

## ORGANIZATION AND HUMAN RESOURCES

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*Woven with trust*  
**Bound by strength**



# GOVERNANCE MODEL AND ORGANIZATIONAL 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



TNG's Board of Directors consists of 07 members, including 01 Chairman, 01 Deputy Chairwoman and 05 members. The Board of Directors has specialized subcommittees, including: Audit Committee; Human resources - Remuneration - Compensation Subcommittee; Development Policy Subcommittee; Sustainability Subcommittee; and Investor Relations Subcommittee.

### BOARD OF MANAGEMENT



TNG's Board of Management consists of 05 members, including 01 General Director and 04 Deputy General Directors in charge of certain fields.

### CHIEF ACCOUNTANT



Chief Accountant: 01 person



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

# ORGANIZATIONAL CHART





# BOARD OF DIRECTORS



**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**

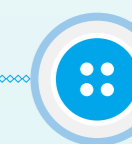
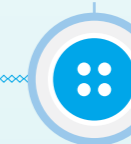
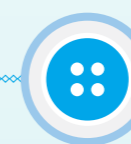
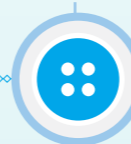
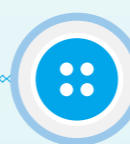
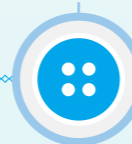
- Year of birth: 1986
- Years of service at TNG: 5 years
- Qualifications:
  - Master of Business Administration
  - Computer Science Engineer - University of Nebraska -Lincoln
- Positions in other organizations:
  - BOD member – Southern Gas Trading Joint Stock Company
  - Deputy Chairman of BOD – Yeah1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



**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**

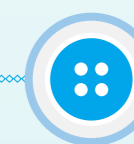
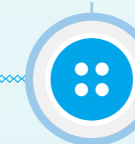
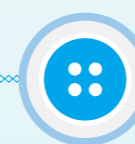
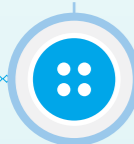
- Year of birth: 1970
- Years of service at TNG: 32 years
- Qualifications:
  - Bachelor of Business Administration
- Positions in other organizations:
  - No



**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**

**General Director**

- 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 General Director**

- 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)*





## AUDIT COMMITTEE



**Mr. NGUYEN HOANG GIANG**  
Chairman of the Audit Committee

- Year of birth: 1986
- Years of service at TNG: 5 years
- Qualifications:
  - Master of Business Administration
  - Computer Science Engineer - University of Nebraska-Lincoln



**Mr. DAO DUC THANH**  
Member of the Audit Committee

- Year of birth: 1985
- Years of service at TNG: 11 years
- Qualifications:
  - Bachelor of Finance - Accounting



**Mrs. HA THI TUYET**  
Member of the Audit Committee

- Year of birth: 1984
- Years of service at TNG: 1 year
- Qualifications:
  - Bachelor of Law

## SUBORDINATES OF AUDIT COMMITTEE

### INTERNAL AUDIT DEPARTMENT



**Mr. DAO DUC THANH**  
Head of Internal Audit

- Year of birth: 1985



**Ms. NGUYEN THUY NGAN**  
Deputy Head of Internal Audit

- Year of birth: 1990

## LIST OF MEMBERS OF SUBCOMMITTEES UNDER BOD



### AUDIT COMMITTEE

- Mr. Nguyen Hoang Giang - Chairman
- Mrs. Ha Thi Tuyet - Member
- Mr. Dao Duc Thanh - Member



### HUMAN RESOURCES – REMUNERATION – COMPENSATION

- Mrs. Ha Thi Tuyet - Head
- Mr. Nguyen Hoang Giang - Member
- Mr. Nguyen Van Thoi - Member



### DEVELOPMENT POLICY SUBCOMMITTEE

- Mr. Nguyen Van Thoi - Head
- Mr. Nguyen Duc Manh - Member
- Mr. Tran Minh Hieu - Member



### SUSTAINABLE DEVELOPMENT SUBCOMMITTEE

- Mr. Nguyen Duc Manh - Head
- Mrs. Doan Thi Thu - Member
- Mr. Dao Duc Thanh - Member



### INVESTOR RELATIONS SUBCOMMITTEE

- Mr. Dao Duc Thanh - Head
- Mr. Nguyen Van Thoi - Member
- Mrs. Nguyen Thuy Ngan - Member





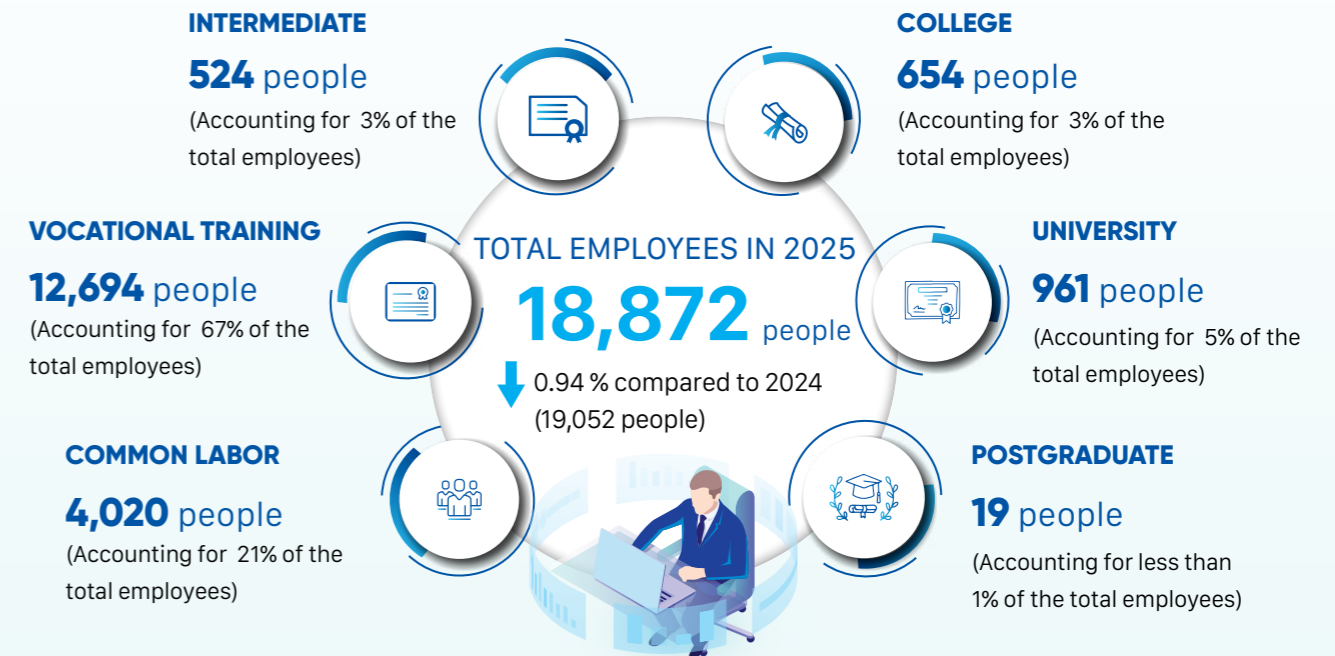
# 2025 HUMAN RESOURCES REPORT

## 2025 HUMAN RESOURCES STRUCTURE

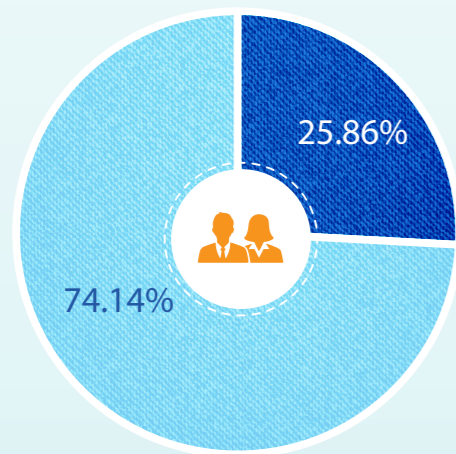
At TNG, we always cherish the values created by our employees and their contributions to our collective success. We firmly believe that our human resources are our most valuable asset, and each member is an important link in the chain, working together seamlessly to ensure the smooth operation of the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

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.

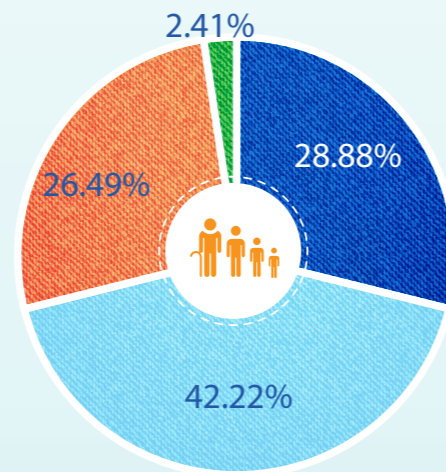
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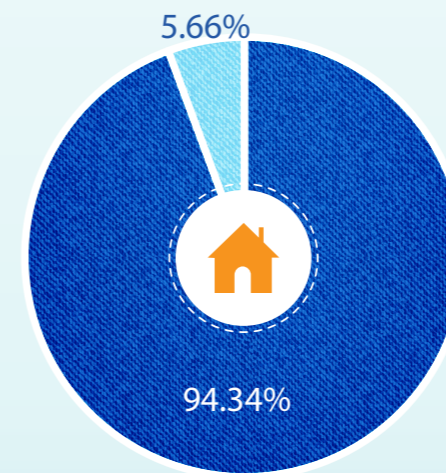
## BY GENDER



## BY AGE



## BY RESIDENCE



**MALE**  
4,880 people

**FEMALE**  
13,992 people

**18 - 30**  
5,452 people

**31 - 40**  
7,967 people

**41 - 50**  
4,999 people

**> 50**  
454 people

**LOCAL EMPLOYEES**  
17,804 people

**OTHERS**  
1,068 people

