs, saving fuel and contributing to emissions reduction.
- 3 Reusing pallets for product delivery.



GOVERNANCE STANDARD - G

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| Human resource management | 112 |
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GOVERNANCE MODEL AND MANAGEMENT STRUCTURE

GOVERNANCE MODEL

TNG is organized according to the governance model as prescribed at Point b, Clause 1, Article 137 of the Law on Enterprises in 2020, including General Meeting of Shareholders, Board of Directors and General Director, in which more than 20% of BOD members are independent members and there is an audit committee under BOD.

In addition, the company applies best practices according to the G20/OECD governance principles, in which the Board of Directors has specialized subcommittees to assist it, including: Audit Committee; Human Resources - Remuneration - Compensation Subcommittee; Development Policy Subcommittee; Investor Relations Subcommittee; Sustainability Subcommittee, responsible for orienting and monitoring the operations of the executive board, making sure that the Company not only has developed its finance but also ensures the harmonization of benefits for environmental protection and compliance with social responsibility.



ORGANIZATIONAL STRUCTURE

BOARD OF DIRECTORS



- 01 Chairman
- 01 Deputy Chairwoman
- 07 Members
- 02 Independent BOD members
- 02 Non-executive BOD members
- 01 Executive BOD member

The BOD structure of TNG always ensures: At least 02 independent BOD members; At least 02 non-executive BOD members.

SUBCOMMITTEES UNDER BOD



- 05 Subcommittees
- Audit Committee
- Development Policy Subcommittee
- Human Resources - Remuneration - Compensation Subcommittee
- Sustainability Subcommittee
- Investor Relations Subcommittee
- And Internal Audit Department under Audit Committee

BOARD OF MANAGEMENT



- 05 Members
- 01 General Director
- 04 Deputy General Directors

CHIEF ACCOUNTANT



- 01 Person



And Directors and Deputy Directors who are responsible for managing branches and factories under TNG



GOVERNANCE MODEL AND MANAGEMENT STRUCTURE

(continued)

ORGANIZATIONAL CHART

TNG overview

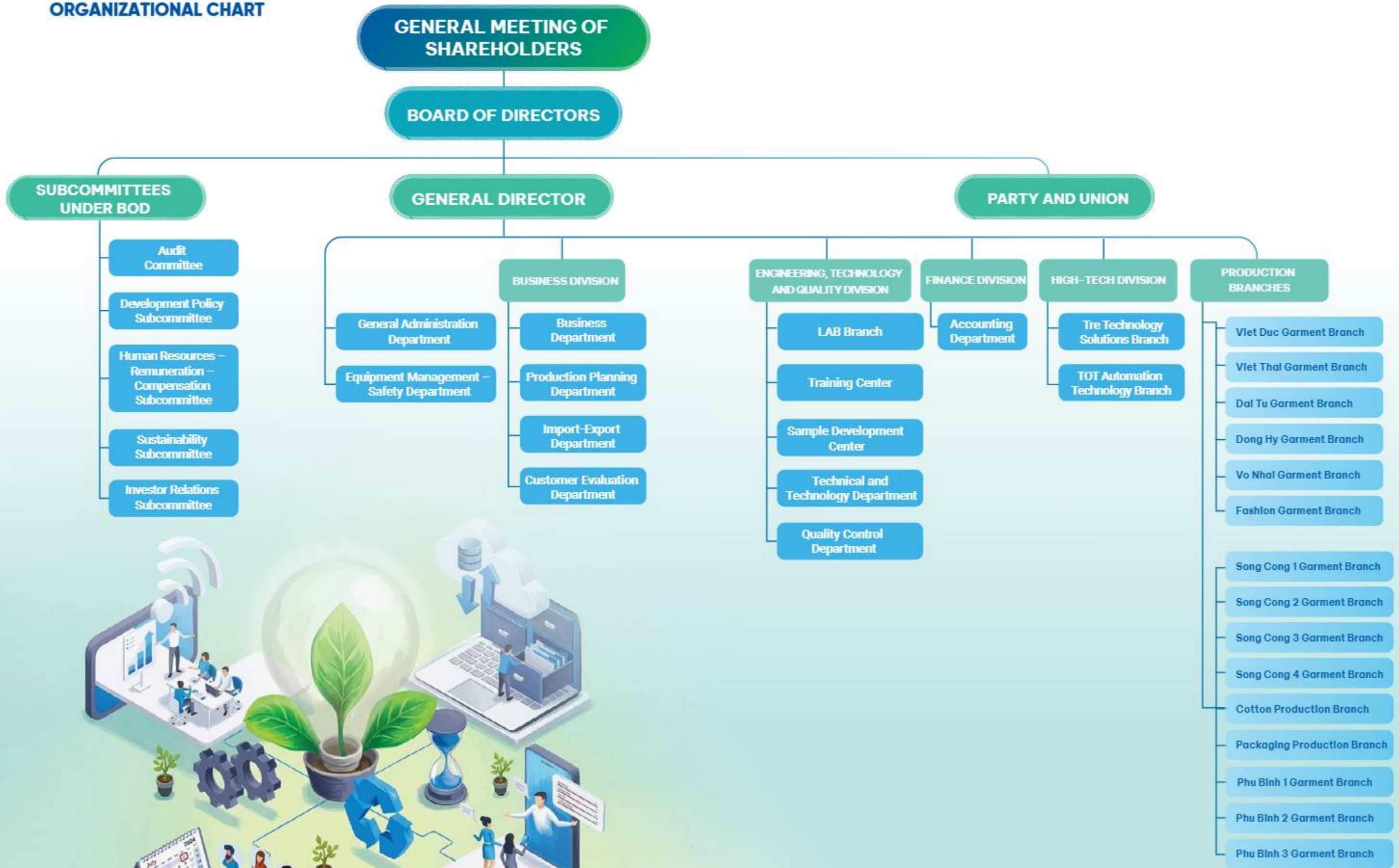
Sustainable development report

TNG's sustainable development framework

Governance standard - G

Social standard - S

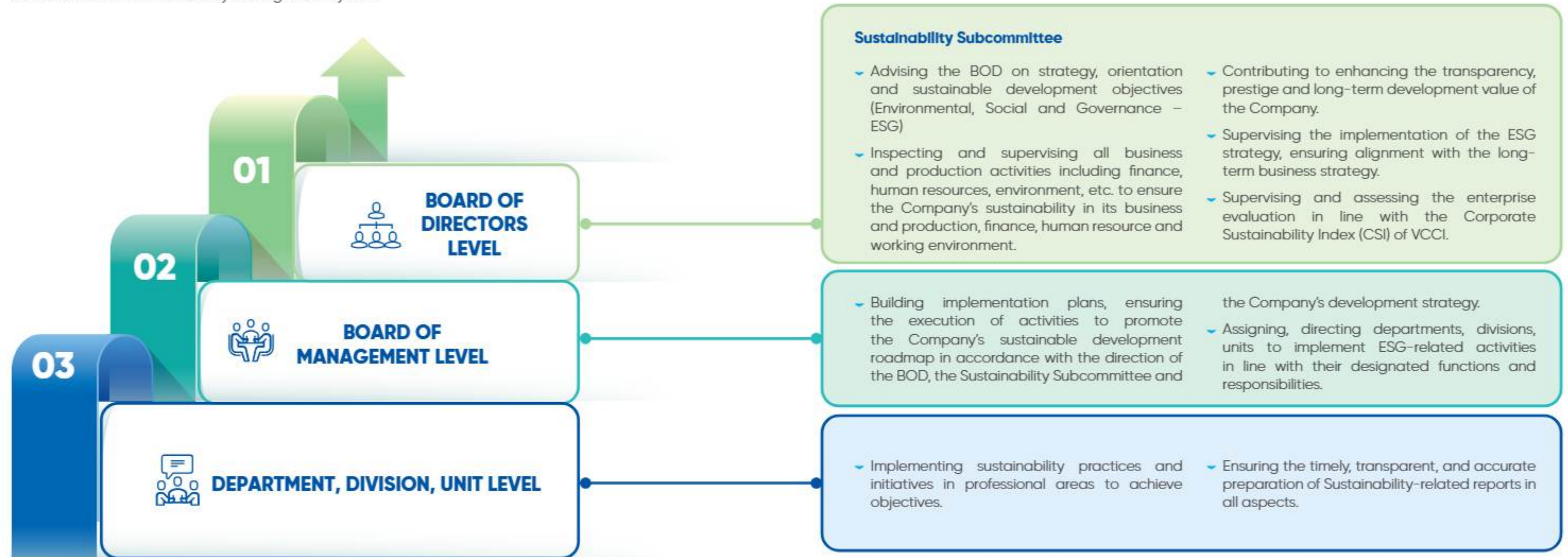
Environmental standard - E





TNG'S SUSTAINABLE DEVELOPMENT GOVERNANCE MODEL

To achieve sustainable development objectives and strategies, the Company established a robust, lean and effective sustainability management system:





BOARD OF DIRECTORS

As of December 31, 2025



Mr. NGUYEN VAN THOI

Chairman

- Year of birth: 1958
- Years of service at TNG: 32 years
- Qualifications:
 - Mechanical and Electrical Engineering, Bachelor of Economics, Bachelor of Politics
- Positions in other organizations:
 - Chairman of BOD - TNG Land Joint Stock Company



Mr. NGUYEN DUC MANH

Deputy Chairman

- Year of birth: 1983
- Years of service at TNG: 25 years
- Qualifications:
 - Master of Business Administration (MBA) from the University of Hawaii at Manoa
 - Bachelor of IT - USA
 - Bachelor's in Foreign Languages (Shanghai, China)
- Positions in other organizations:
 - No



Mr. NGUYEN HOANG GIANG

Independent BOD member

- Year of birth: 1986
- Years of service at TNG: 5 years
- Qualifications:
 - Master of Business Administration
 - Computer Science Engineer - University of Nebraska - Lincoln
- Positions in other organizations:
 - BOD member - Southern Gas Trading Joint Stock Company
 - Deputy Chairman of BOD - Yeah1 Group Corporation (YEG)
 - Chairman of BOD - DNSE Securities Joint Stock Company (DNSE)



Mrs. HA THI TUYET

Independent BOD member

- Year of birth: 1984
- Years of service at TNG: 1 year
- Qualifications:
 - Bachelor of Law
- Positions in other organizations:
 - Director of 4.0 Legal Service and Law Co., Ltd



Mr. NGUYEN MANH LINH

Non-executive BOD member

- Year of birth: 1987
- Years of service at TNG: 17 years
- Qualifications:
 - Bachelor of Science - Fashion Institute of Technology, New York, NY
 - Bachelor of Science, International Business - Pacific University, Forest Grove, Oregon
- Positions in other organizations:
 - General Director - TNG Land Joint Stock Company



Mr. DAO DUC THANH

Non-executive BOD member

- Year of birth: 1985
- Years of service at TNG: 11 years
- Qualifications:
 - Bachelor of Finance - Accounting
- Positions in other organizations:
 - No



Mrs. DOAN THI THU

Executive BOD member

- Year of birth: 1972
- Years of service at TNG: 31 years
- Qualifications:
 - Master of Business Administration
 - Engineering of Sewing
- Positions in other organizations:
 - No



Mrs. LUONG THI THUY HA

Deputy Chairwoman

- Year of birth: 1969
- Years of service at TNG: 32 years
- Qualifications:
 - Bachelor of Accounting
- Positions in other organizations:
 - BOD member - TNG Land Joint Stock Company (Resigned on April 20, 2025)





BOARD OF MANAGEMENT

As of December 31, 2025

TNG overview

Sustainable development report

TNG's sustainable development framework

Governance standard - G

Social standard - S

Environmental standard - E



Mr. TRAN MINH HIEU

General Director

- Year of birth: 1979
 - Years of service at TNG: 19 years
 - Qualifications:
 - MBA – Master of Business Administration, Columbia Southern University, USA
 - Positions in other organizations:
 - No
- (Appointed on April 21, 2025)*



Mrs. DOAN THI THU

Deputy General Director

- Year of birth: 1972
- Years of service at TNG: 31 years
- Qualifications:
 - Master of Business Administration
 - Engineering of Sewing
- Positions in other organizations:
 - No



Mr. LUU DUC HUY

Deputy General Director

- Year of birth: 1970
- Years of service at TNG: 32 years
- Qualifications:
 - Bachelor of Business Administration
- Positions in other organizations:
 - No



Mrs. NGUYEN THI PHUONG

Deputy General Director

- Year of birth: 1973
- Years of service at TNG: 30 years
- Qualifications:
 - College
- Positions in other organizations:
 - No



Mr. LE XUAN VI

Deputy General Director

- Year of birth: 1981
- Years of service at TNG: 18 years
- Qualifications:
 - Bachelor's Degree in Information Technology
- Positions in other organizations:
 - No



Mrs. TRAN THI THU HA

Chief Accountant

- Year of birth: 1973
- Years of service at TNG: 27 years
- Qualifications:
 - Bachelor of Accounting
- Positions in other organizations:
 - No



Mr. NGUYEN DUC MANH

Deputy Chairman

- Year of birth: 1983
 - Years of service at TNG: 25 years
 - Qualifications:
 - Master of Business Administration (MBA) from the University of Hawaii at Manoa
 - Bachelor of IT – USA
 - Bachelor's in Foreign Languages (Shanghai, China)
 - Positions in other organizations:
 - No
- (Resigned on April 21, 2025)*



Mrs. LUONG THI THUY HA

Deputy Chairwoman

- Year of birth: 1969
 - Years of service at TNG: 32 years
 - Qualifications:
 - Bachelor of Accounting
 - Positions in other organizations:
 - BOD member – TNG Land Joint Stock Company
- (Resigned on July 01, 2025)*





MANAGEMENT POLICIES



WORKING HOURS AND REST PERIODS POLICY

TNG recognizes that policies on working hours and rest periods play a key role in ensuring the regeneration of labor power and enhancing labor productivity. TNG is committed to strict compliance with legal regulations on working hours and rest periods while implementing enhanced standards and policies, including:

- No work is scheduled on public holidays and Sundays. Daily working hours do not exceed 5:30 p.m. with Saturdays ending at 5:00 p.m.
- No overtime work is scheduled on special occasions (International Women's Day, traditional festivals, etc.)
- Employees are entitled to two days off per year beyond statutory requirements i.e., Company Foundation Day and Christmas Day.



EMPLOYEE COMPENSATION POLICY

TNG implements attractive compensation policies to attract and retain employees while encouraging their long-term commitment to the company. The KPI-based remuneration policy is designed to be competitive and closely linked to individual performance outcomes, while bonus policy is tied to business efficiency and individual achievements to ensure fairness and transparency, creating opportunities to share in the long-term benefits of the Company's growth.

In particular, in 2025, TNG committed to and ensured a minimum income of VND 310,000/person/day for employees working at TNG.



EMPLOYEE WELFARE, ATTRACTION AND RETENTION POLICY

In addition to compensation policies that are always higher than the market, TNG has developed attractive welfare policies, placing employees at the center to build a positive workplace and sustainable engagement. Support policies such as mid-shift meals, shuttle buses, periodic fuel allowance, maternity support for female employees, and holiday cash bonuses for employees (New Year lucky money, bonus on special days i.e. Party Foundation Day, International Women's Day, Hung King's Anniversary, Liberation Day and May Day, VGCL Foundation Day, Mid-Autumn Festival, Vietnam Women's Day, Vietnam Entrepreneurs' Day, Company Foundation Day, Christmas Day, etc.) are regularly maintained with increasing support levels to motivate employees.

Besides, employees with difficult circumstances receive care from the Company and the Trade Union, including financial assistance for house

construction, free buses serving the employees who work far from home in Lunar New Year. Vacation trips and cultural, artistic, and sports activities are organized or financially supported by the Company to comprehensively develop physical, intellectual, and aesthetic aspects for employees. In addition, TNG also implements dedicated healthcare policies such as voluntary personal insurance, periodical health check-ups for all employees.

To enhance professional capabilities, the Company regularly organizes internal training sessions, trained by experts, specialized training sponsorship, and study visits to domestic and international organizations. Management personnel undergo annual competency and credibility assessments, receive bonuses based on these results, and are provided with clear career development roadmaps to enhance talent retention.





MANAGEMENT POLICIES (continued)



POLICY ON THE PROHIBITION OF CHILD LABOR AND FORCED LABOR

Ensuring the principle of prohibiting child labor and underage workers: TNG is committed to the prohibition of child labor and underage workers. To uphold this commitment, the Company only recruits employees who are at least 18 years old and currently, all TNG employees are aged 18 and above.

No forced labor in any form: TNG is committed to preventing forms of forced labor, including the

retention of personal identification documents, certificates or deposits, threats of dismissal, and requiring overtime work without employees' consent, etc. TNG's continuous compliance with audits and successful retention of WRAP certification - Certification of social compliance in the garment industry - demonstrates its commitment to neither using nor supporting forced labor in any form.



OCCUPATIONAL HEALTH AND SAFETY POLICY

TNG is committed to establishing and maintaining a safe and healthy working environment to protect the health and safety of all employees, customers, and stakeholders through:



- Complying fully with Vietnamese laws and relevant international standards on occupational health and safety.
- Identifying, assessing, classifying, and controlling workplace hazards and risks, thereby establishing and implementing procedures and measures to prevent occupational accidents and diseases, as well as to respond to incidents and emergencies.
- Providing adequate personal protective equipment in accordance with regulations and improving working conditions to ensure the safety of employees and customers in the workplace.
- Organizing regular training programmes and workshops to enhance employees' awareness and competencies regarding health and safety.
- Organizing periodic health check-ups for employees.
- Regularly monitoring, inspecting, evaluating, and continuously improving safety procedures, equipment and measures to ensure their effectiveness and suitability.



CONFLICT OF INTEREST PREVENTION POLICY

TNG is committed to building a transparent and fair governance environment, eliminating risks of conflicts of interest in the decision-making process. The Company's charter and internal regulations on management and operational delegation clearly separate the roles and responsibilities of the BOD and the executive, as well as the positions of the Chairman of the BOD and the General Director, thereby ensuring independence in governance, oversight, and executive functions. The BOD and the Chairman focus on strategic direction, while the General Director and the executive are responsible for managing operations. This separation prevents the concentration of power and minimizes the risk of conflicts of interest.

At the same time, the Charter stipulates the duty of honesty and the avoidance of conflicts of interest for members of the BOD, the General Director, and other managers. Accordingly,

these individuals are required to disclose their related interests, provide written notice to the BOD and the Audit Committee regarding transactions, contracts between the Company and themselves or their related parties. These transactions and contracts are only signed and executed after approval from the authority, and any individual with a related interest in the transaction or contract is not permitted to vote on the approval of that transaction or contract.





MANAGEMENT POLICIES (continued)



ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

TNG is committed to applying the anti-corruption and anti-bribery policy in all business and production activities. The Company has issued Policies/Notices on anti-bribery compliance, demonstrating TNG's and its partners' commitment to conducting business in accordance with ethical standards, laws and regulations. TNG does not accept, participate in, or encourage any form of bribery involving its business partners or employees. The Company's internal labor regulations clearly define disciplinary violations related to the misuse/abuse of assigned positions, authority and responsibilities, embezzling company property, soliciting brokerage commissions, receiving or offering bribes for personal gain, etc. and the corresponding disciplinary measures.

The anti-bribery compliance policy and notices prohibiting bribery are publicly disclosed on TNG's website, notified partners and promoted communication to ensure employees can access and learn about them. In addition, the policy content is stipulated as anti-bribery commitment clauses in agreements signed between TNG and its partners, suppliers.

To effectively implement the policy, TNG conducts the procurement of machinery and equipment, input materials, construction investments through transparent and public bidding. Information on bidding packages is posted on TNG's website, and procurement and construction investment documentation is submitted directly to banks.



QUALITY POLICY

For a garment manufacturing enterprise, quality is one of the key values that determine its existence and sustainable development. Therefore, TNG has established, implemented, and continuously improved necessary processes to deliver quality products to customers and users. TNG is committed to:

- 01 Placing customers at the centre, consistently providing quality products that meet the requirements of customers and end users.
- 02 Providing adequate and appropriate resources to establish, implement, maintain and continuously improve the quality management system.
- 03 Researching, applying modern technologies, automation, 4.0 technology in green manufacturing practices to enhance productivity and product quality, and align with circular economy trends.



SUSTAINABLE DEVELOPMENT POLICY

Sustainable development is an inevitable global trend and the core of both national and corporate strategies. TNG is committed to orienting and establishing the Company's development strategy based on the core principles and pillars of sustainable development:

- 01 Raising awareness of sustainable development among the Leadership and employees, promoting the implementation of sustainable development through the Company's policies, strategies, and individual actions.
- 02 Complying with laws, meeting regulations, standards and customer requirements.
- 03 Promoting innovation, integrating digital transformation in corporate governance and management, applying new technologies and automation in manufacturing operations.
- 04 Providing a safe, equitable, fair and healthy working environment that respects the legitimate rights and interests of employees.
- 05 Attracting workers, creating employment opportunities for local workers and women.
- 06 Contributing actively to community development initiatives and supporting local economic development.
- 07 Enhancing resource efficiency, increasing the use of recycled materials, and implementing solutions that advance the circular economy.
- 08 Phasing out fossil fuel use and transitioning to clean and renewable energy sources, thereby contributing to the achievement of Net Zero targets.
- 09 Maintaining and continually improving environmental protection activities, preventing pollution, and improving the natural environment.





ENVIRONMENTAL POLICY

TNG is committed to environmental protection, minimizing adverse environmental impacts through the following actions:

- Complying fully with all environmental legal regulations/requirements in Viet Nam.
- Identifying, assessing, classifying, and controlling environmental risks, thereby establishing, implementing, maintaining, and continually improving processes, systems, and equipment for waste management, pollution prevention and control, environmental incident response.
- Ensuring the safe and efficient use of chemicals.
- Establishing and implementing Net Zero targets through voluntary greenhouse gas inventory reporting, the transition to alternative energy sources, resource circularity, and recycling in production.
- Launching the contribution of initiatives and innovation, evaluating the effectiveness of implemented measures, improving processes, and adopting new initiatives to enhance environmental protection performance.



INFORMATION CONFIDENTIALITY POLICY

TNG is committed to establishing, maintaining, and updating its information confidentiality policy and measures in business and production activities in general and personal data processing in particular, to align with changes of the legal environment, technologies, and practical requirements in business and production operations.

TNG's internal labor regulations clearly stipulate employees' information confidentiality responsibilities, and sanctions, disciplinary measures for violations. Information confidentiality agreements signed between TNG and authorized individuals or organizations to access and manage data are to ensure the implementation of this policy commitment.

TNG is committed to collecting, using, and storing personal data only to the necessary scope, ensuring transparency of processing purposes and the legitimate rights and interests of data subjects. Any sharing of information with third parties (if any) is conducted in compliance with legal requirements and with the consent of relevant parties. TNG's personal data processing impact assessment dossier are received and resolved by the Department of Cyber Security and High-Tech Crime Prevention - the Ministry of Public Security in accordance with the provisions of Decree No. 13/2023/ND-CP on personal data protection (replaced by the 2025 Law on Personal Data Protection).





DIGITAL TECHNOLOGY APPLICATION IN GOVERNANCE AND MANAGEMENT

To implement the BOD's strategy for comprehensive and strong digital transformation across the entire system, TNG has strongly implemented digital transformation, creating a solid foundation for effective governance, optimizing production processes, improving business performance, and enhancing service quality. Key initiatives include applying modern technology in operational management, production automation, and developing digital solutions to support governance and decision-making capabilities.



DEVELOPMENT ORIENTATION FOR DIGITAL TRANSFORMATION

TNG defines digital transformation as a key driver for optimizing the entire textile and garment value chain, transitioning from a traditional management model to a data-driven enterprise, based on 3 key pillars:

IN MANAGEMENT: Transparency and Promptness

- Data Integration: Building a centralized management reporting system that enables the Leadership to monitor operational performance, order progress, and financial performance in real time.
- Digital Office: Digitalizing all approval processes, digital signing and internal document management to shorten processing time, enhance coordination among units.
- Digital human resource management: Applying technology in recruitment, training, and performance evaluation to establish a streamlined and flexible human resource management.

IN PRODUCTION: Smart Factory

- Digitalized manufacturing (MES & IoT): Connecting manufacturing management systems with shop floor data, automatically collecting real-time production and quality information, reducing reliance on manual recording.
- Internal supply chain optimization: Synchronizing data among planning – production – warehousing operations; identifying bottlenecks and improving production management efficiency, progressively reducing lead times.
- Equipment and asset management: Digitalizing equipment monitoring, maintenance and repair; gradually applying data to improve production line stability.
- Smart warehousing: Digitalizing warehouse management, enhancing inventory data accuracy and traceability.

IN BUSINESS: Connecting the value chain

- Digitalizing customer experience (CRM): Building customer relationship management systems and digital portals, helping partners to track order progress and related information transparently.
- Traceability and data transparency: Applying data systems to support product traceability, meet transparency requirements and international standards.

DIGITAL TRANSFORMATION OBJECTIVES

Considering digital transformation as a key factor, TNG has aggressively digitized all its operational activities during the past years. Pioneering the application of new technological solutions has not only streamlined processes but also increased the Company's ability to adapt quickly to market changes. Building on that development, TNG is focusing on expanding a digital ecosystem with key platforms such as:



01

Data-driven enterprise: Integrating data across the group to support management and decision-making.

02

Comprehensive digital governance: Standardizing and digitalizing governance, office and human resource processes.

03

Smart Factory: Connecting real-time production data, enhancing control and optimizing operations.

04

Digitalizing real-time manufacturing operations: Adopting IoT technologies to collect shop floor data, integrating it with MES/ERP to support production monitoring and management.

05

Data- and AI-driven operational optimization: Applying data analytics and AI to production forecasting and coordination.

06

Centralized Data Platform: Building a corporate-wide Data Lake/Data Warehouse system

07

Digital value chain connectivity: Integrating with customers, partners and the supply chain to enhance collaboration.

08

Pioneering digital transformation in the textile and garment industry: Shaping a digital operating model, progressively leading in the application of technology and data-driven manufacturing.



DIGITAL TECHNOLOGY APPLICATION IN GOVERNANCE AND MANAGEMENT (continued)

KEY DIGITAL TRANSFORMATION ACTIVITIES AND PROJECTS



TNG was recognized as achieving Level 3 Digital Transformation – Digital enterprise formation under the Digital Business Index (DBI) and was honored among the Top 10 Vietnam Digital Technology Enterprises 2025.



Integrated electronic invoices from the tax authority's website into the Bravo accounting software; Connected the Bravo software to the electronic banking systems of VietinBank and BIDV.



Tre Branch was honored in 3 major categories: **TOP 10 (Specialized Advantage Group)** in the field of enterprise management solutions; **TOP 10 (Pioneering Group)** in the field of software and application development; **TOP 10 (Performance Group)** in the field of industrial production solutions.



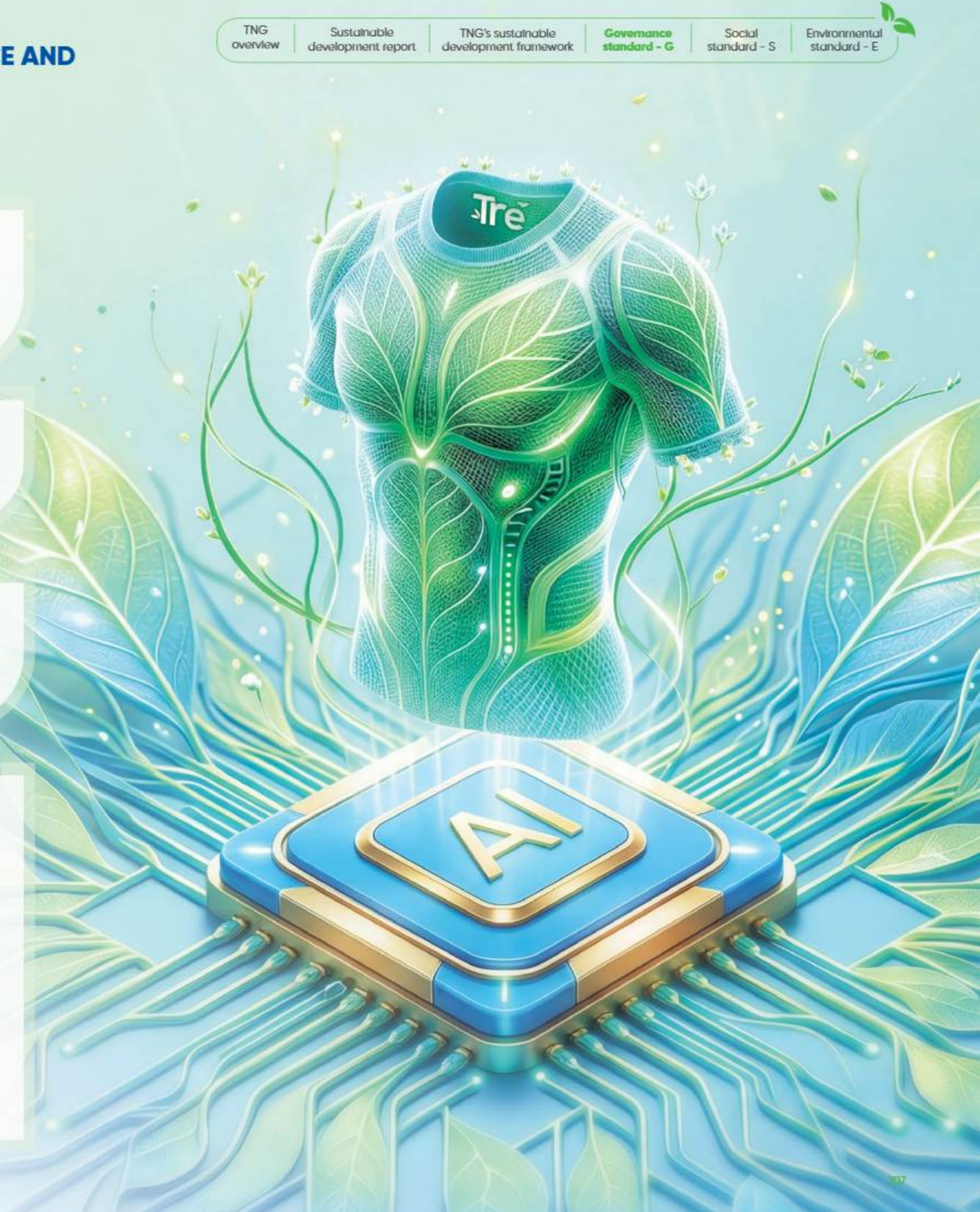
The Tre software, developed by TNG, not only supports internal management needs but is also provided to enterprises within the textile and garment industry. In 2025, Tre Branch signed contracts to deploy enterprise management software solutions for 04 industry peers, with a total of 31 software modules.



In 2025, Tre Branch implemented 73 software design and upgrade projects across TNG. Notable projects included: Productivity forecasting software; SKU Performance Analysis; IoT Line Balancing; Launch of IoT-enabled displays for real-time automatic production line balancing; SSE evaluation: Production lead time, warehouse upgrades; Automatic alert for un-invoiced declarations; Outsourcing management; Import-Export Tax Refund; Customs inventory settlement; Personnel management; Strict safety equipment management; Raw materials and accessories inspection application.



In particular, in 2025, the production automation system was highlighted through 2 outstanding projects: Launch of overhead hanger system with 58 overhead hangers put into operation; Applying automated guided vehicles (AGV), enhancing internal logistics; optimizing transportation between stages, directly connecting with production systems to coordinate material flows in real time, reducing reliance on manual labor, and improving production line stability.





PRODUCTION AND BUSINESS MANAGEMENT

OPERATIONAL ORIENTATION

TNG conducts its production and business operations based on modern management in Viet Nam and international standards, placing efficiency – transparency – sustainability at the core. The enterprise continuously strengthens the governance system to optimize resources, improve productivity, and create value for shareholders.

Amid fluctuations in the global textile and garment market, TNG proactively adapts by strengthening management capabilities, standardizing processes, and accelerating the application of technology across the value chain, from manufacturing, order management to quality control.

OPERATIONAL OBJECTIVES

- To develop TNG into a highly competitive textile and garment enterprise operating in accordance with international standards.
- To become a leading provider of software solutions for other garment companies.
- To ensure compliance with laws and regulations, industry standards, and sustainability requirements.
- To enhance resource efficiency, optimize costs, and increase product value.
- To strengthen risk management capabilities, ensure stable production and business operations.
- To build a business ecosystem integrating shareholders, employees and partners.

GOVERNANCE MODEL

TNG adopts a governance model aligned with good practices and the joint-stock company model, ensuring a clear segregation of roles and responsibilities among management levels:

- **General Meeting of Shareholders (GMS):** The highest decision-making body, with long-term strategic direction.
- **Board of Directors (BOD):** Strategic orientation, oversight of executive and risk management.
- **Subcommittees under BOD:** Advise, consult and oversee to support the Board of Directors in making effective, transparent, and compliant strategic governance decisions.
- **Board of Management:** Directly implements business and production plans, as well as action programs.
- **Internal Audit Function (under the Audit Committee):** Ensures transparency, compliance and operational effectiveness.

This structure enables TNG to maintain a balance between strategic direction, agile management, and robust control over all the Company's production and business activities.

OPERATIONAL GOVERNANCE INTEGRATING PDCA AND LEAN MANUFACTURING

TNG has established a management system based on the integration of Lean Manufacturing, the PDCA cycle and digital transformation, aiming for a lean, agile, and efficient operating model. The Company focuses on optimising production flow, eliminating waste, and enhancing productivity across the entire value chain.

Each process is designed in accordance with the principles of standardization, transparency, and measurability to ensure effective execution and risk control. The PDCA cycle is consistently applied as a core management tool, helping TNG to maintain operational discipline and continuous improvement.



PLAN: Build production and business strategies aligned with production flow optimization and waste reduction.

DO: Organize production in accordance with Lean Manufacturing principles, optimizing sewing lines, reducing semi-finished goods inventory, and enhancing efficiency.

CHECK: Monitor quality and operational performance in real time to ensure compliance with technical standards and order delivery schedules.

ACT: Continuously adjust, improve processes, apply technologies, and enhance adaptability.

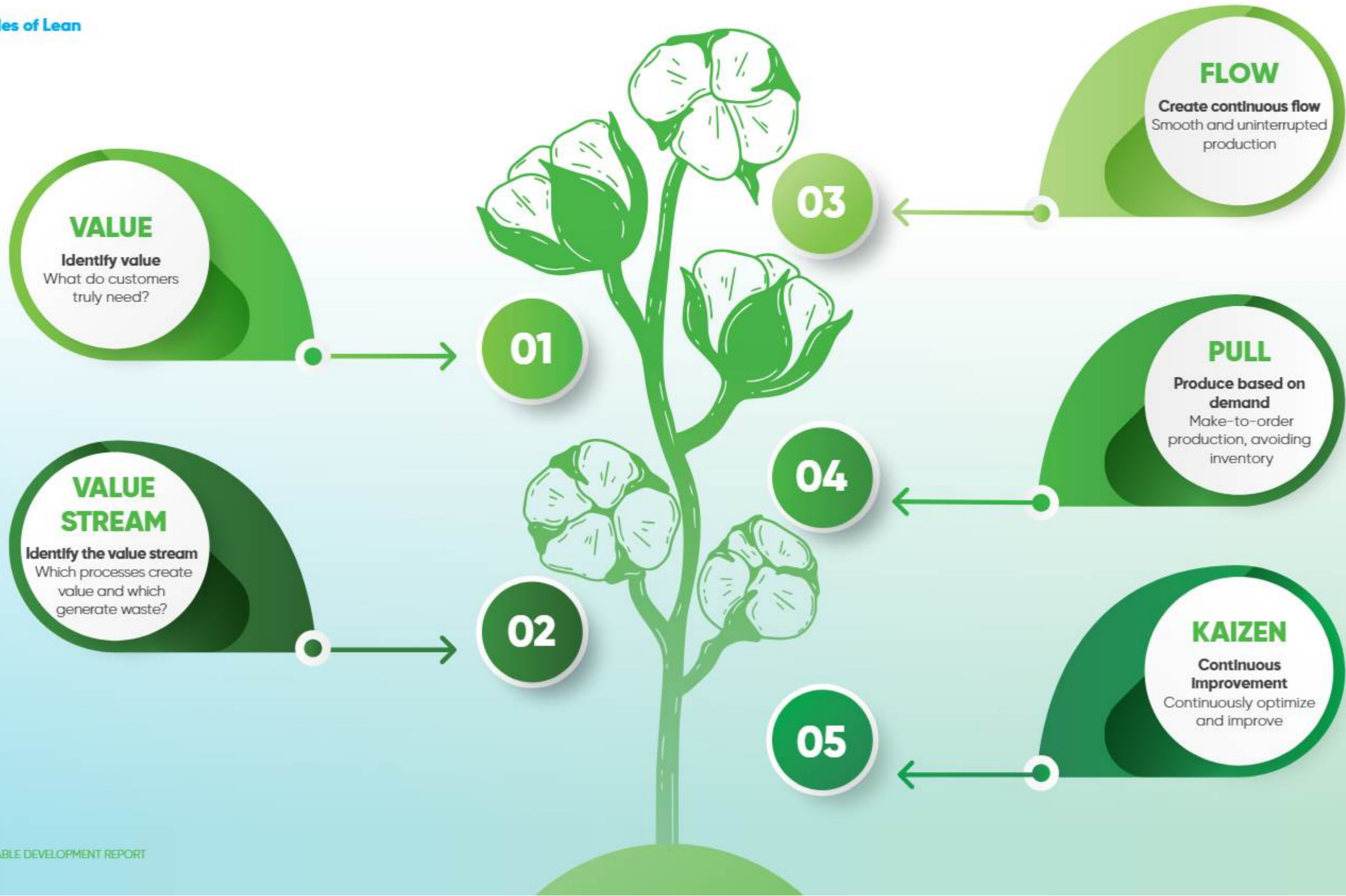


PRODUCTION AND BUSINESS MANAGEMENT (continued)

In addition, TNG accelerates the adoption of technology and data in production management, progressively aiming for a Smart Factory model that enables real-time monitoring and decision-making. The management system is designed to respond quickly to market fluctuations while ensuring consistency in product quality and delivery schedules.

Besides operational efficiency, TNG integrates sustainability principles into the management system, striving to balance growth, social responsibility and environmental protection. This approach not only strengthens TNG's competitiveness but also establishes a foundation for long-term development.

5 core principles of Lean





HUMAN RESOURCE MANAGEMENT

APPLICATION OF TECHNOLOGY, SOFTWARE IN PEOPLE RISK MANAGEMENT

1 Human resources and training management system (ERP)

- Manage employee records, labor contracts, and workforce changes in real time.
- Reduce risks of data errors, data loss, and violations of labor regulations.
- Monitor training progress to reduce the risk of shortages of qualified personnel and errors from inadequate skills.
- Manage records of employees' qualifications and certifications to support internal recruitment at TNG.

2 Labor compliance and discipline monitoring

- Apply timekeeping software for working hours and leave monitoring.
- Provide early warnings of violations related to working hours, overtime, and occupational safety.

3 Employee satisfaction surveys and workforce risk alerts (TNG Office)

- The Employee Feedback Survey and Employee Feedback applications (in TNG Office), and the Employee Feedback module (in the Trade Union software on the ERP) collect and consolidate employee feedback in a timely, transparent, and effective manner.

4 Process management (ERP)

- Consolidate professional procedures of all fields and departments, enabling employees to access and ensure compliance.
- Provide periodic alerts on process deadlines to ensure timely reviews and the issuance of updated procedures, when necessary.

5 Occupational health and safety management (ERP)

- Manage all records, training activities, and safety inspections across factories and throughout the Company.
- Support the monitoring of certificates, health check-ups, inspected-required equipment, fire prevention and firefighting equipment, and expiry alerts.
- Record incidents, occupational accidents, and corrective actions.
- Be a foundation for developing risk categories and preventive, response, corrective, and workplace improvement measures.

6 Automated task assignment and task assignment control (ERP)

- Automatically calculate skill levels of workers to assign production assignments, automatically assign tasks to individuals, and adjust or replace when workers are absent to ensure the production plan.

The application of technology in human resource management enables TNG to transition from reactive management to proactive governance, thereby identifying early risks, improving operational efficiency, and building a stable and sustainable working environment.



AUTOMATED AND TRANSPARENT KPI-BASED PERFORMANCE EVALUATION

TNG has established and consistently applied KPI formula and utilized electronic ERP data of the software to assess employees' work performance. KPI scores automatically calculated are the basis for calculating monthly employee salaries and bonuses in accordance

with the Company's regulations, and serve to determine employees who "fail to complete" or "regularly fail to complete" their work under the labor contract, enabling the Company to make manpower plan in line with the legal regulations.





HUMAN RESOURCE MANAGEMENT (continued)

TRAINING PROGRAMS FOR LEADERS AND MANAGEMENT SUCCESSORS

To strengthen management capabilities, financial-economic thinking of the management team, notable programmes include:

Advanced leadership training program with the participation of 33 branch managers, which was delivered by experts from PTI Training Group.

Training on OPEX standards for leadership and department heads/deputy heads to establish an agile organization that better adapts to changes in the external environment, and enhances customer satisfaction.



"Learning to be a Soldier" Program - learning and practicing military discipline, igniting determination, strong courage, and discipline for "TNG soldiers" to overcome challenges, difficulties and successfully complete assigned tasks.



MANAGEMENT CREDIBILITY ASSESSMENT, EMPLOYEE SATISFACTION EVALUATION

MANAGEMENT CREDIBILITY ASSESSMENT

TNG has established a transparent, objective, and multi-dimensional management credibility assessment mechanism to ensure that leadership capability remains closely aligned with governance effectiveness and employee satisfaction. Assessments are conducted periodically through multiple channels, including employee feedback, performance results, and compliance with the Company's governance standards.

Through this, TNG not only measures the credibility of the management team but also identifies points requiring improvement, thereby developing appropriate leadership training and development programmes. This approach contributes to enhancing governance quality, strengthening internal trust, and building a responsible, resilient leadership team capable of leading the organization towards sustainable development.



EMPLOYEE SATISFACTION EVALUATION

TNG especially focuses on establishing a comprehensive, continuous, and transparent employee satisfaction and engagement assessment system. The Company has deployed periodic survey tools on the TNG Office application and a QR code-based feedback application, enabling employees to easily share their opinions, feedback, and suggestions anytime and anywhere.

At the same time, TNG maintains direct survey forms at production teams and lines to ensure that every employee has an opportunity to be heard, even under unfavored conditions for digital platforms. This multi-channel approach helps the Company collect comprehensive and objective information, thereby making timely improvements to the working environment, enhancing employee experience, and strengthening workforce engagement.

By proactively listening and responding, TNG is gradually building a people-centric corporate culture, recognizing employee satisfaction and well-being as foundations for sustainable development.



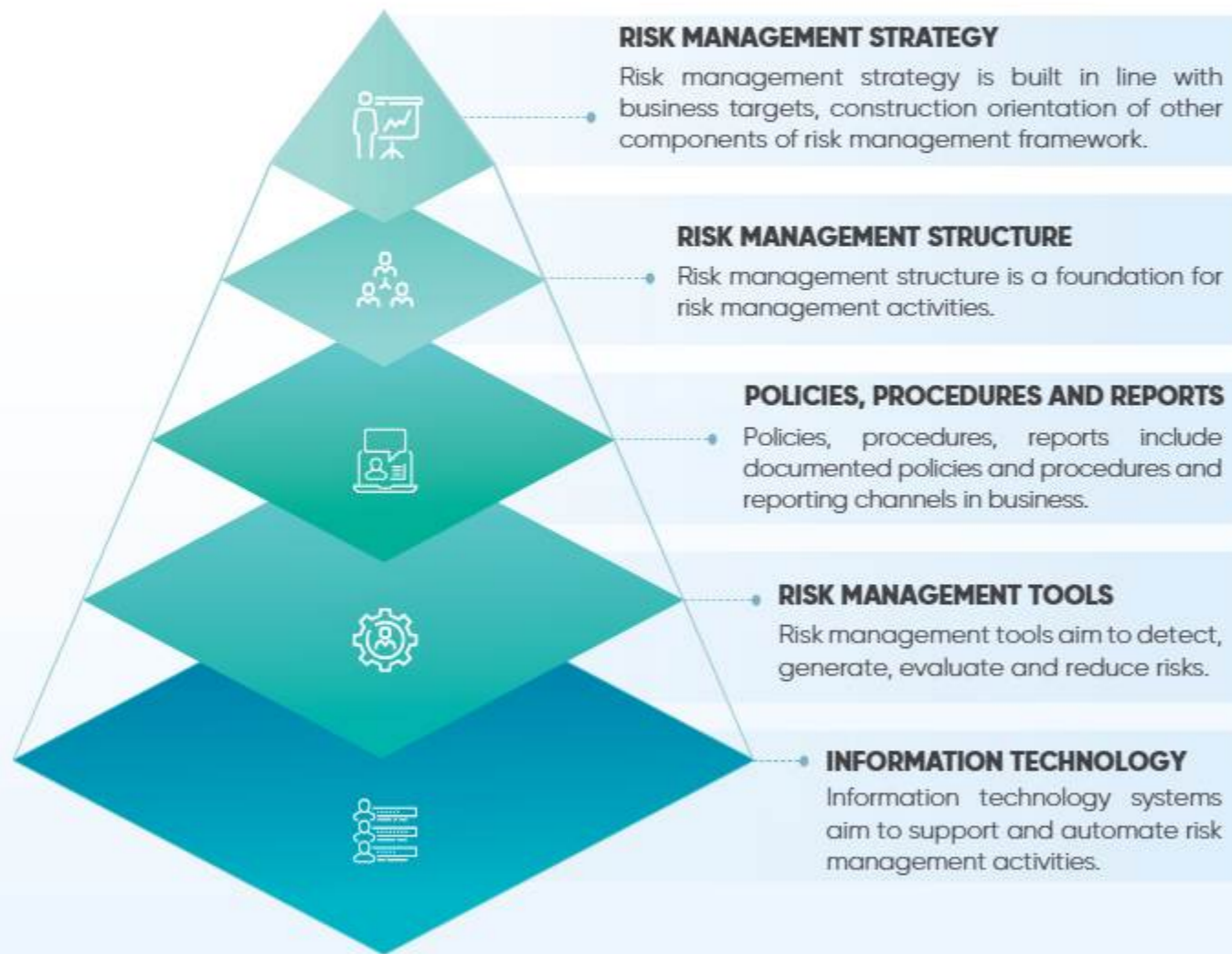
RISK MANAGEMENT

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.



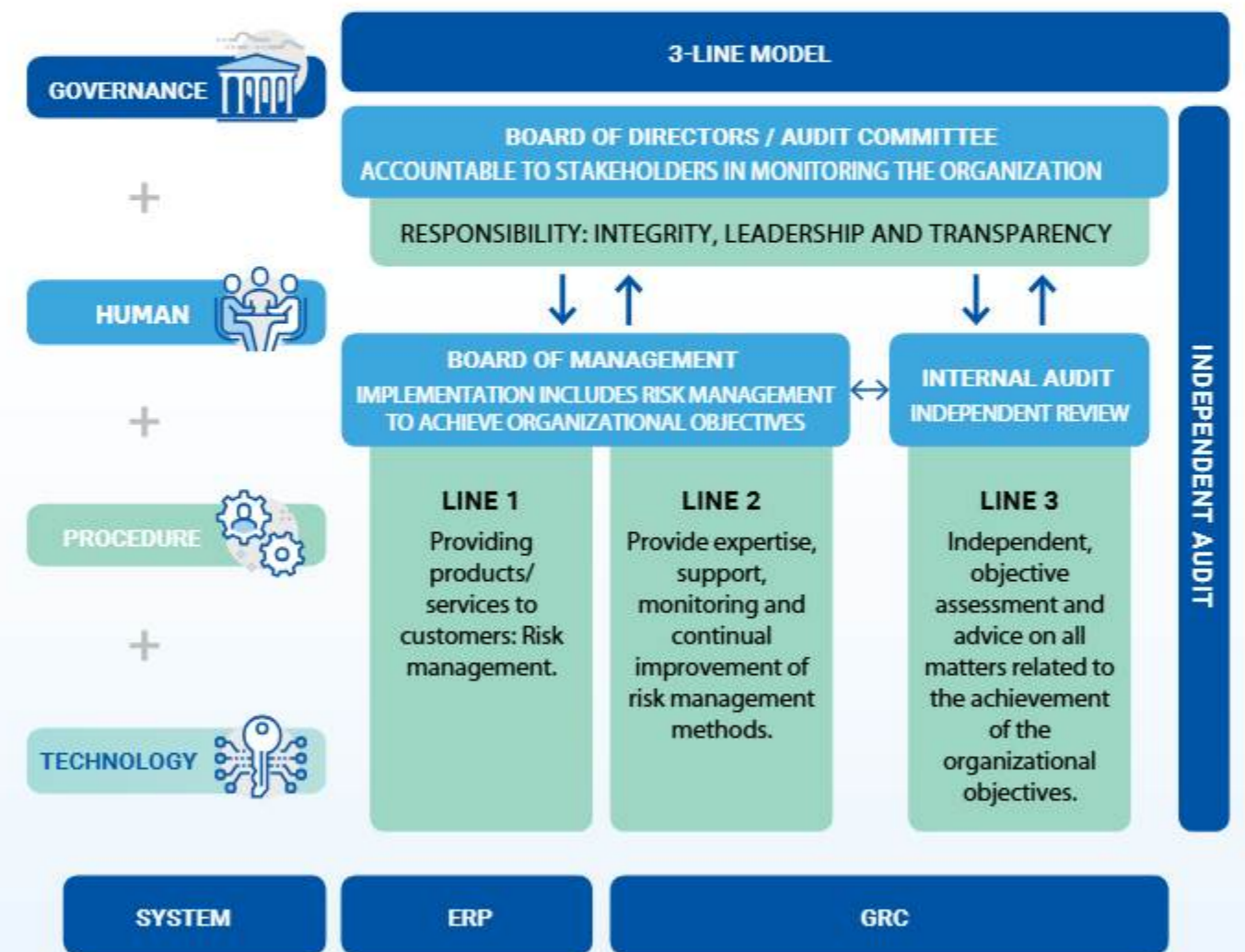
TNG'S RISK MANAGEMENT FRAMEWORK

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



ORGANISATIONAL STRUCTURE



IDENTIFICATION OF MAJOR RISKS

RISK IN LEGALITY

Risk Identification

- Violations, disputes
- Changes in requirements
- Continuous amendments to Circulars, Decrees, etc.

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 INTERNATIONAL TRADE

Risk Identification

- Political instability, wars and conflicts
- Tariff and non-tariff barriers

Risk prevention measures

- TNG proactively diversifies export markets for risk diversification while regularly updating international trade policies, tariffs and import-export regulations to promptly adjust business strategies. The Company strengthens its compliance with international standards, reinforces relationships with strategic partners and optimizes the supply chain to ensure order stability and enhance resilience against geopolitical and global trade uncertainties.



IDENTIFICATION OF MAJOR RISKS (continued)

RISK IN ECONOMY AND EXCHANGE RATE

Risk Identification

- Markets, customers
- Import-export policies and legal regulations

Risk prevention measures

- TNG is forecasting strategic scenarios to cope with economic risks, focusing on shifting exports to potential markets, enhancing competitive capabilities, and reducing costs
- In terms of exchange rates, TNG proactively looks for effective solutions to prevent and control exchange rate risks monthly and quarterly.

RISK IN HUMAN RESOURCES

Risk Identification

- A high labor proportion, significant labor costs
- Comparisons of salary and welfare policies

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 FIRE SAFETY

Risk Identification

- Highly flammable materials
- Machinery operates continuously
- Cramped working spaces with high worker density

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: ENVIRONMENTAL AND SOCIAL RISKS

Risk Identification

- Environmental incidents; Natural disasters, storms, floods
- Changes in awareness and social values

Risk prevention measures

- TNG proactively implements environmental management solutions, strengthens emissions control, utilizes efficient resources and responds to climate changes. At the same time, the Company places emphasis on social responsibility by ensuring safe working conditions, complying with labor regulations and actively participating in community development activities, thereby minimizing risks and supporting sustainable development.





PROCUREMENT AND SUPPLIER MANAGEMENT

PROCUREMENT MANAGEMENT

At TNG, procurement management is clearly stipulated in Decision No. 258A/QĐ-HĐQT dated June 14, 2025, as updated and supplemented by Decision No. 258B/QĐ-HĐQT dated April 06, 2026.



Goods and services procurement control regulation

- All goods and services procured by the Company must meet the prescribed quality requirements; have clear and legitimate origins; not infringe intellectual property rights and fully comply with applicable legal requirements for each category of goods and services.
- Contractors, suppliers must have eligibility status, lawful operations, a good reputation and capability to meet the Company's requirements; ensure the supply of goods and services in accordance with the committed quality, quantity and delivery schedule, and maintain stability in the supply process.
- All goods and services procured for the Company's production and business operations must be conducted through tendering except in the following cases:
 - Goods, services for which the supplier is directly designated by the customer;
 - Goods or services with a payment value below VND 100 million/year.



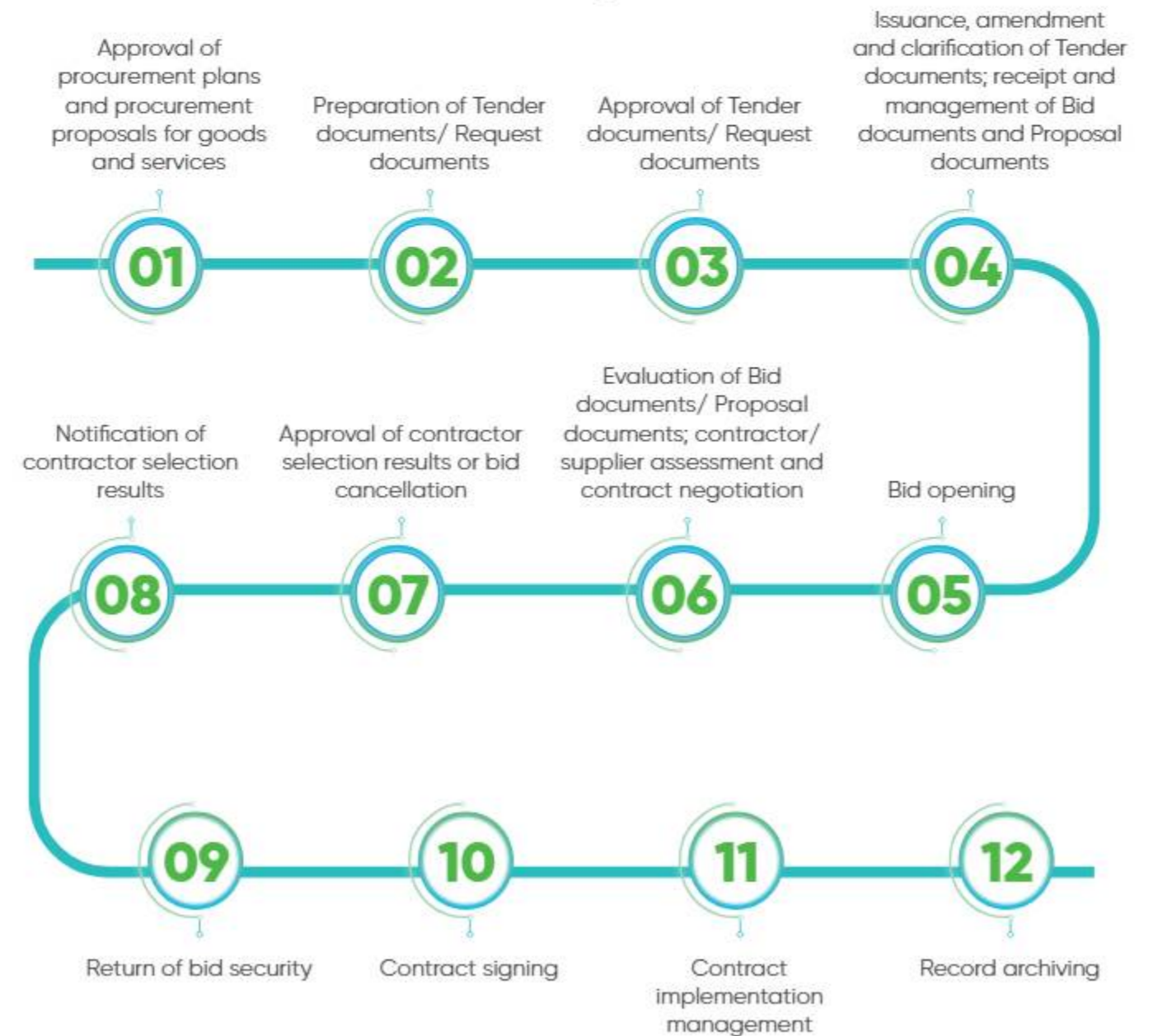
SUPPLIER MANAGEMENT

PROCUREMENT PROCESS FOR GOODS AND SERVICES

TNG has established and implemented a procurement process for goods and services to ensure consistent and systematic application, enhancing management efficiency and procurement quality across the Company.



(Pursuant to Decision No. 258B/QĐ-HĐQT dated April 06, 2026)





SOME CRITERIA FOR A SUSTAINABLE SUPPLY CHAIN RELATING TO SUPPLIERS



SUPPLIER EVALUATION STEPS



Supplier selection through tendering

Although not subject to mandatory application under the Law on Bidding, TNG implements various tendering methods, competitive quotations, and direct contracting, to ensure transparency, competition, supplier capability, and the quality of goods

and services. Through the E-Tendering module on the website tng.vn, interested suppliers can purchase bidding documents/request documents and submit bids in accordance with TNG's regulations.

CODE OF BUSINESS CONDUCT (COC)

TNG has issued a Supplier Code of Conduct (COC) to clearly set out the minimum standards that suppliers are required to comply with when transacting with TNG, in addition to complying with all and regulations governing their operations. This COC is an integral part of all contracts between TNG and its suppliers and specifies the following requirements for Suppliers:

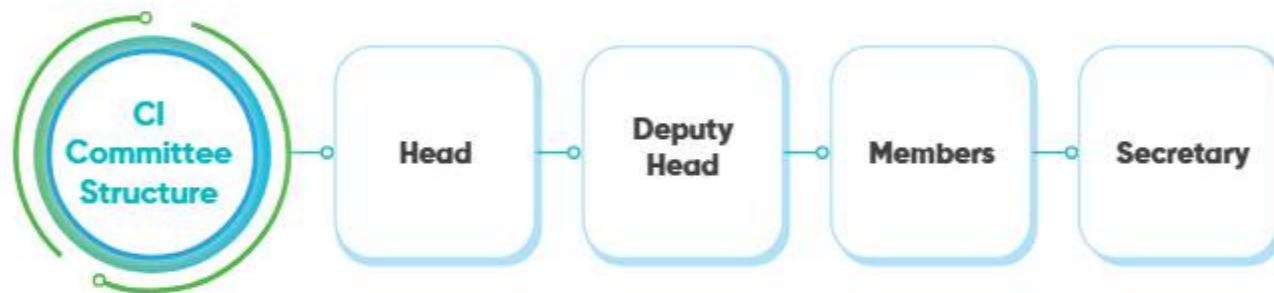




RESEARCH, DEVELOPMENT AND INNOVATION

ASSIGNMENT OF RESPONSIBILITIES FOR RESEARCH/ APPLICATION OF IMPROVEMENTS, INITIATIVES AND INNOVATIONS

On January 11, 2024, TNG issued Decision No. 543/2024/QĐ-TNG establishing the Corporate Improvement Committee (CI Committee). The Committee is responsible for approving the implementation of continuous improvement projects, approving reward decisions and decisions recognizing ideas, improvements and innovations.



TNG

VINH DANH KHEN THƯỞNG SÁNG KIẾN - CẢI TIẾN

THÁNG 10,11 NĂM 2025

CẢI TIẾN MÁY XÉN 1 KIM THƯỜNG CHẠY CÔNG ĐOẠN DÁN KEO GẤU
 Tác giả: Nguyễn Đăng Công
 Đơn vị: Phòng Cơ điện - CN Phú Bình 3
 Khen thưởng: 5.000.000 VNĐ

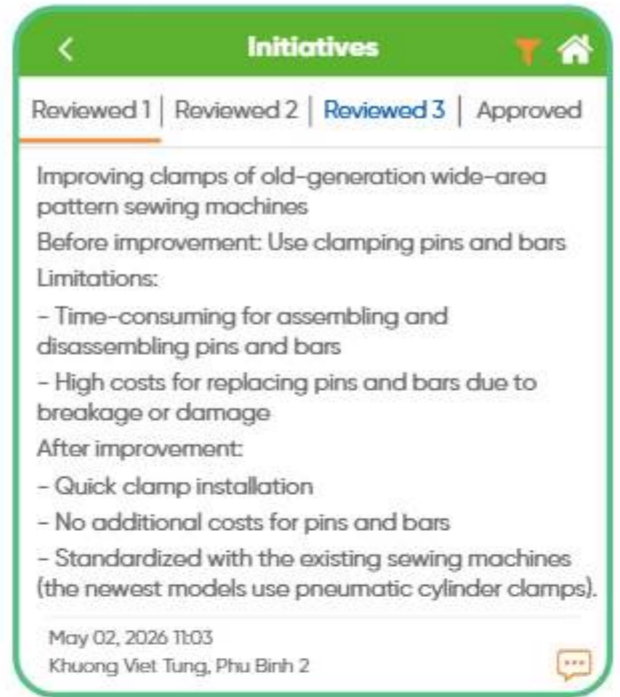
KE CÁP LỘT, VẼ ĐẦU CÁP TRONG
 Tác giả: Nguyễn Văn Toán
 Đơn vị: Phòng Công nghệ - CN Phú Bình 3
 Khen thưởng: 1.000.000 VNĐ

THẮT NƠ BẰNG BỘ PISTON
 Tác giả: Trịnh Xuân Hùng
 Đơn vị: Phòng Cơ điện - CN Võ Nhaih
 Khen thưởng: 2.000.000 VNĐ

BỘ TRỢ LỰC RULO MÁY DÁN SEAM
 Tác giả: Nguyễn Bằng Nam
 Đơn vị: Phòng Cơ điện - CN Sông Công 4
 Khen thưởng: 5.000.000 VNĐ

"Trân trọng cảm ơn tinh thần sáng tạo và những đóng góp của bạn cho sự phát triển của TNG."

"Golden Idea" Approval Channel on the TNG Office App: receives ideas and grants rewards for approved ideas.





RESEARCH, DEVELOPMENT AND INNOVATION (continued)

LAUNCH OF EMULATION CAMPAIGNS AND REWARDS FOR LABOR PRODUCTIVITY IMPROVEMENT

At TNG, we always cherish the values created by our employees and their contributions to our collective success. We firmly believe that our human resources are our most valuable asset, and each member is an important link in the chain, working together seamlessly to ensure the smooth operation of the TNG business machine. This enables us to achieve breakthrough growth and confidently venture into global integration.



70
REWARD PROJECTS
Total amount of
2,005,000,000
VND

218
REWARD DECISIONS
Total amount of
10.4
billion VND



566
REWARDED INDIVIDUALS





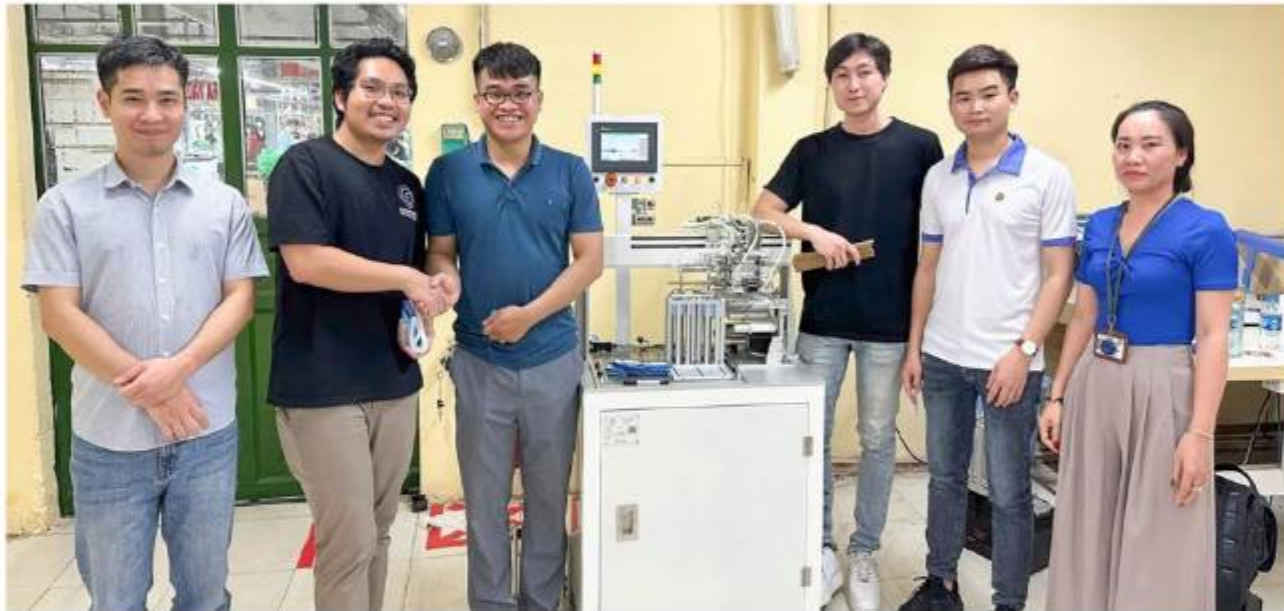
RESEARCH, DEVELOPMENT AND INNOVATION (continued)

TOT BRANCH – AUTOMATION TECHNOLOGY BRANCH

TOT Branch (formerly the TNG Robotics Department, established in April 2022) was founded on May 22, 2023, with the mission of promoting research, design and manufacturing of high-tech automation products for the garment industry, aiming to position TNG as a pioneer in providing solutions, designing and manufacturing automated machinery for the textile and garment industry in Viet Nam.

Despite its young history, the TOT Branch has demonstrated outstanding capabilities such as upgrading automatic heat-creasing grippers, automatic tag feeding and stringing machines, upgrading automatic placket-sewing systems on programmable machines, and Ultrasonic automatic label feeding and attaching machines.

In particular, in 2025, the TOT Branch marked a breakthrough in the improvement of the next-generation Automated Guided Vehicle (AGV).



The upgrade of Automated Guided Vehicles (AGV) with Smart SLAM navigation technology, climbing ability, and high-load capacity has driven outstanding business results:



Supply volume: Reached 21 units in 2025, a strong growth of 162.5% compared to 8 units in 2024.



Superior features: Fully automated receiving and dispensing processes, optimizing internal transportation.



Market position: The product has increasingly gained trust and recognition from manufacturing units.

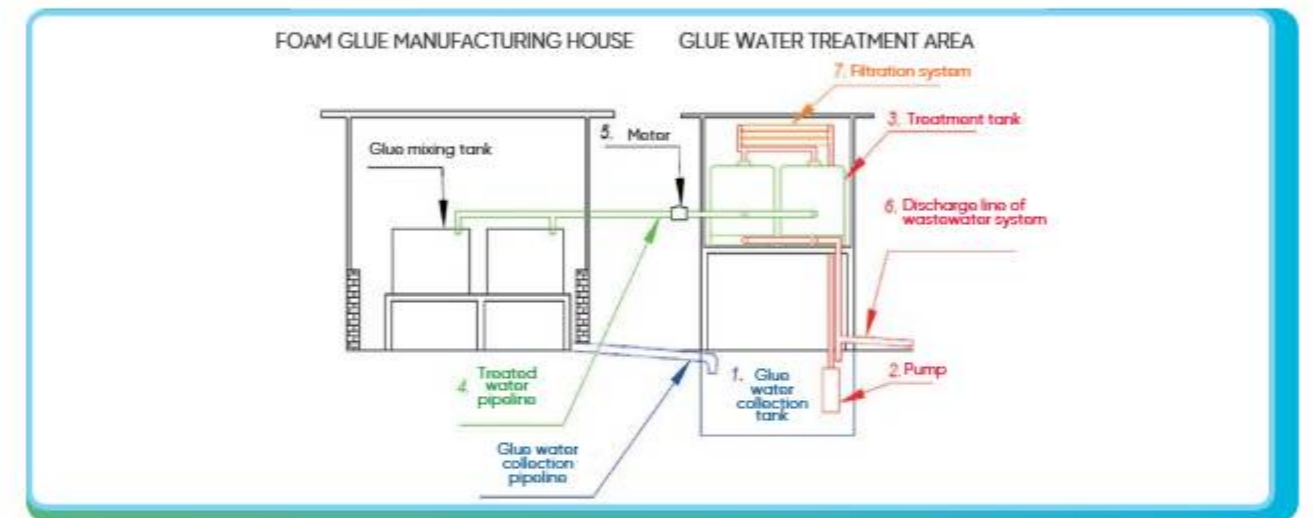
APPLICATION OF EMPLOYEE INITIATIVES AND IMPROVEMENTS IN PRODUCTION AND OPERATIONS

1

Improvement Initiative – Solution
GLUE MIXING WATER FILTRATION - REUSE SYSTEM
 developed by employees of the Cotton Production Branch has helped:

- Reuse wastewater from the glue mixing room.
- Save water in production, reduce wastewater treatment costs and reduce wastewater discharge volumes.

DIAGRAM OF THE GLUE MIXING WATER FILTRATION AND REUSE SYSTEM



2

Improvement
TECHNOLOGICAL IMPROVEMENTS AND INNOVATIONS

Total number of technological improvements and innovations in 2025 **642**

Typical Improvements and Initiatives for shortening technological process time:

- Improving 2-needle woven tape sewing, preventing shrinkage, and flattening plackets:
 - Processing time before improvement: 55 seconds
 - Processing time after improvement: 8 seconds
- Improving bottom hem elastic tacking process:
 - Processing time before improvement: 146 seconds
 - Processing time after improvement: 36 seconds
- Tying ribbon bows with a piston:
 - Processing time before improvement: 20 seconds
 - Processing time after improvement: 7 seconds

5

SOCIAL STANDARD – S

| | |
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| People highlights In 2025 | 134 |
| Labor and Social commitment | 136 |
| Workforce structure, labor management | 138 |
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| Income, benefits and labor policies | 148 |
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| Community responsibility and contributions to local economic development | 163 |





PEOPLE HIGHLIGHTS IN 2025

TNG

CREATING JOBS FOR 18,872 employees
(as of December 31, 2025)

NEW HIRES
5,166
people

AVERAGE INCOME OF WORKERS
10.9
million VND/month

TOTAL FEMALE LEADERS
459
people

NUMBER OF WORKERS PARTICIPATING IN TRAINING
> 30,000
participants

94.34%
Local employees

TOTAL EMPLOYEES WITH DISABILITIES IN 2025
94 people

74.14%
Female employees

NUMBER OF ETHNIC MINORITY WORKERS
5,433
people

BUSINESS ETHICS

- Cases of code of conduct violations
- Cases of corruption detected and handled
- Fines for violations
- Whistleblowing cases/complaints occurred

0

100%

- Employees participate in Collective Labor Agreements
- Employees periodically undergo performance assessment as a basis for salary payment
- Employees are Trade Union members
- Employees are covered by compulsory social insurance
- Employees are covered by personal insurance

AWARDED INDIVIDUALS
566
people

100%
TNG's leader workforce is locally based, no out-of-province personnel

0 Resolved human rights complaints

0 Cases of labor disputes

0 Cases of child labor or forced labor violations





LABOR AND SOCIAL COMMITMENT

MINIMUM INCOME COMMITMENT

To ensure a stable income for employees, in addition to the salary paid on performance, TNG has paid an additional competitive allowance for piece-rate workers whose actual performance-based salary is lower than the (minimum) competitive income committed by the Company. In 2025, TNG committed to paying (minimum) competitive support to the piece-rate payment workers after signing labor contracted as an amount of VND 310,000 per day (which is equal to 182% of minimum monthly salary – Region II at VND 4,410,000 per month).



MINIMUM INCOME COMMITMENT

310,000

 VND/day

FOR OFFICIALLY CONTRACTED EMPLOYEES



WORKING TIME COMMITMENT

NO work on Sundays
NO work on public holidays

(No overtime work on special occasions such as International Women's Day, International Children's Day, Vietnam Women's Day, First Full Moon of Lunar Year, Ghost Festival, Mid-Autumn Festival, and Kitchen Gods' Day)

ADDITIONAL 2 DAYS OFF
COMPANY FOUNDATION DAY (NOVEMBER 22)

CHRISTMAS DAY (DECEMBER 24)

MONDAY – FRIDAY

5:30 P.M

End of working time

SATURDAY

5:00 P.M

End of working time





WORKFORCE STRUCTURE, LABOR MANAGEMENT

At TNG, we always cherish the values created by our employees and their contributions to our collective success. We firmly believe that our human resources are our most valuable asset, and each member is an important link in the chain, working together seamlessly to ensure the smooth operation of the TNG business machine. This enables us to achieve breakthrough growth and confidently venture into global integration.



2025 HUMAN RESOURCES STRUCTURE

TOTAL EMPLOYEES IN 2025

18,872

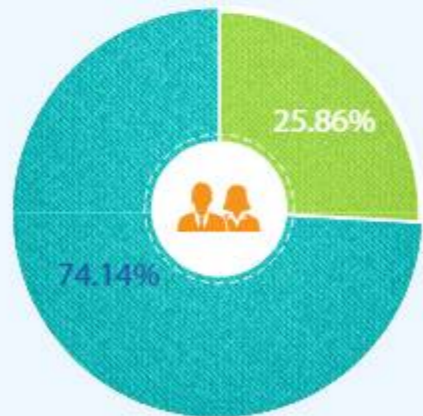
 people

▼ 0.94 % compared to 2024 (19,052 people)

In 2025, TNG proactively implemented a restructuring and streamlining strategy to optimize operational efficiency. The slight decline in headcount (down 0.94%) not only reflected a shift toward a leaner management model but also resulted from efforts to enhance productivity at each position. This is a strategic move to reduce organizational layers, strengthen agility, and create momentum for sustainable growth in the new stage.

Workforce structure by gender

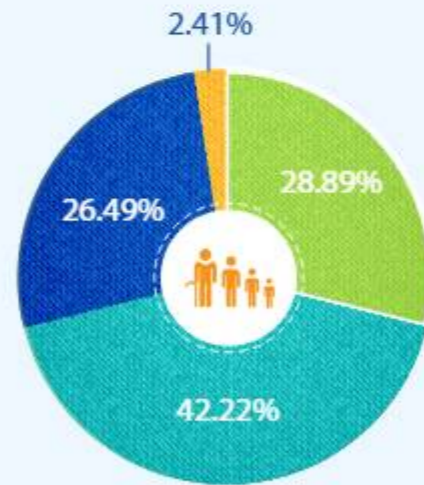
This workforce structure by gender not only ensures optimal human resource allocation for specialized production stages but also affirms the Company's commitment to creating sustainable employment opportunities for local women.



MALE EMPLOYEES 4,880 people
FEMALE EMPLOYEES 13,992 people

Workforce structure by age

The workforce structure by age reflects TNG's commitment to not using child labor and ensuring diversity in its workforce structure.



18-30 5,452 people
31-40 7,967 people
41-50 4,999 people
> 50 454 people

Workforce structure by educational level

INTERMEDIATE

524 people
(Accounting for 3% of the total employees)

COLLEGE

654 people
(Accounting for 3% of the total employees)

VOCATIONAL TRAINING

12,694 people
(Accounting for 67% of the total employees)

UNIVERSITY

961 people
(Accounting for 5% of the total employees)



COMMON LABOR

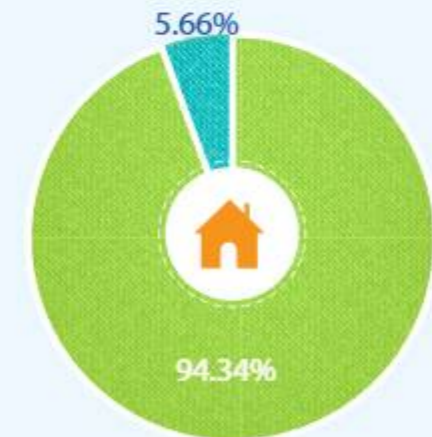
4,020 people
(Accounting for 21% of the total employees)

POSTGRADUATE

19 people
(Accounting for 1% of the total employees)

Workforce structure by region

TNG's workforce is primarily local employees in Thai Nguyen province - where TNG concentrates its Office and production workshops. The priority of utilizing local resources not only helps TNG build a stable organizational structure but also contributes significantly to job creation for local communities, enhancing living standards, and promoting economic growth in the province.



LOCAL EMPLOYEES 17,804 people
OTHERS 1,068 people



WORKFORCE STRUCTURE, LABOR MANAGEMENT (continued)

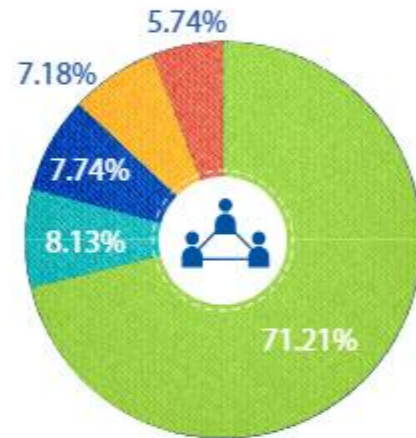
2025 HUMAN RESOURCES STRUCTURE (continued)

Workforce structure by ethnicity

TNG's workforce demonstrates strong ethnic diversity, reflecting the geographical characteristics of its system of branches in Thai Nguyen – an adjacent gateway area to the Northern mountainous provinces. The Kinh ethnic group accounts for the largest proportion at 71.21%, followed by the Tay, San Diu, and Nung ethnic groups, which together form the core workforce.

By prioritizing the exploitation of local and surrounding human resources, TNG optimizes its human resources while reaffirming the commitment to creating sustainable employment opportunities for ethnic minority groups. This policy contributes to poverty reduction, enhancing living standards and promoting equal opportunity for local workers, building a diverse and human-centric working environment.

- KINH ETHNICITY**
13,439 people
- TAY ETHNICITY**
1,535 people
- SAN DIU ETHNICITY**
1,460 people
- NUNG ETHNICITY**
1,355 people
- OTHER ETHNIC GROUPS**
1,083 people



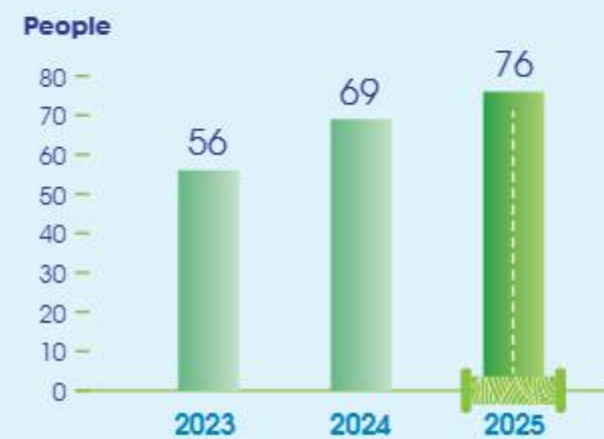
Workforce structure by contract type

TNG ensures compliance with the contents and principles when implementing labor contracts with employees.



Chart of employees with disabilities

TNG always cares and creates employment opportunities for employees with disabilities in suitable job positions aligned with their health conditions, ensuring non-discrimination.



LEADERSHIP STRUCTURE

TNG appreciates the principles of equality, diversity and inclusion, creating a fair working environment that respects differences to provide all employees with development opportunities and career advancement based on competence and performance. TNG encourages women's participation in management and executive positions. In 2025, TNG had 459 female leaders, accounting for 76.88% of the total leaders. In addition, TNG does not set the age limits for management and executive positions, resulting in a diverse leadership age structure. These figures demonstrate that employees' capabilities and contributions are always respected and recognized at TNG.

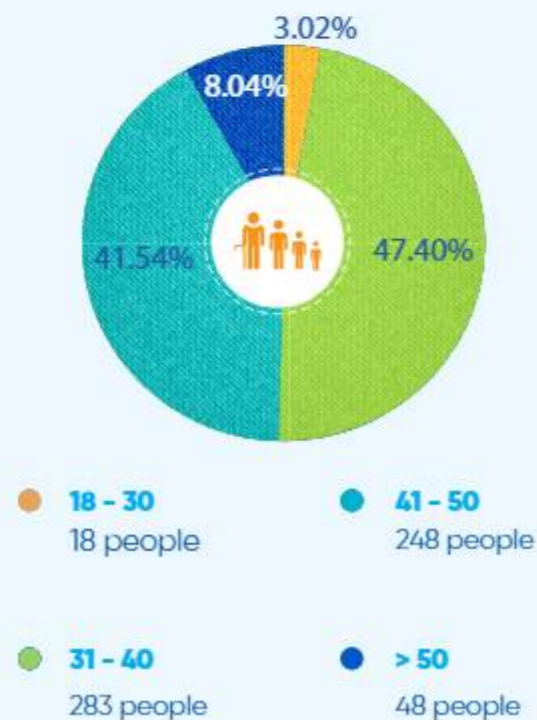
TOTAL TNG LEADERS IN 2025

597 people

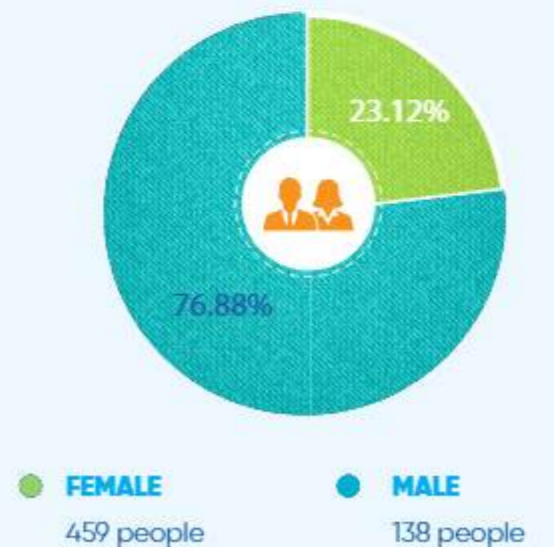
▼ 4.48% compared to 2024 (625 people)



Leadership structure by age



Leadership structure by gender





WORKING CONDITIONS AND ENVIRONMENT

CREATING A FAIR, TRANSPARENT AND ENGAGING WORKING ENVIRONMENT

TNG focuses on building a professional and collaborative working environment, where transparent competency assessment is the foundation for each employee's career advancement. We are committed to creating a fair workplace, ensuring that all employees have equal access to training and talent development opportunities, regardless of position or religion.

Notably, TNG always complies with laws and conserves human rights values. Thanks to a safe and respectful working environment, the Company recorded no cases of discrimination, child labor, forced labor or labor disputes during the year.

The spirit of respecting colleagues and the culture of sharing is a guiding principle in management. TNG's Leadership proactively engages with employees through annual employee conferences, the satisfaction survey system and online feedback channels to timely understand thoughts and aspirations of employees.

Employee contributions are seriously recognized and consolidated, enabling the Company to continuously improve its policies to create favorable conditions for employees to work with peace of mind and promote their full potential.



ACTIVITIES ORGANIZED FOR EMPLOYEES

TNG Culture Contest 2025

"TNG Culture Contest 2025" is one of the core internal activities, where the core values and unique identity of the TNG family come together. More than just an artistic showcase, this program is a special occasion for hundreds of employees to ignite their pride and strengthen their enduring bonds.

This program serves as a vital bridge to powerfully spread the spirit of "Connectivity - Sharing - Responsibility - Partnership" to every branch. Strengthening internal power through corporate culture enables TNG to build a resilient workforce, ready to confront any challenges on our new journey.



2025 TNG Excellent Sewing Team Competition

On November 09, 2025, at TNG Viet Duc - Son Cam Branch, TNG Investment and Trading Joint Stock Company successfully organized the 2025 Excellent Sewing Team Competition with the participation of 216 contestants. This is an annual competition aimed at assessing professional skills, promoting emulation movements across the entire system.

The Excellent Sewing Team Competition is not only a professional playground but also a practical initiative for TNG to evaluate production line efficiency, thereby selecting optimal manufacturing models for expansion and improvement. It reflects the company's commitment to in-depth investment - enhancing workforce quality - sustainable development.





CREATING A FAIR, TRANSPARENT AND ENGAGING WORKING ENVIRONMENT

(continued)

ACTIVITIES ORGANIZED FOR EMPLOYEES (continued)

TNG Song Cong Factory Tour 46th Anniversary Running Race

As part of the series of activities celebrating the Company's 46th anniversary (November 22, 1979 – November 22, 2025), the internal race "TNG Song Cong Factory Tour 2025" attracted the participation of 1,246 athletes, including employees, partners and customers. The event was not only a sporting competition but also a journey connecting enduring values of faith.

Each step of the Factory Tour is a miniature of TNG's nearly half-century development journey embraced with resilience, strength, and a steadfast commitment. The success of the race serves as a profound source of inspiration for the entire TNG team to together write radiant new chapters on the path of sustainable development.



TNG League 2025 Men's and Women's Football Tournament

In 2025, the TNG League 2025 Men's and Women's Football Tournament was officially held at the TNG Song Cong Factory. TNG League 2025 was TNG's most anticipated annual sporting event. It is not only a sports platform but also becomes a place for internal cohesion and mental and physical training for all employees.

After nearly 9 months of competition, the tournament brought together 17 men's teams and 7 women's teams representing branches and facilities throughout the Company. Once again, the event has lightened the spirit of solidarity and is a journey of bonding among colleagues – who daily meet together in the factories, but now they come together to share their passion for football and camaraderie.



Football has its own language – no words needed. Just a touch of the ball, a glance, or a well-coordinated play are enough to connect hearts as one for the team's colors.





WORKING CONDITIONS AND ENVIRONMENT (continued)

CREATING A FAIR, TRANSPARENT AND ENGAGING WORKING ENVIRONMENT

(continued)

ACTIVITIES ORGANIZED FOR EMPLOYEES (continued)

TNG Christmas Decoration Competition 2025

When the first cold winds of early winter blow, the festive atmosphere spreads throughout the offices and facilities of TNG Investment and Trading Joint Stock Company. TNG Christmas Decoration Competition 2025 was part of TNG's annual cultural activities, encouraging creativity and engagement among employees across all branches of the Company.

This is not only a contest of colors, but also an opportunity for each employee to showcase their limitless creativity and enthusiasm for a common home, contributing to fully spreading the festive spirit within the TNG grand family.

Through the event, each unit transformed their everyday workplaces into unique Christmas scenes.



The meticulous details, from the shimmering lights and brilliant Christmas trees to the elaborate white snow miniatures, have proven the professional working spirit of TNG people.

In particular, the contest is a powerful catalyst to promote the spirit of solidarity, where the gap among departments seems to fade away for laughter and consensus in every decorating idea, working together to create a brilliant, warm, and love-filled Christmas season. These creative marks will become a valuable motivation for all employees to enter a new year with more successes.



Beyond the meaning of a contest, this activity also serves as a bond of team spirit, where every employee shares joy and enthusiasm while spreading a warm and reunited Tet atmosphere, together creating a hopeful and brilliant new year beginning under the TNG common home.



INCOME, BENEFITS AND LABOR POLICIES

EMPLOYEE INCOME

TNG implements performance assessment as the basis for monthly salary payments, ensuring transparency, fairness and encouraging employees to enhance productivity and work quality. The average monthly income of workers at TNG has maintained an upward trend over the years. In 2025, average income increased

significantly by 14.74% compared to 2024. This result reflects TNG's efforts to enhance the efficiency of production and business operations while improving employee well-being and strengthening workforce engagement with the Company.

AVERAGE INCOME OF WORKERS

VND 10.9 million/month
▲ **14.74%** compared to 2024 (VND 9.5 million)



BENEFITS POLICIES FOR EMPLOYEES

Social Insurance contribution costs (2023-2025)

TNG is committed to fully complying with and implementing social insurance policies for all employees.

Billion VND



VND 2.6 billion
Honoring > 2,000 employees
with 10, 15, 20, 25, 30 years of service



- 100% of employees eligible for compulsory social insurance are fully covered by social insurance in accordance with regulations.
- Supporting 100% of annual body insurance premium for employees.
- Organizing or financially supporting annual employee travel and recreational activities.
- Dormitory for employees with affordable rental.
- Giving scholarships to the students who want to work at TNG after graduation, families in difficult circumstances.
- Equipping with vehicles (with free parking lots).

- Giving VND 500,000/birth to female employees for the birth of their first and second child.
- Male employees take maternity leave and child sickness leave in accordance with laws and the collective labor agreement.
- Constructing and developing the green areas within the Company campus to create a green and clean environment.
- Seniority allowance paid to long-serving employees upon retirement.

ALLOWANCES

- Position allowance
- Safety and hygiene officer allowance
- Fire prevention and firefighting allowance
- Part-time allowance
- Attendance allowance
- Fuel allowance
- Childcare and child raising support
- Cluster leader allowance





OCCUPATIONAL HEALTH, SAFETY AND HYGIENE

ENSURING OCCUPATIONAL HEALTH AND SAFETY

Recognizing safety as a cornerstone of sustainable development, TNG places the protection of people among its highest priorities. At TNG, every production process is closely associated with the responsibility to safeguard employees' health and safety. We believe that a safe working environment is fundamental to success and sustainability. This objective is implemented through annual workplace environmental monitoring, ensuring that workplaces consistently meet standards and are safe for employees.



- 100% of employees received safety training before performing their duties
- 100% of employees received group-based safety training
- 100% of employees are provided with personal protective equipment appropriate to actual working conditions

Fire prevention and rescue training

647 people

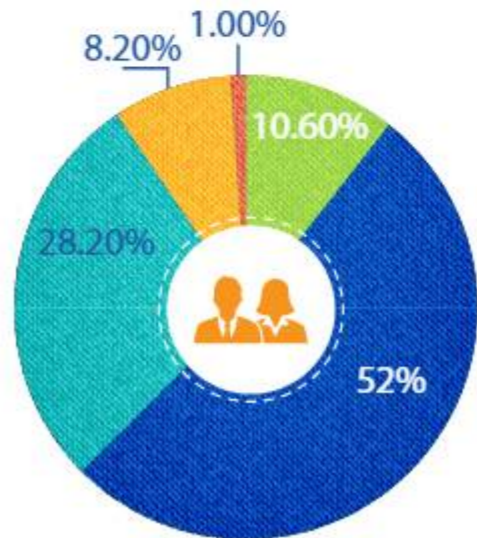
2 sessions: April 2025; October 2025

Occupational safety and hygiene training

19,804 participants

Employee health check-ups in 2025

(Based on the number of employees undergoing periodic health check-ups in October 2025)



100% of employees undergo periodic health monitoring and check-ups, helping to monitor employees' health conditions. Accordingly, employees are assigned to positions that are appropriate to their health status.

HSE staff

24 people

Medical staff

15 people

● Health Category I

● Health Category IV

● Health Category II

● Health Category V

● Health Category III

EXPENDITURE ON OCCUPATIONAL HEALTH AND SAFETY ACTIVITIES IN 2025

| No. | Content | Unit | Cost |
|--------------|-----------------------------------------------------------|------------|-----------------------|
| 1 | Employee healthcare | VND | 3,194,915,000 |
| 2 | Provision of personal protective equipment (PPE) | VND | 11,283,500,000 |
| 3 | Health care and occupational disease prevention allowance | VND | 0 |
| 4 | Implementation of occupational safety measures | VND | 136,029,996 |
| 5 | Occupational safety and hygiene training | VND | 320,727,000 |
| 6 | Cancer screening checkup | VND | 327,051,000 |
| 7 | Working environmental monitoring | VND | 358,200,000 |
| 8 | Occupational disease control | VND | 990,345,000 |
| 9 | Other expenses | VND | 1,200,000,000 |
| TOTAL | | VND | 17,810,767,996 |



In 2025, 33 occupational accidents and incidents were recorded across TNG's 18 manufacturing branches. However, none of these cases resulted in serious impacts on employees' health. TNG promptly provided appropriate support to affected employees while simultaneously controlling and holding review meetings to provide solutions aimed at minimizing occupational accidents across the entire system.

FOOD SAFETY AND HYGIENE FOR EMPLOYEES

TNG always focuses on controlling food quality, safety and hygiene in meals and beverages, as these directly affect employees' health. TNG's catering contractors must have Certificate of Food Safety in accordance with legal regulations, and strictly comply with all food safety and hygiene requirements in their

contracts with TNG. On a daily and ad hoc basis, medical staff cooperate with grassroots trade union officials to sample and test the quality of food and filtered water as well as retaining food samples in line with the "Food Inspection and Catering Control Procedure" and the "Management Procedure for Drinking Water Treatment System" issued by the Company.





TRAINING AND HUMAN RESOURCE DEVELOPMENT

TNG firmly believes that education and training are the most solid pathway to success. A strong economy is one with strong businesses. A strong enterprise is one with a strong workforce. For a strong workforce, education and training are key as a guiding principle for businesses to follow.

We consider "Education and Training" as the key to both human capital development and corporate growth. Only education and training can keep pace with technological advancement, particularly in the Industry 4.0 era, meet increasingly high standards of the Company's customers, and progressively align with international standards.

FORMS OF TRAINING



Internal training delivered by the Company's internal trainers.



External training delivered by experts outside the Company.

Company-wide training programs in 2025

2,572 programs

▲ 569 programs compared to 2024

Total employees joining training and coaching in 2025

>30,000 participants

Total cost of external training programs in 2025

930,936,240 VND





TRAINING AND HUMAN RESOURCE DEVELOPMENT

(continued)

SOME TYPICAL TRAINING ACTIVITIES IN 2025

EXTERNAL TRAINING

External training activities are always prioritized by TNG. In addition to sending staff to advanced courses to enhance professional and management skills, TNG engages leading industry experts to provide on-site training to enhance employees' knowledge and competencies. Directly acquiring knowledge from leading industry experts enables TNG's

staff not only to master their professional expertise but also to ensure full compliance in all operational activities.

This is a solid foundation for effective risk management and helps TNG maintain transparency and professionalism throughout its global integration process.

Advanced leadership training for managers

To enhance governance capabilities and financial-economic thinking of the management team, on December 6, 2025, TNG organized an in-depth leadership training program with the participation of 33 branch managers, which was delivered by experts from PTI Training Group.

The training program lasted for 2 months, focusing on equipping Managers with skills, including:

33 BRANCH MANAGERS participated in in-depth leadership training program



The training program not only enhances professional expertise of the management team but also represents a key step in TNG's strategy to build a high-quality workforce, fully prepared for the Company's sustainable growth and breakthrough development in the coming time.

Organizing labor law training for the human resources division

On July 09, 2025, at TNG Song Cong Factory, TNG's HR Division organized an intensive training program on labor law, with the participation of 81 attendees, including department heads/deputy heads, HR staff, Internal Audit Department and Trade Union's representatives. Notably, Mr. Nguyen Van Thoi – TNG's BOD Chairman attended the program, showing the leadership's special attention to improvement of human resource management capabilities, ensuring legal compliance, and standardizing processes and systems.

The program is lectured by Dr. Do Ngan Binh, Deputy Director of the Legal Advisory Center at

Hanoi Law University. Dr. Binh has updated and analyzed the labor legal documents effective as of July 1, 2025, highlighting new points and assessing their practical impact on business operations. The key contents include:

Practical issues related to signing, execution, and termination of labor contracts; improving personnel records – recruitment legal documents in accordance with current regulations; skills to apply the law to specific situations such as handling violations, rights and obligations of parties in labor relations, etc.

81 PARTICIPANTS attended the labor law training program for the HR Division



In addition, participants made discussions and received guidance on practical legal situations that may arise in factories and units, helping them understand correctly, act appropriately, and apply the law effectively. After completing the training program, the HR Division and instructors conducted an

58 BRANCH OFFICIALS participated in the competency assessment exam for all HR and payroll personnel



assessment on the HR team to measure their understanding and ability to apply the law to practice. This process aims to refine procedures, enhance the quality of human resource management, and contribute to building a transparent, compliant, and sustainable working environment



TRAINING AND HUMAN RESOURCE DEVELOPMENT

(continued)

SOME TYPICAL TRAINING ACTIVITIES IN 2025 (continued)

EXTERNAL TRAINING (continued)

Training in tax, invoice, and documentation 2025

On August 21, 2025, at TNG Song Cong 3 Factory, TNG organized a training program on "Tax, invoice and documentation in 2025", with 62 attendees, including managers, Accounting Division staff, Internal Audit Department and departments related to tax and finance in the entire system.

The program is provided by two well-known experts in tax i.e., Nguyen Thi Cuc – President of the Vietnam Tax Consultants' Association (VTCA), VIAC arbitrator, and former Deputy General Director of the General Department of Taxation and Ms. Le Thi Duyen Hai – Deputy Secretary General of VTCA and former Director of the Tax Declaration and Accounting Department, General Department of Taxation.

The training focused on practical issues of current concern, including regulations on

invoices and documents, handling replacement and adjusted invoices, corporate income tax policies, VAT refunds, and investment project tax refunds, personal income tax considerations, and common risks in tax declaration and finalization. Particularly, many real-life situations arising during business operations were raised by participants and addressed in detail and clearly by the experts.

This practical training program helped TNG's accounting team stay up to date with tax policy changes, enhance professional expertise, ensure legal compliance, and minimize errors and risks in financial and accounting management. It also represents a key corporate initiative to build a strong, professional accounting and auditing workforce capable of meeting modern management requirements.



Competency training, updating Circular No. 99/2025/TT-BTC for the accounting division

Aiming to standardize operations and proactively adapt to policy changes, on November 26, 2025, TNG collaborated with experts from Deloitte Vietnam Co., Ltd. – TNG's independent auditing firm – to provide instruction on implementing Circular 99/2025/TT-BTC issued by the Ministry of Finance. This has marked an important step for staff to thoroughly understand the key adjustments to accounts, documents, ledgers, and financial statements, which will take effect from January 1, 2026.

The program was directly conducted by Mr. Phan Ngoc Anh, Deputy General Director of Audit & Compliance along with experienced experts from Deloitte. Through the training, TNG's Accounting Division covered the main contents relating to new points in Circular 99/2025 and their impact on enterprises, updating Accounting Law and upcoming policy trends, and solutions to practical accounting challenges at TNG. The program has proved effective in helping TNG's accounting team stay up to date with legal regulations, strengthen professional competencies, and reinforce a foundation for transparent financial management.





TRAINING AND HUMAN RESOURCE DEVELOPMENT

(continued)

SOME TYPICAL TRAINING ACTIVITIES IN 2025 (continued)

INTERNAL TRAINING

Over the past few years, TNG has actively strengthened its internal human resource development through a variety of training formats, including centralized sessions, specialized workshops, and in-line training, to enhance management capabilities, business performance, and the Company's

sustainable growth. With that foundation, TNG has proactively designed and implemented an in-house training system provided by internal instructors, gradually establishing a training model tailored to the company's production characteristics and management requirements.



KEY INTERNAL TRAINING RESULTS IN 2025

TOTAL INTERNAL TRAINING PROGRAMS

2,563 programs



TOTAL EMPLOYEES JOINING INTERNAL TRAINING

10,561 participants

Vocational training prior to recruitment

To build a skilled workforce with standardized capabilities from the beginning, TNG focuses on professional education and training prior to signing labor contracts. In 2025, the Company signed a total of 3,460 training contracts with vocational trainees and apprentices.

This is an important foundation to equip trainees with the essential professional knowledge, practical skills, and the ability to adapt quickly to a professional industrial manufacturing environment. After completion of the training programs and passing the assessment standards, trainees will be prioritized for signing labor contracts at TNG.

TNG overview

Sustainable development report

TNG's sustainable development framework

Governance standard - G

Social standard - S

Environmental standard - E

Orientation and onboarding training

At TNG, we recognize that a strong start of each individual is fundamental to the sustainable growth of a collective. Accordingly, our onboarding program for new employees is meticulously designed and delivered with dedication. The total number of newly recruited employees participating in orientation and onboarding training in 2025 is 5,000. Accordingly, new hires acquire not only essential professional

knowledge but also a deep understanding of TNG's core values and corporate culture, enabling them to quickly adapt to the Company's professional standards and work practices.

TNG is committed to transparency by clearly communicating compensation, benefits, and policies, ensuring that every team member feels respected and treated fairly.

Professional, technical and production organization training

To realize its goal of modernizing production and enhancing competitiveness, TNG has implemented comprehensive professional and technical training at all branches. The activities go beyond skill transfer, placing a strong emphasis on innovative thinking, enabling employees to master technology and optimize all available resources. Key focus areas include:



Design and technology application training

As part of its production modernization strategy, TNG pays high attention to high-tech design training for the design team. The Company focuses on equipping staff with advanced design processes to keep pace with the latest global fashion trends and technological innovations. With intensive training in 2D and 3D software skills, the design team has gained mastery over precise simulation tools.

into analyzing and systematically addressing common technical design errors. This significantly enhances the quality of technical drawings, ensuring full consistency and absolute accuracy when transitioning to actual production. Design efficiency has improved significantly, enhancing the added value of each product.

Proficient application of 3D technology not only shortens sample development time but also optimizes material usage from the conceptual stage. The training program further delves

This is a critical foundation for confidently undertaking complex technical orders from major international markets. Thereby, TNG continues to advance its journey of trust, delivering products that embody the pinnacle of intelligence and cutting-edge technology.

Closing the year 2025 with increasing efforts, TNG's training activities have demonstrated our commitment to placing people at the center of development strategy. TNG's proactive approach to training has helped minimize risks amid manpower fluctuations, fostering a culture of self-learning and personal accountability. This stands as a clear testament to TNG's commitment to placing people at the center of its development, building a strong internal foundation to enable the Company to get a breakthrough in the new phase.



TRAINING AND HUMAN RESOURCE DEVELOPMENT

(continued)

SCHOLARSHIP SPONSORSHIP AND TRAINING COOPERATION FOR SUCCESSION HUMAN RESOURCES

Each year, TNG implements various training cooperation programs and gives scholarships to students at universities and colleges to encourage the spirit of learning while creating conditions for students to gain practical exposure to the production and business environment and future career orientation.

Through training partnerships, factory visits, internships, and early recruitment initiatives, TNG progressively builds succession human resources with the expertise, skills, and mindset aligned with the enterprise's development strategy. This is not only an activity that accompanies education but also reflects TNG's long-term investment strategy in developing high-quality human resources, thereby enhancing competitiveness and ensuring the Company's sustainable growth in the future.

GIVING SCHOLARSHIPS TO

63 students

TOTAL SCHOLARSHIP FUNDING IN 2025

VND 786,538,000

RECRUITMENT

TNG deploys a variety of official recruitment channels, including the Company's recruitment website, social media, communication flyers, and collaboration to organize career counselling and job introduction at local areas and training institutions. Through proactive engagement

with the labor market, TNG not only meets recruitment needs in a timely manner with public and transparent criteria but also gradually builds a stable and high-quality workforce aligned with the Company's sustainable development direction.

Newly recruited employees

5,166 people

Male employees

1,897 people

Female employees

3,269 people

TRADE UNION, COLLECTIVE LABOR AGREEMENT AND WORKPLACE DEMOCRACY REGULATIONS

TRADE UNION, COLLECTIVE LABOR AGREEMENT

To protect employees' rights and represent employees in dialogue with the Company, the grassroots Trade Union is established based on employees' trust and voting.

- ✓ All employees have the right to join the trade union without discrimination or any form of pressure from the Company.
- ✓ Cooperating closely with the trade union, supporting collective bargaining processes to safeguard the legitimate rights and best interests of employees.
- ✓ Committing to no cases that the right to join trade unions and collective bargaining is threatened, ensuring that all activities are conducted in a transparent and fair manner.

100%

Employees are members of the Trade Union

WORKPLACE DEMOCRACY REGULATIONS, INFORMATION EXCHANGE AND HANDLING

- ✓ Decision No. 1889/2024/QĐ-TNG dated February 08, 2024 promulgating the Workplace Democracy Regulations.
- ✓ Organizing dialogue sessions (i.e., periodic dialogue, ad-hoc dialogue, dialogue upon request), and Employee Conferences to enable the leadership and trade union representatives to listen to employees' opinions and promptly address emerging issues.
- ✓ Periodically surveying and assessing employees' satisfaction with the Company's policies and operations.
- ✓ In addition, employees can access various information exchange channels, including:

COMMUNICATION CHANNELS



Direct meetings and exchange with managers at all levels

Divisions, departments, and teams establish groups for continuous information exchange



Sharing thoughts via TNG OFFICE App or on TNG's Internal social network

Authorizing access on Google Drive for giving feedback and contributing data to be processed by the department in charge



Weekly and monthly meetings, and online meetings

Scanning QR codes posted at the workplace to submit feedback



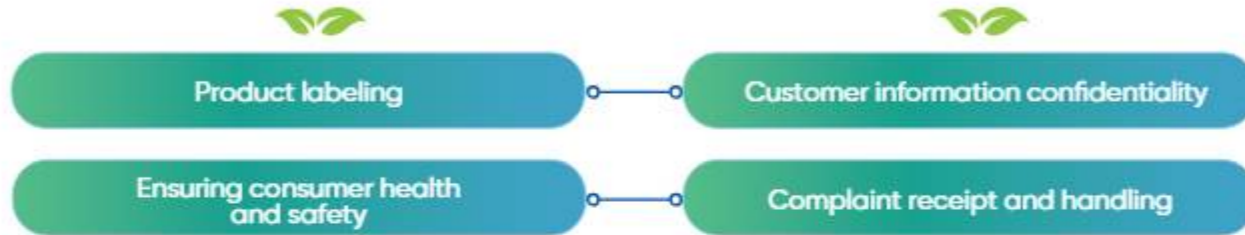


CUSTOMER RELATIONS

TNG strictly complies with requirements relating to the marketing and labeling of products/services. All TNG's products carry the distinctive characteristics of the TNG brand. In addition to transparent and compliant trademark usage, TNG maintains a barcode system that enables customers to conveniently trace product origins.



COMMITMENTS TO COMPLIANCE



Product Labeling

To date, TNG has registered and maintained trademark protection in Viet Nam and other countries worldwide for the following key trademarks:



Ensuring consumer health and safety

Through TNG's quality management team, it has established and operates a laboratory (Lab) and Quality Assurance Department with continuous

operation to assess product and service quality, thereby safeguarding consumer health and safety, especially for children.



Customer information confidentiality

Ensuring customer information confidentiality throughout the collection, processing, storage, and use in accordance with laws and agreements with customers. Information confidentiality responsibilities are stipulated in TNG's Internal Labor Regulations, officially issued information security policies, confidentiality agreements and clauses in contracts signed with customers, which all parties are obligated to comply with. In addition, TNG deploys appropriate manpower, tools and management and technical measures to ensure to fulfill these responsibilities.

Complaint receipt and handling

TNG has established channels for receiving and handling customer complaints through its website, email, and official correspondence, etc. and has issued a Customer Complaint Handling Procedure. In 2025, TNG recorded no customer complaints or denunciations occurred at TNG.

COMMUNITY RESPONSIBILITY AND CONTRIBUTIONS TO LOCAL ECONOMIC DEVELOPMENT

As a pioneering enterprise in community activities in Thai Nguyen, TNG has not only affirmed its position through manufacturing capabilities but also through its sustained contributions to social welfare. With the objective of enhancing the quality of life for the community and its employees, in 2025, TNG implemented many activities with profound social value, affirming its commitment to accompany the development of the local communities and the nation.

Total value of community and social security activities contributions in 2025

VND **2,650** billion



JOINING HANDS WITH THAI NGUYEN TO OVERCOME THE CONSEQUENCES OF STORM NO.11

In 2025, in response to the severe impacts of a historic flood, on October 16, at the headquarters of the Thai Nguyen Provincial People's Committee, TNG Investment and Trading Joint Stock Company contributed VND 1 billion, demonstrating strong responsibility and sharing with the community. Through this, TNG aimed to extend its sincere support to those affected by the disaster, and hope they will soon overcome their losses, stabilize their livelihoods, and resume production.

In addition, the Company's Trade Union and Branch leadership directly visited, encouraged, and supported employees severely affected by the storm, delivering cash assistance and essential goods such as rice, cooking oil, and clothing. Firm handshakes and emotional tears reflected meaningful moments of compassion and renewed hope after the storm.





COMMUNITY RESPONSIBILITY AND CONTRIBUTIONS TO LOCAL ECONOMIC DEVELOPMENT (continued)

PROGRAM TO ELIMINATE TEMPORARY AND DILAPIDATED HOUSES

In response to the program to eliminate temporary and dilapidated houses launched by the Prime Minister, over the years, TNG has remained a persistent corporate contributor to meaningful social and humanitarian programs. In the first quarter of 2025, TNG continued to contribute VND 1.4 billion to districts and cities across the province to repair 20 temporary and dilapidated houses, helping residents secure stable housing ahead of the rainy season.

Especially, at the Conference on Reviewing the Program to Eliminate Temporary and Dilapidated Houses in Thai Nguyen Province, the province supported 1,838 households, achieving 100% of the plan and completing the program 8 months ahead of schedule. In recognition of these contributions, TNG and its Chairman, Mr. Nguyen Van Thoi, were honored by the Thai Nguyen Provincial People's Committee with Certificates of Merit for their outstanding contributions to the program "Eliminate Temporary and Dilapidated Houses".



VND 550 MILLION FROM "GOLDEN HEART" FUND AWARDED TO EMPLOYEES IN DIFFICULT CIRCUMSTANCES

The "Golden Heart" Fund was established with the objective of supporting TNG employees with difficult circumstances in building homes and stabilizing their lives. As of December 31, 2025, the Fund had mobilized VND 4.1 billion from generous contributions of 1,255 TNG's employees and 91 other organizations and individuals. These funds have been allocated to support disadvantaged worker families by the TNG Trade Union, helping them secure stable housing, focus on their work, and maintain long-term commitment to TNG.

In 2025, the Fund supported 6 employees facing hardships in constructing more solid and spacious houses with total disbursements reaching VND 550 million.

These homes are built not only with cement and bricks, but also with compassion, sharing, and the spirit of mutual support within the TNG family. Behind each contribution from the Fund are heartwarming stories – where no employee is left behind, where care is shared, and where homes are built on empathy and collegial support.





COMMUNITY RESPONSIBILITY AND CONTRIBUTIONS TO LOCAL ECONOMIC DEVELOPMENT (continued)

SCHOLARSHIP SPONSORSHIP FOR EMPLOYEES' CHILDREN

With a people-centric development philosophy, TNG always cares for employee well-being, creates opportunities for the education and development of employees' children. After the success of the 2024 scholarship program with 33 students majoring in Garment Technology, Fashion Design, and Industrial Sewing Engineering, in 2025, TNG continued to implement a full scholarship program for employees' children and expanded it to employees working at the Company who seek to upgrade their qualifications and professional skills.

Accordingly, sponsored students receive 100% tuition fees funded by TNG throughout their studies at Hanoi University of Industry and Trade and Hanoi University of Science and Technology, in majors such as Garment Technology, Fashion Design, and Industrial Sewing Engineering.

Notably, students from poor households, special difficulties families, or families with revolutionary contributions were sponsored living expenses of VND 2,000,000/month. Students with strong academic performance are awarded certificates of merit and scholarships by the university and are additionally rewarded by the Company.

After graduation, the Company arranges suitable positions aligned with each graduate's field of study, ensuring stable employment and income.

This is one of TNG's distinctive welfare policies, demonstrating the commitment to accompanying employees, alleviating financial burdens on families, and training a high-quality workforce to meet business needs and the Company's long-term sustainable development strategy.

CREATING INTERNSHIP AND EMPLOYMENT OPPORTUNITIES FOR STUDENTS

To create learning opportunities, provide practical guidance, and support students in developing professional skills, TNG has collaborated with local universities such as Thai Nguyen University of Sciences and Thai Nguyen University of Economics and Business Administration, to organize practical visits that enable students to gain exposure to the Company's manufacturing and business environment.

Especially, to contribute to enhancing the quality of the future workforce, TNG has signed training cooperation agreements, Internship

Cooperation Minutes with higher education institutions (University of Information and Communication Technology, Hanoi University of Industry Textile Garment Technology and Hanoi University of Industry and Trade) and has welcomed interns from these institutions. All interns are assigned to positions aligned with their fields of study.

Number of interns at TNG in 2025

10 STUDENTS



TNG
CÔNG TY CP ĐẦU TƯ VÀ THƯƠNG MẠI TNG
TRAO TẶNG
161.000.000 VNĐ
HỌC BỔNG CHO SINH VIÊN KHOA DỆT MAY - DA GIẤY VÀ THỜI TRANG
TRƯỜNG VẬT LIỆU TRONG NĂM HỌC 2023

HỌC BỔNG TNG

Con/anh/chị/em CBCNV TNG
Độ tuổi: 18 - 25
Số lượng: 30 người

Trúng tuyển/đang theo học tại các ngành: Công nghệ may, Kỹ thuật may công nghiệp, Thiết kế thời trang

- ĐH Công nghiệp và Thương mại Hà Nội
- ĐH Bách Khoa Hà Nội

Thời gian đăng ký: Hạn đến **01/10/2025**
📍 Nộp hồ sơ tại Phòng Tổ chức các chi nhánh

Quyền lợi học bổng

- ☑ Tài trợ **100%** học phí từ khi nhập học đến khi kết thúc đào tạo
- ☑ Sinh viên khó khăn: hỗ trợ sinh hoạt phí (**2 triệu đồng/tháng**)
- ☑ Sắp xếp công việc làm phụ hợp chuyên môn sau tốt nghiệp

📌 ĐĂNG KÝ

Phòng Tổ chức Chi nhánh của TNG





COMMUNITY RESPONSIBILITY AND CONTRIBUTIONS TO LOCAL ECONOMIC DEVELOPMENT (continued)

CONTRIBUTIONS TO LOCAL ECONOMIC DEVELOPMENT

CREATING EMPLOYMENT OPPORTUNITIES FOR LOCAL COMMUNITIES

TNG's factories invested and developed in Thai Nguyen Province have contributed to creating a significant number of stable jobs for local workers, particularly those in rural areas and ethnic minority communities. The Company's production and business operations not only provide stable income, improve living standards

but also promote labor structure transformation, contributing to local socio-economic development. In addition to creating jobs, TNG always focuses on building a safe, stable, and people-centered working environment, enabling employees to work with confidence and ensure long-term career development with the Company.



PROMOTING LOCAL ECONOMIC DEVELOPMENT

In the area of infrastructure investment, Son Cam 1 Industrial Cluster, invested by TNG, has gradually demonstrated its effectiveness in attracting enterprises to deploy manufacturing and business projects within the cluster after commencing operations. As a result, the industrial cluster has not only contributed

to local industrial development but has also created additional employment opportunities for workers in the locality and surrounding areas. The establishment and development of Son Cam 1 Industrial Cluster have increased budget revenues, stimulated supporting services, and laid a foundation for more sustainable and modern local economic development.





ENVIRONMENTAL STANDARD - E

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ENVIRONMENTAL HIGHLIGHTS IN 2025

MONSOON CARBON CERTIFICATION IN 2025

17,236 MWh



TOTAL ROOFTOP SOLAR POWER GENERATION IN 2025

810,829
kWh

INVESTMENT IN ROOFTOP SOLAR POWER PROJECTS

38
billion VND

EXPENDITURE ON WASTE MANAGEMENT ACTIVITIES

3.4
billion VND

EXPENDITURE ON EMISSIONS CONTROL ACTIVITIES

1.2
billion VND

ELECTRICITY COST SAVINGS FROM ROOFTOP SOLAR POWER

1.6
billion VND

100%

Treated wastewater and emissions met applicable standards

INVESTMENT COST FOR TNGF'S WASTEWATER TREATMENT PLANT CONSTRUCTION

1.2
billion VND

0

- Coal consumption
- Use of materials derived from natural forests, wildlife
- Environmental violations identified and handled





ENVIRONMENTAL COMMITMENTS

TNG identifies sustainable development as closely linked with clear environmental commitments, which are materialized through roadmaps and performance targets for each phase. These objectives are integrated into a consistently strategic governance direction from Leadership to units, departments and employees, ensuring consistent implementation, strengthening accountability, and progressively implementing the Company's environmental commitments.



Coal-Free Operations

Since 2025, TNG has completely eliminated the use of coal fuel.



Use of clean, renewable energy - Solar power

In 2025, TNG commenced the use of self-generated and self-consumed rooftop solar power at Viet Thai. In the future, TNG aims to have at least one self-generated and self-consumed rooftop solar power project at each factory.



Green building standards

All newly constructed facilities comply with green building standards such as LOTUS, LEED.

Toward reducing energy consumption, water use, wastewater generation, and greenhouse gas emissions per product

TNG is committed to optimizing resource efficiency across all manufacturing activities by setting targets to reduce energy consumption, water use, wastewater generation and greenhouse gas emissions per unit of product. We continuously implement technology innovation and process improvement to advance a green manufacturing model and sustainable development. At the same time, TNG strives to strictly control input resources and monitor output quality, contributing to protecting ecosystems and responding to climate change.

COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

TNG is committed to strict compliance with environmental laws and regulations across all of its business and production operations.



ENVIRONMENTAL PROTECTION LICENSE ISSUED BY COMPETENT AUTHORITIES

100% of the Company's factories have obtained environmental permits/registrations in compliance with current legal regulations, or equivalent environmental legal documents in accordance with legal requirements at the relevant time.

ENVIRONMENTAL REPORTING

TNG annually submits Environmental Protection Reports to the competent authorities on a complete and timely basis. Reports submitted over the past 3 years include:

- Environmental Protection Report 2023 – No. 000010/2024/CV-TNG dated January 17, 2024.
- Environmental Protection Report 2024 – No. 000010/2025/CV-TNG dated January 11, 2025.
- Environmental Protection Report 2025 – No. 000179/2026/CV-TNG dated January 14, 2026.

In addition, TNG maintains periodic inspections, monitoring and environmental reporting to ensure that its operations consistently meet legal standards and requirements. Through these efforts, the Company not only effectively controls its environmental impacts but also progressively advances its sustainable development objectives.



REPORTING ENVIRONMENTAL PROTECTION INFORMATION TO STAKEHOLDERS

TNG's waste monitoring and environmental monitoring results are sent to stakeholders through periodic reports or automatic and continuous data transmission systems, in accordance with the monitoring methods prescribed by legal regulations.

Statistics on wastewater and waste generation are reported to stakeholders through TNG's annual environmental protection reports in the prescribed deadlines.



PAYMENT OF ENVIRONMENTAL TAXES AND FEES IN COMPLIANCE WITH REGULATIONS

- Total environmental protection fee for wastewater: VND 31.4 million
- Total environmental protection fee for emissions: VND 11 million
- Total environmental protection tax on imported goods in 2025: VND 1,424,500
- Total water resource tax in 2025: VND 71,136,680
- Total charge of water resource exploitation right: VND 113,803,250



COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

(continued)

POLLUTION PREVENTION, CONTROL, AND ENVIRONMENTAL INCIDENT RESPONSE

TNG deploys synchronously pollution prevention and control measures throughout its production processes, including waste collection, segregation, management and transfer; investment in wastewater treatment systems; automatic, continuous wastewater monitoring systems; and enhanced inspection and monitoring... In addition, the Company has established clear environmental incident response procedures and has conducted

frequent training and drills to improve situational handling capabilities. At the same time, TNG proactively assesses risks, prepares adequate resources and response plans, ensures to minimize negative impacts on the environment and surrounding communities.

In 2025, the Company conducted various risk response drills such as fire prevention and firefighting, chemical spill incidents, etc.



ENVIRONMENTAL EMERGENCY RESPONSE PROCEDURE

| Process steps | Flowchart | Roles/Responsibilities | Notes/Forms |
|---------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Step 1 | ENVIRONMENTAL INCIDENT | <ul style="list-style-type: none"> All employees | |
| Step 2 | INCIDENT NOTIFICATION | <ul style="list-style-type: none"> Reporter | <ul style="list-style-type: none"> Report to management Call the Equipment Management - Safety Department |
| Step 3 | INCIDENT RESPONSE | <ul style="list-style-type: none"> Director Incident response team leader | |
| Step 4 | ROOT CAUSE INVESTIGATION | <ul style="list-style-type: none"> Director Environmental officer Environmental officer at the branch | |
| Step 5 | RECORD KEEPING | <ul style="list-style-type: none"> Environmental officer | <ul style="list-style-type: none"> Facility Company |





COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

(continued)

CHEMICAL IMPACT MANAGEMENT (RECOMMENDED INFORMATION)

To minimize negative impacts on human health and the environment during chemical use, TNG has issued detailed regulations on safety warnings and label information management as follows:

- All chemicals must be identified through supplier's labels.
- Product labels must be clear.
- In the case of changing containers or packaging, a label must be securely fixed to the packaging or written directly on the new container. The chemical product name must match the original label exactly and be clearly understood by everyone.

The drafting of manuals must strictly follow document control procedures.

ENSURING PRODUCTS ARE FREE FROM BANNED SUBSTANCES AND CHEMICALS THAT NEGATIVELY IMPACT THE ENVIRONMENT AND CONSUMER HEALTH

TNG commits not to use restricted chemicals, banned materials, or those containing toxic elements exceeding permitted environmental standards. Notably, TNG signs chemical compliance commitments with customers to ensure our products undergo strict quality assessment by internal QC teams, independent third parties, and the customers themselves to guarantee safety and quality.

SAFE CHEMICAL USE

TNG manages and uses chemicals based on the principles of safety – strict control – clear traceability. The Company maintains chemical distribution logs at the departments, fully recording chemical types, usage quotas, issuance times, and responsible personnel. At the same time, personal protective equipment (PPE) is provided adequately and must be used when working with chemicals. Distribution and utilization are strictly monitored and checked regularly. TNG implements standardized procedures for storage, labeling, safety instructions, periodic training, and compliance

monitoring, thereby minimizing risks, ensuring the safety of employees and the environment.

Every 2 years, TNG organizes chemical safety training programs for personnel in charge of production departments, chemical safety personnel, and employees directly involved in chemical handling, aiming to enhance awareness, skills in the safe use, storage, and handling of chemicals, while proactively preventing risks and minimizing potential incidents during production operations.

CHEMICAL MANAGEMENT PROCESS



GREENHOUSE GAS EMISSIONS

Complying with Decree No. 06/2022/ND-CP on GHG accounting and mitigation planning, and following the Government's COP26 Net-Zero by 2050 as well as implementing the corporate strategy of the Company, TNG has carried out various GHG reduction solutions across its entire system, specifically:



CAPITAL EXPENDITURE (CAPEX) FOR EMISSION CONTROL IN 2025

VND **38** billion



OPERATING EXPENDITURE (OPEX) FOR EMISSION CONTROL IN 2025

VND **1.279** billion



DEVELOPING A GREENHOUSE GAS EMISSION REDUCTION STRATEGY

TNG has developed the growth strategy in line with ESG criteria, in which, GHG reduction represents a central strategic direction in its sustainable development journey. The Company has progressively implemented programs, initiatives to optimize energy, transition to green production solutions, enhance resource efficiency, and minimize environmental impacts. Through specific and sustained actions, TNG aims for a harmonious development between economic growth, environmental responsibility, and sustainable value for the community over the long term.



ENGAGING A THIRD PARTY TO CONDUCT GREENHOUSE GAS MEASUREMENT AND INVENTORY

Although not yet one of the enterprises legally required to perform greenhouse gas inventory, TNG has proactively implemented emission tracking, aligning with the Company's sustainability strategy and ESG governance framework.

From 2025, TNG engaged an independent consulting firm to conduct greenhouse gas inventory and report preparation. On this basis, TNG's 2024 GHG inventory report was first issued on September 22, 2025, and publicly disclosed in October 2025. In 2026, TNG will continue collaborating with an independent consulting firm to prepare its 2025 GHG inventory report, which is expected to be completed and publicly disclosed in the third quarter of 2026.



GREENHOUSE GAS EMISSIONS (continued)

PREPARING GREENHOUSE GAS INVENTORY REPORT

(Greenhouse gas measurement and inventory conducted in 2024 - serving as the basis for 2025 reporting data)

Table of default GHG emission factors for emission sources

| Emission source | Equipment, process/ fuel type | GHG type | Emission factor | | Emission factor reference | |
|-----------------------------------------------------------|--------------------------------------------------|------------------|-----------------|-----------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|
| | | | Value | Unit | | |
| Scope 1: Direct emissions | | | | | | |
| Stationary Combustion Sources | Canteen and production boilers (Anthracite coal) | CO ₂ | 98,300 | kg CO ₂ /TJ | Appendix I, Sections 1.1, 1.2, 1.3, Decision No. 2626/QĐ-BTNMT | |
| | | CH ₄ | 1 | kg CH ₄ /TJ | | |
| | | N ₂ O | 1.5 | kg N ₂ O/TJ | | |
| | Generators (DO) | CO ₂ | 74,100 | kg CO ₂ /TJ | | Appendix I, Sections 1.10, 1.11, 1.12, Decision No. 2626/QĐ-BTNMT |
| | | CH ₄ | 3 | kg CH ₄ /TJ | | |
| | | N ₂ O | 0.6 | kg N ₂ O/TJ | | |
| | Fire Fighting Pump System (DO) | CO ₂ | 74,100 | kg CO ₂ /TJ | Appendix I, Sections 1.28, 1.29, 1.30, Decision No. 2626/QĐ-BTNMT | |
| | | CH ₄ | 3 | kg CH ₄ /TJ | | |
| | | N ₂ O | 0.6 | kg N ₂ O/TJ | | |
| | Canteen boilers (LPG) | CO ₂ | 63,100 | kg CO ₂ /TJ | | IPCC 2006, Volume 2, Chapter 2, Table 2.2 |
| | | CH ₄ | 1 | kg CH ₄ /TJ | | |
| | | N ₂ O | 0.1 | kg N ₂ O/TJ | | |
| | Drying (LPG) | CO ₂ | 63,100 | kg CO ₂ /TJ | Appendix I, Sections 1.34, 1.35, 1.36, Decision No. 2626/QĐ-BTNMT | |
| | | CH ₄ | 1 | kg CH ₄ /TJ | | |
| | | N ₂ O | 0.1 | kg N ₂ O/TJ | | |
| | Production boilers (Biomass) | CO ₂ | 100,000* | kg CO ₂ /TJ | | Appendix I, Sections 1.19, 1.20, 1.21, Decision No. 2626/QĐ-BTNMT |
| | | CH ₄ | 30 | kg CH ₄ /TJ | | |
| | | N ₂ O | 4 | kg N ₂ O/TJ | | |
| Mobile Combustion Sources | On-site transport vehicles (DO) | CO ₂ | 74,100 | kg CO ₂ /TJ | IPCC 2006, Volume 2, Chapter 3, Table 3.3.1 | |
| | | CH ₄ | 4.15 | kg CH ₄ /TJ | | |
| | | N ₂ O | 28.6 | kg N ₂ O/TJ | | |
| | Off-site transport vehicles (Gasoline) | CO ₂ | 69,300 | kg CO ₂ /TJ | | Appendix I, Sections 1.49, 1.50, 1.51, Decision No. 2626/QĐ-BTNMT |
| | | CH ₄ | 33 | kg CH ₄ /TJ | | |
| | | N ₂ O | 3.2 | kg N ₂ O/TJ | | |
| Waste collection, management and treatment sources | Maximum CH ₄ Producing Capacity - B0 | CH ₄ | 0.60 | kg CH ₄ / kg BOD | Appendix IV, Section 4.1, Decision No. 2626/QĐ-BTNMT | |
| | Methane Correction Factor for Septic System | CH ₄ | 0.50 | - | Appendix IV, Section 4.3, Decision No. 2626/QĐ-BTNMT | |
| Scope 2: Indirect Emissions | | | | | | |
| 2.1. National power grid consumption | | CO ₂ | 0.6592 | tCO ₂ /MWh | Official Letter No. 1726/BĐKH-PTCĐT | |

Notes:

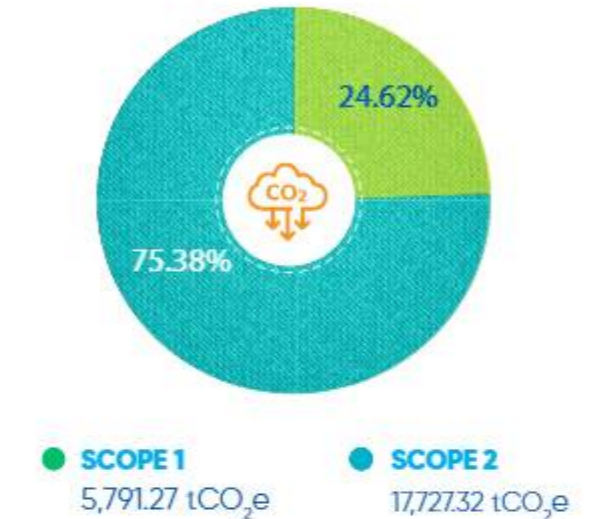
- CO₂ emissions from biomass combustion will be reported as CO₂ emission from biomass, and therefore are excluded from the facility's total emissions Refer to IPCC 2006 Guidelines, Volume 2, Chapter 2, Section 2.3.3.4.

- Emission factor for the coal usage is applied for calculation because its characteristics closely resemble anthracite coal.

Table. Global Warming Potential (GWP) Factors Applied

| Greenhouse gas | GWP | Reference source |
|---------------------------------|---------|------------------|
| CO ₂ | 1 | IPCC AR6 (2019) |
| N ₂ O | 273 | |
| CH ₄ | 279 | |
| R22 (HCFC-22) | 1960 | |
| R32 (HFC-32) | 771 | |
| R410A (HFC 32-50%; HFC 125-50%) | 2,255.5 | |

Emission breakdown chart by inventory scope



Summary table of emissions by scope across the Company's branches

| Branch, Office | Scope 1 (tCO ₂ e) | Scope 2 (tCO ₂ e) | Total emissions (tCO ₂ e) |
|-----------------------------|------------------------------|------------------------------|--------------------------------------|
| Viet Duc Garment Branch | 677.85 | 998.51 | 1,676.36 |
| Viet Thai Garment Branch | 29.8 | 1,567.55 | 1,597.35 |
| Dai Tu Garment Branch | 157.19 | 2,140.56 | 2,297.75 |
| Song Cong Garment Branch 1 | 30.73 | 878.71 | 909.44 |
| Song Cong Garment Branch 2 | 42.73 | 790.05 | 832.78 |
| Song Cong Garment Branch 3 | 78.32 | 1,410.75 | 1,489.07 |
| Song Cong Garment Branch 4 | 32.57 | 790.53 | 823.1 |
| Cotton Production Branch | 1,017.96 | 638.87 | 1,656.83 |
| Packaging Production Branch | 3,230.05 | 1,349.68 | 4,579.73 |
| Phu Binh Garment Branch 1 | 73.19 | 1,513.36 | 1,586.55 |
| Phu Binh Garment Branch 2 | 56.77 | 1,025.19 | 1,081.96 |
| Phu Binh Garment Branch 3 | 69.85 | 929.67 | 999.52 |
| Dong Hy Garment Branch | 109.18 | 1,384.01 | 1,493.19 |
| Vo Nhai Garment Branch 1 | 41.32 | 852.53 | 893.85 |
| Vo Nhai Garment Branch 2 | 45.24 | 804.87 | 850.11 |
| TNG Fashion Branch | 22.97 | 574.28 | 597.25 |
| Corporate Office | 75.54 | 78.2 | 153.74 |
| Entire Company | 5,791.27 | 17,727.32 | 23,518.59 |



ENERGY

Textile and garment industry is an energy-intensive sector, with a high demand for electricity to operate production lines, compressed air systems, lighting, and factory air conditioning. Besides, it consumes a significant amount of fuel for boilers, washing, drying, transportation, etc. In a pioneering spirit of responding to green growth strategy and the national energy transition roadmap aimed at reducing greenhouse gas emissions, TNG continuously promotes energy-saving initiatives, improves resource efficiency, and progressively transitions toward cleaner and more sustainable energy sources.



MAIN FUEL TYPES

| No. | Energy type | Unit | 2023 | 2024 | 2025 |
|-----|------------------------|--------|------------|------------|------------|
| 1 | Grid Electricity (EVN) | kWh | 31,165,021 | 30,343,302 | 33,810,669 |
| 2 | Oil | Liters | 24,418 | 14,733 | 31,885 |
| 3 | Gasoline | Liters | 22,42 | 30,993 | 12,747 |
| 4 | Coal | Tons | 1,833 | 1,565 | 0 |
| 5 | LPG | Tons | 308 | 332 | 335 |
| 6 | Solar electricity | kWh | 16,826 | 17,114 | 810,829 |
| 7 | Wood pellets | Tons | 0 | 0 | 2,108 |



According to the reporting results, in 2025 TNG completely eliminated coal fuel. Gasoline decreased significantly by 18,246 liters, representing a 59% reduction compared with 2024. Renewable energy increased significantly, rising by 793,715 kWh compared with 2024.



SOLAR ENERGY TRANSITION

In 2025, TNG invested in 4 rooftop solar power systems at the Viet Thai, Song Cong 1, Phu Binh 2, Viet Duc branches, with a total investment of VND 38 billion. In which, Viet Thai system officially commenced operation in April 2025, generating 810,829 kWh, equivalent to VND 1,628,907,903 of power charge.

SOLAR POWER AT VIET THAI BRANCH

Annual emissions reduction

~ **800** tons of CO₂

Factory temperature reduction

5-8°C

REPLACING FOSSIL FUELS, USING RECYCLED FUELS

Since 2025, TNG has completed the transition from coal-fired systems to electric boilers; Invested in installing Biomass boiler systems utilizing wood pellets – a recycled fuel source. This transition marks an important milestone in the Company's clean energy transformation and emission reduction roadmap. The initiative not only contributes to reducing greenhouse gas emissions, minimizing environmental pollution but also enhances operational efficiency, ensures production safety, and is aligned with TNG's sustainability orientation and Net Zero goal.



ELECTRICITY SAVING

TNG continuously strives to optimize energy efficiency through the integrated implementation of green technology solutions. The Company has proactively transitioned its outdoor lighting systems to solar power, gradually increasing the proportion of renewable energy in all operations. Moreover, TNG prioritizes investing in next-

generation production machinery integrated with advanced energy-saving technologies, with the supplier performance guarantee of up to 80%. In addition, the entire old incandescent lighting system has been replaced with high-efficiency fluorescent bulbs, significantly reducing electricity consumption and optimizing operational costs.



WATER RESOURCES

TNG's wastewater originates from domestic activities at the factories (i.e., cafeteria and personal hygiene) and from product washing and semi-finished product printing processes. For each type of wastewater, the Company has constructed a centralized treatment system before discharging into the environment, ensuring that pollution indicators meet legal requirements. At each branch, TNG maintains a wastewater management unit and establishes wastewater treatment flowcharts suitable to the actual operational site.



TNG submits annual environmental protection reports on wastewater to the Department of Natural Resources and Environment of Thai Nguyen Province. The third-party firm engaged by TNG to consult, design, and construct its wastewater treatment systems is Hoa Sen Environmental Engineering Technology Joint Stock Company, located at Lien Ke 158, Service Area 03, Dao Dat - Hang Be Service Area, Hanoi City, Vietnam.

WATER CONSUMPTION

Water consumption per unit of product over the past 3 years

| Indicator | Unit | 2023 | 2024 | 2025 |
|---------------------------------------|-----------------------------------------|----------------|----------------|----------------|
| Tap water | m ³ | 372,304 | 316,096 | 355,219 |
| Groundwater | m ³ | 178,523 | 178,901 | 188,412 |
| Total Water Consumption | m³ | 550,827 | 494,997 | 543,631 |
| Jackets | | 53,277,167 | 55,542,985 | 54,042,542 |
| Water consumption per unit of product | Water consumption/ Number of jackets | 0.010 | 0.009 | 0.010 |

WATER CIRCULATION AND REUSE

Percentage of wastewater treated, recirculated in production

30%

Deeply being aware of the importance of water resources to the ecosystem and community, TNG always prioritizes water optimization and recycling. Thanks to the practical actions, TNG has maximized savings in total water consumption, step-by-step realizing its commitment to green production and sustainable environmental protection.



WATER RECYCLING SOLUTIONS THAT ARE PRIORITIZED AND INVESTED BY TNG AT ITS FACTORIES INCLUDE:

Reuse of treated domestic wastewater for toilet flushing – Dong Hy Garment Branch

At all garment branches, TNG has proactively installed new-generation eco-efficient toilets and water taps. Especially at Dong Hy Garment Branch, treated wastewater from the centralized wastewater treatment plant is stored in a post-treatment water reservoir. A part of the treated water is recirculated, pumped through pipelines to an overhead water tank, and supplied for toilet flushing.

The treated water supplied for toilet flushing ensures environmental protection and discharge standards, with microbiological parameters self-monitored under QCVN 01-1:2024/BYT to safeguard human health.

Reuse of wastewater from glue mixing room – Cotton Production Branch

With the glue mixing room's wastewater reuse system, water from the collection tank is pumped through a filtration system to remove sediment before entering the tank for process treatment. The treated water is then piped back to the glue mixing tank to be reused in production.

TOTAL WATER CONSUMPTION IN 2025

↑ 9.84% compared with 2024 due to the expansion of factory scale at branches (Viet Thai, TNGF, etc.)



MEASURES TO SAVE WATER

Saving water in production plays an extremely important role, not only helping TNG reduce operating costs but also contributing to environmental protection and ensuring sustainable development, especially in the face of climate change and increasing water scarcity. In 2025, TNG continued to implement measures to efficiently utilize water resources at the Office as well as its production branches, as follows:

- A water-saving awareness campaign has been launched in the Company.
- Reusing treated wastewater for watering plants and cleaning factories.
- Regularly inspecting plumbing systems and appliances to prevent water leakage.
- Establishing a system to effectively monitor and evaluate water usage to provide timely saving solutions.



WATER RESOURCES (continued)

2025 WASTEWATER TREATMENT SYSTEM RESULTS

At present, TNG's wastewater treatment systems are outsourced to a qualified and professional entity, Hoa Sen Environmental Engineering Technology JSC, for management and operation in accordance with the legal regulations.

Wastewater treated through these systems must comply with environmental technical

parameters in accordance with domestic and industrial wastewater standards before being discharged into the environment or into centralized wastewater treatment systems in industrial parks, industrial clusters (for factories located in industrial parks and industrial clusters).

Total wastewater in 2025

309,285 m³

▼ 18.0% compared with 2024



WASTEWATER TREATMENT PROCESS

At each production facility, TNG invests in constructing wastewater treatment systems with standard technology processes approved under the corresponding Environmental Permit of each facility.



The following is a summary of the wastewater treatment technology process at TNG Dong Hy Garment Factory.



Wastewater (Domestic wastewater after primary treatment in septic tank, canteen wastewater after grease trapping, boiler blowdown water, and wastewater from purification system) → Collection system → Collection tank → Equalization tank → Anoxic tank → Aerobic tank → Sedimentation tank → Intermediate tank → Pressure filtration system → Disinfection → Treated water storage tank: A part is recirculated for toilet flushing; the other is discharged into the environment → PVC pipeline (D250, approximately 15 meters long) → Drainage system of Ngoi Cheo residential area at an outlet with the coordinates (in the VN-2000 coordinate system, central meridian 106°30', 3° projection zone): X = 2,390,303 (m); Y = 437,654 (m). A sludge storage tank is equipped. The generated sludge is periodically transferred to a licensed unit for collection, transportation, and disposal in strict accordance with regulations.

WASTEWATER MONITORING RESULTS

Results of treated wastewater measurement and analysis prior to discharge into the environment at Dong Hy Garment Branch.

| No. | Parameter | Method | Unit | Result | QCVN 40:2011/BTNMT |
|-----|---------------------------------|-----------------------|-----------|--------|--------------------|
| | | | | | A |
| 1 | pH | TCVN 6492:2011 | - | 7.6 | 6-9 |
| 2 | BOD ₅ | SMEWW 5210B:2023 | mg/L | <2 | 30 |
| 3 | COD | SMEWW 5220D:2023 | mg/L | <15 | 75 |
| 4 | TSS | SMEWW 2540D:2023 | mg/L | <10 | 50 |
| 5 | Total P | SMEWW 4500-P.B&E:2023 | mg/L | 1.83 | 4 |
| 6 | S ² (*) | SMEWW 4500S2-B&D:2023 | mg/L | <0.05 | 0,2 |
| 7 | Cl ⁻ | SMEWW 4110B:2023 | mg/L | 98.32 | 500 |
| 8 | NH ₄ ⁺ -N | TCVN 5988:1995 | mg/L | <1.5 | 5 |
| 9 | Total N | TCVN 6638:2000 | mg/L | 10.6 | 20 |
| 10 | Coliform(*) | SMEWW 9221B:2023 | MPN/100mL | 2800 | 3000 |

Notes:

- The results are valid only for the analyzed samples
- Parameters marked with (*) have not yet been accredited under ISO/IEC 17025:2017.
- SMEWW: Standard Methods for the Examination of Water and Wastewater.
- Values following the symbol "<" indicate the method's limit of quantification (LOQ)
- QCVN 40:2011/BTNMT: National technical regulation on industrial wastewater (comparison values of the parameters in the regulation have not been applied to Kq and Kf factors).

AUTOMATIC, CONTINUOUS WASTEWATER MONITORING SYSTEMS



Currently, TNG has 04 automatic, continuous wastewater monitoring systems that have completed data connectivity and transmission at the Phu Binh, Vo Nhai, Dai Tu branches and the Son Cam 1 Industrial Cluster, invested by TNG. These systems enable real-time wastewater quality monitoring, enhance transparency in environmental management, support TNG's compliance with legal requirements, and optimize the operational performance of wastewater treatment systems.



MATERIALS

Materials purchased by TNG from both domestic and international suppliers are manufactured using advanced technologies and are safe for the environment and users. In addition, TNG also uses a proportion of recycled materials, helping not only to optimize production costs but also to support global sustainable development goals.



KEY INPUT MATERIALS

TNG recognizes that the efficient use of raw materials contributes not only to production cost reduction but also serves as an important measure for resource conservation and environmental impact mitigation. Accordingly, the Company always prioritizes the optimization of input material utilization, minimizes losses throughout production processes, and promotes the reuse and recycling

of post-use materials. Residual materials such as cotton scraps, fabric remnants, waste paper, cardboard, plastic packaging, and plastic thread spools are sorted, collected, and converted into inputs for other products or recycled into new materials, thereby helping extend material life cycles, support the circular economy model, and enhance resource efficiency at TNG.

| No. | Raw material | Unit | 2023 | 2024 | 2025 |
|-----|--------------|-------|-------------|-------------|-------------|
| 1 | Cotton | yard | 6,193,876 | 6,757,519 | 7,194,953 |
| 2 | Buttons | piece | 106,872,024 | 114,887,426 | 109,835,796 |
| 3 | Thread | rolls | 3,060,462 | 3,274,694 | 3,437,569 |
| 4 | Zippers | piece | 61,785,285 | 67,283,891 | 67,762,946 |
| 5 | Bags | piece | 25,210,503 | 27,529,869 | 25,292,549 |
| 6 | Cartons | piece | 3,086,231 | 3,086,231 | 3,484,625 |
| 7 | Fabric | yard | 74,326,598 | 80,272,726 | 93,376,300 |

MATERIAL MANAGEMENT

| Material management | Unit | 2023 | 2024 | 2025 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------|-------|-------|-------|
| Percentage of the Company's input materials sourced from externally recycled, reused materials. | % | 24.94 | 25.18 | 30.14 |
| Percentage of input materials for paper packaging production sourced from planted forests. | % | 100 | 100 | 100 |
| Percentage of the Company's scrap materials that are sorted, collected, recycled, reused, or transferred to other parties for recycling, treatment. | % | 100 | 100 | 100 |

USE OF RECYCLED MATERIALS

RECYCLED PLASTIC PELLETS

At TNG, PE bag scrap is collected, sorted, and transferred to recycling units for processing into plastic pellets, then cycled as raw materials for TNG's own PE bag production. In particular, from 2025, TNG proactively invested in a PE plastic pelletizing machine system to recycle PE bag scrap into input plastic pellets for production, contributing to the formation of a circular economy model by reducing waste generation, optimizing resources, and improving material efficiency throughout the production chain.



TOTAL PLASTIC PELLETS RECYCLED FROM PE IN 2025

30 tons

RECYCLED FIBER

In cotton production, recycled fiber is one of the key solutions for reducing the use of primary resources, minimizing textile waste, and promoting the sustainable manufacturing model. The use of recycled fiber not only reduces environmental impacts but also meets the green consumer trend and increasing sustainability requirements from international brands in the supply chain.

Over the past 03 years, TNG has consistently maintained recycled fiber at more than 80% of the total fiber input used in cotton production. This reflects the Company's efforts to increase the proportion of environmentally friendly materials, promote the circular economy, and progressively move toward sustainable development in the textile and garment industry.

Recycled fiber in 2025
1,863,075 kg
 Equivalent to 84% of total fiber materials



BIODIVERSITY CONSERVATION, NO USE OF WILD ANIMALS

TNG is committed to implementing the wildlife protection policy through "Five No's" principle, including no hunting, transportation, trading, captivity, and illegal use of wild animals and products derived from wildlife.

This policy is communicated to all employees and relevant stakeholders to ensure consistent implementation across the entire system.

The Company strictly controls the origin of raw materials in production, complies with applicable legal requirements, raises employee awareness, and promotes collaboration and information sharing for biodiversity conservation.

In particular, certifications obtained by TNG, such as Responsible Down Standard (RDS) and Forest Stewardship Council (FSC) Certification, demonstrate the Company's commitment and actions to wildlife protection, responsible sourcing of materials, and the promotion of sustainable development throughout the textile and garment supply chain.

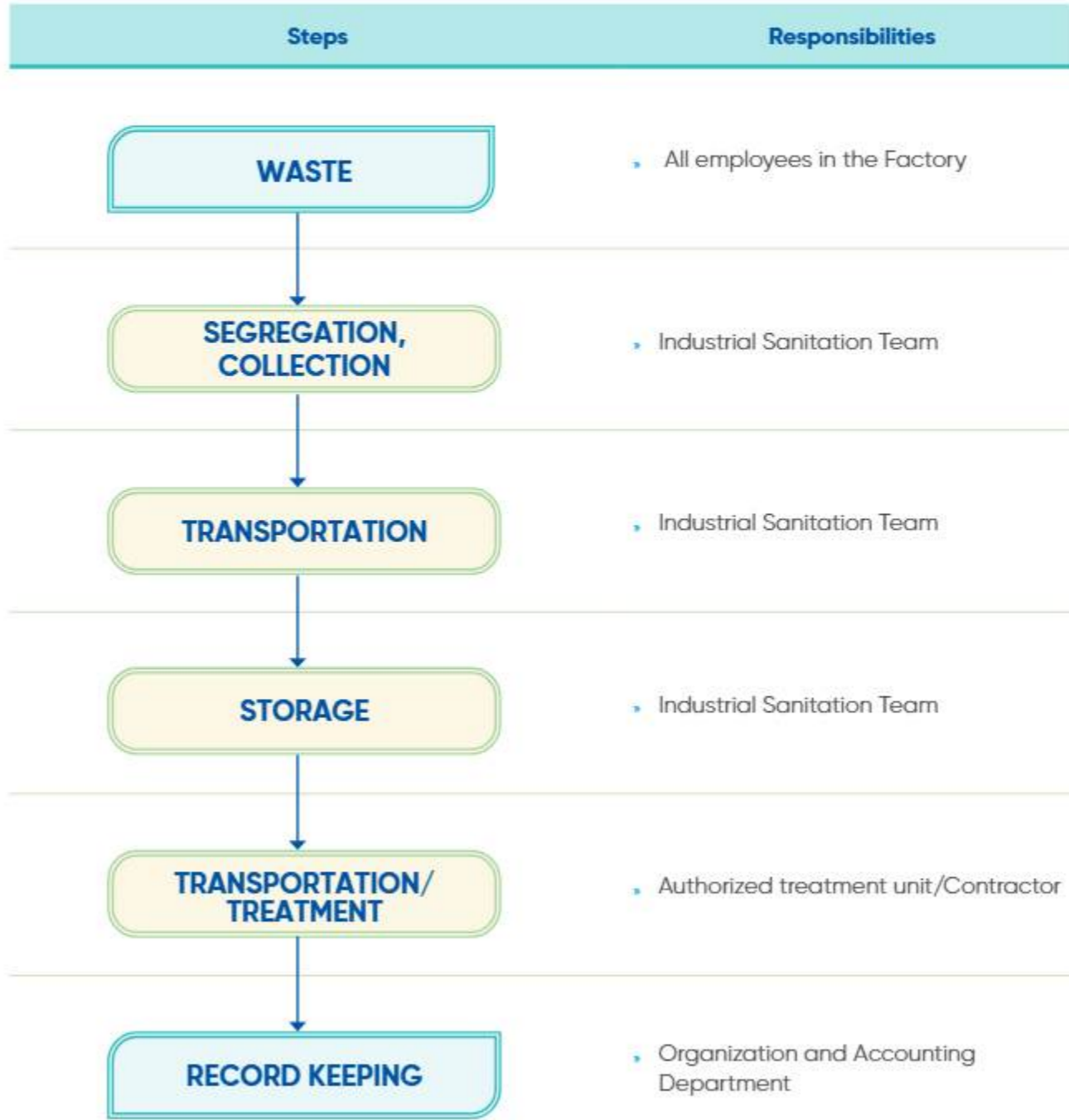


WASTE

WASTE MANAGEMENT

At TNG, waste is segregated, collected, treated, or transferred to duly licensed and authorized facilities for handling in accordance with applicable procedures, legal requirements, and the characteristics of each type of waste.

WASTE MANAGEMENT PROCESS



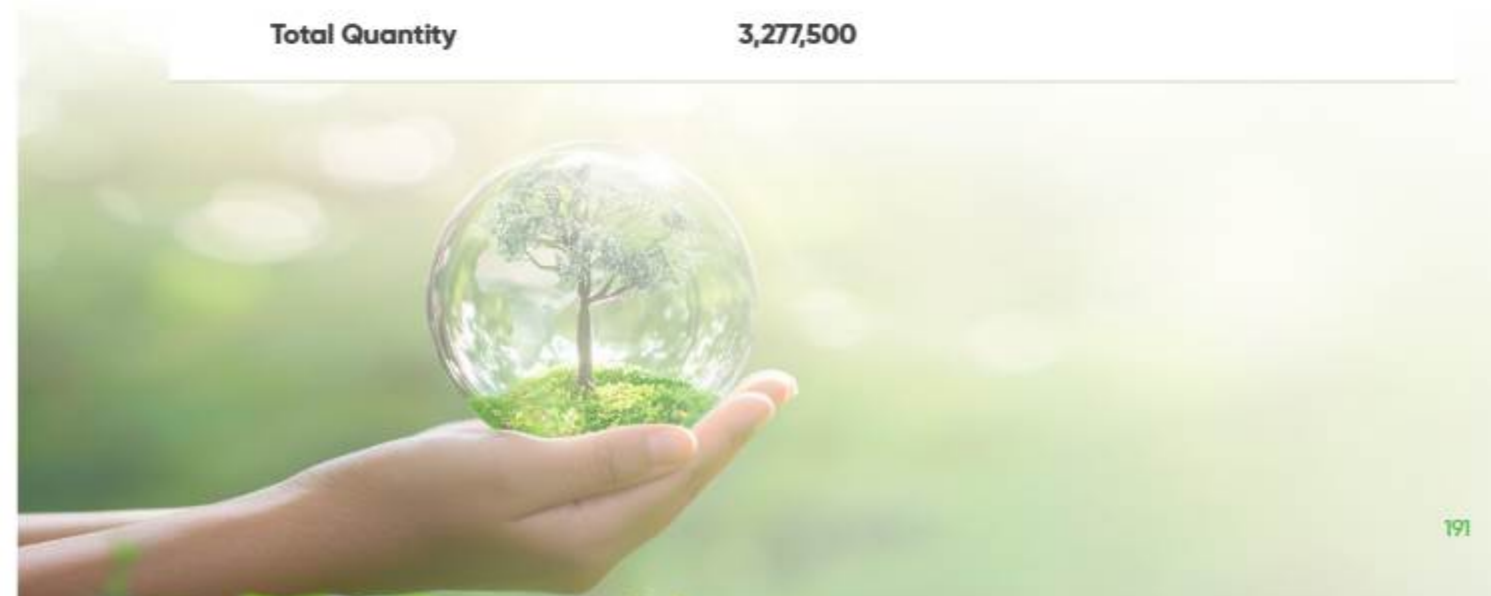
SOLID WASTE

TNG focuses on building a safe, efficient, and environmentally friendly waste management system to minimize the impacts of production. The Company implements waste segregation at

source, collection, storage, and transfer of waste to authorized units for treatment in compliance with applicable legal requirements.

STATISTICS OF MUNICIPAL SOLID WASTE (MSW)

| No. | Branch | Quantity (kg) | MSW Receiving Organization |
|-----------------------|----------------------------------|------------------|-----------------------------------------------------------------------------------------------|
| 1 | TNG Fashion Branch | 58,500 | Environmental Sanitation Branch – Thai Nguyen Environment and Urban Works Joint Stock Company |
| 2 | Viet Thai Garment Branch | 325,000 | Environmental Sanitation Branch – Thai Nguyen Environment and Urban Works Joint Stock Company |
| 3 | TNG Song Cong Garment Factory | 965,400 | Thai Nguyen Industrial Park Infrastructure Development Co., Ltd. |
| 4 | TNG Song Cong Supporting Factory | 242,600 | Thai Nguyen Industrial Park Infrastructure Development Co., Ltd. |
| 5 | TNG Phu Binh Garment Factory | 400,000 | Phu Binh District Water Supply and Environmental Services Station |
| 6 | Dai Tu Garment Branch | 325,000 | Dai Tu Environmental Sanitation Management Board |
| 7 | Viet Duc Garment Branch | 233,000 | Environmental Sanitation Branch – Thai Nguyen Environment and Urban Works Joint Stock Company |
| 8 | TNG Dong Hy Garment Factory | 395,000 | Nhat Tam Environmental Cooperative |
| 9 | TNG Vo Nhai Garment Factory | 333,000 | Phu Cuong Environmental Sanitation Cooperative |
| Total Quantity | | 3,277,500 | |





WASTE (continued)

WASTE MANAGEMENT (continued)

STATISTICS OF NON-HAZARDOUS INDUSTRIAL SOLID WASTE (NISW)

| No. | Branch | Quantity (kg) | NISW Receiving Organization |
|-----------------------|----------------------------------|------------------|-----------------------------|
| 1 | TNG Fashion Branch | 60,377 | Hong Ngoc Co., Ltd. |
| 2 | Viet Thai Garment Branch | 316,722 | |
| 3 | TNG Song Cong Garment Factory | 1,496,380 | |
| 4 | TNG Song Cong Supporting Factory | 230,036 | |
| 5 | TNG Phu Binh Garment Factory | 1,228,067 | |
| 6 | Dai Tu Garment Branch | 1,174,441 | |
| 7 | Viet Duc Garment Branch | 429,678 | |
| 8 | TNG Dong Hy Garment Factory | 359,998 | |
| 9 | TNG Vo Nhai Garment Factory | 238,648 | |
| Total Quantity | | 5,534,347 | |

TRANSFER OF NON-HAZARDOUS INDUSTRIAL SOLID WASTE FOR TREATMENT AND RECYCLING

At TNG, 100% of non-hazardous industrial solid waste is production scrap after manufacturing activities at our factories which is collected, sorted and transferred to functional facilities. These facilities are responsible for treating or recycling the scrap into recycled raw materials.

STATISTICS OF HAZARDOUS WASTE (HW)

| No. | Branch | Quantity (kg) | Hazardous waste receiving organization |
|--------------|----------------------------------|----------------|----------------------------------------|
| 1 | Viet Duc Garment Branch | 100 | Song Cong Environment Co., Ltd |
| 2 | Viet Thai Garment Branch | 234 | |
| 3 | TNG Fashion Garment Branch | 122 | |
| 4 | Dai Tu Garment Branch | 24,020 | |
| 5 | Dong Hy Garment Branch | 173 | |
| 6 | Vo Nhai Garment Branch | 646 | |
| 7 | TNG Phu Binh Garment Factory | 1,191 | |
| 8 | TNG Song Cong Garment Factory | 898 | |
| 9 | TNG Song Cong Supporting Factory | 77,450 | |
| 10 | TNG Song Cong Factory Expansion | 147 | |
| Total | | 104,981 | |





EMISSIONS

EMISSIONS MANAGEMENT, AIR QUALITY

During its entire course of operation, TNG has always been deeply aware that its benefits are associated with the welfare of the community, especially the neighbourhoods surrounding the Company's offices. Therefore, for each new plant project, we carry out geological, geographical, and environmental surveys which are as the basis for evaluating how the Company's operations might affect the local neighborhood. All factories strictly comply with the statutory safety distance

to nearby residential areas as required by law. For facilities that generate exhaust gas requiring treatment under statutory regulations, TNG collects all emissions from their sources and channels it into the gas treatment system before discharging them into the environment. TNG is also committed to conducting periodic emission monitoring to ensure that treated gases meet the permissible limits under current national technical regulations.

The following is Biomass boiler flue gas treatment process summary at the TNG Song Cong Supporting Factory

- Air emission treatment facilities and equipment: Installed 01 air emission treatment system: 38,000 m³/hour
- Technological process summary: Generated dust and exhaust gas → Water preheater → Air preheater → Cyclone (Dimensions: 4,500 mm x 1,450 mm) → D700 steel pipeline (Length: approx. 5m) → Induced draft fan (Capacity: 37 kW, Flow rate: 38,000 m³/h) → Venturi scrubber (Φ700 mm x 1,460 mm) → Dust suppression tank (Capacity: 30 m³, Water-based dust suppression) → Counter-current washing tower (Dimensions: Φ1,600 mm x 1,800 mm) → Stack/Exhaust gas pipe (D600, Height: 15m)
- Design capacity: 38,000 m³/hour
- Chemicals and materials used: No chemicals are used. Water is used for dust suppression with a makeup flow rate of approximately 3m³/day

Results of Air Quality measurement and analysis at the Boiler Area

| No. | Parameter | Method | Unit | Result | QCVN 02:2019/BYT; QCVN 03:2019/BYT; QCVN 24:2016/BYT |
|-----|---------------------|------------------|--------------------|--------|------------------------------------------------------------|
| 1 | TSP | TCVN 5067:1995 | µg/Nm ³ | 75 | - |
| 2 | NO ₂ (*) | TCVN 6137:2009 | µg/Nm ³ | <80 | 10000 |
| 3 | SO ₂ (*) | TCVN 5971:1995 | µg/Nm ³ | <45 | 10000 |
| 4 | Noise | TCVN 7878-2:2018 | dBA | 69.1 | 85 |

Notes:

- The results are valid only for the samples analyzed
- Parameters marked with an asterisk (*) have not yet been accredited in accordance with ISO/IEC 17025:2017
- MCRE-SOP: Standard Operating Procedure for Field Measurement
- QTC-PT: Standard Operating Procedure for Analysis
- Values preceded by the symbol "<" indicate the method's limit of quantification (LOQ)
- QCVN 02:2019/BYT: National technical regulation on dust
- QCVN 03:2019/BYT: National technical regulation on permissible exposure limits of 50 chemical agents in the workplace
- QCVN 24:2016/BYT: National technical regulation on noise – permissible noise exposure levels in the workplace.

RAISING AWARENESS, ENVIRONMENTAL PROTECTION ACTIVITIES

TNG focuses on raising awareness and promoting environmental protection activities across the company by organizing internal training programs and participating in specialized training courses from external organizations. Training topics focus on waste management, energy saving, efficient resource utilization, greenhouse gas emissions reduction, and compliance with environmental laws and regulations.

In addition, the Company regularly implements communication and green workplace initiatives to encourage employees to develop environmentally responsible awareness and practices in both their professional and daily lives. These initiatives are one of the important foundations for achieving TNG's sustainable development goals and building a green, clean, and safe working environment.





Living green
A NEW JOURNEY

TNG

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