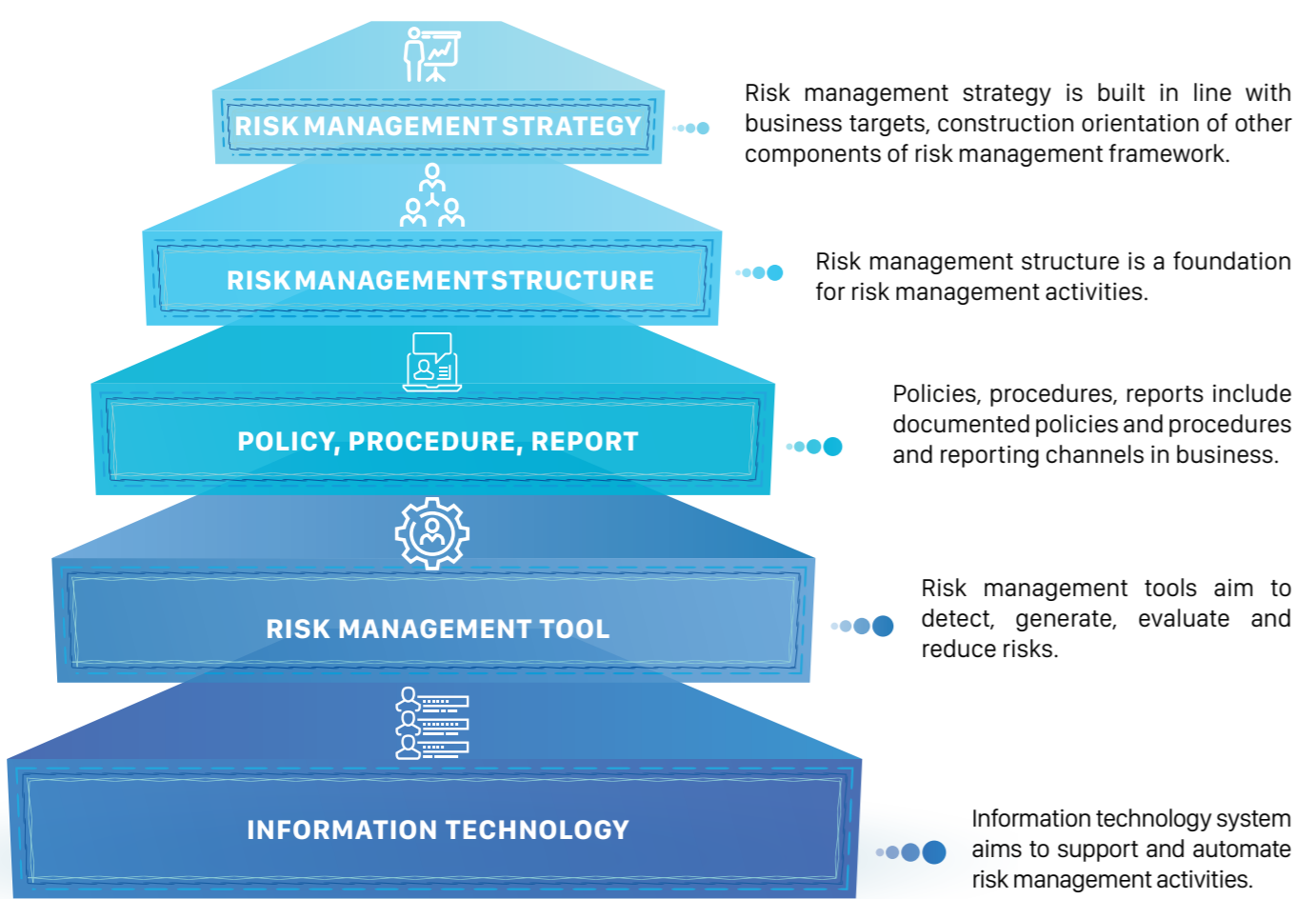


RISK MANAGEMENT

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

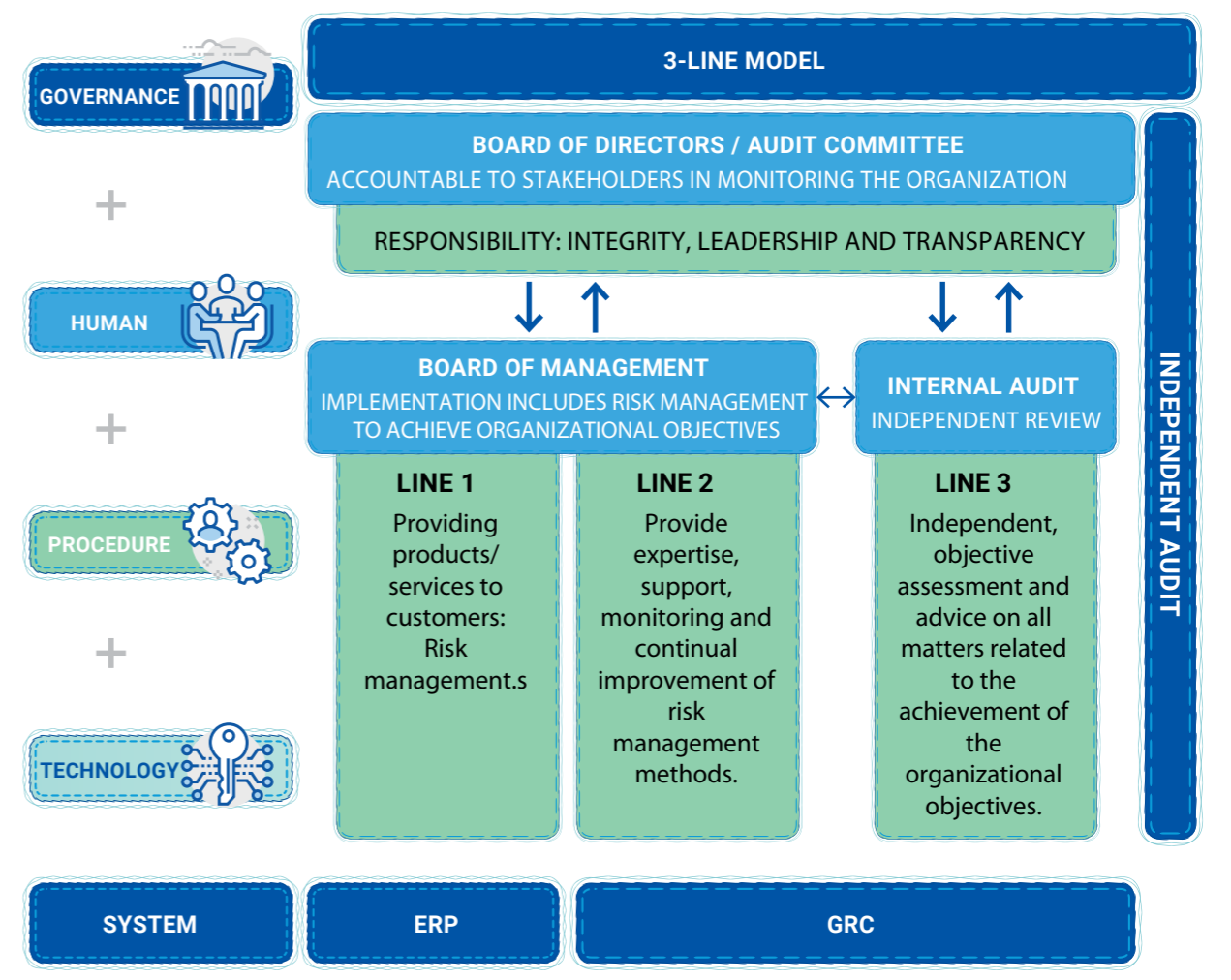
TNG's risk management framework includes 05 key components



RISK

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

RISK MANAGEMENT

(Continued)

ORGANIZATIONAL STRUCTURE



IDENTIFICATION OF MAJOR RISKS



RISK IN ECONOMY AND EXCHANGE RATE

The year 2025 has been marked by significant challenges as the global economy remains volatile amidst the prolonged impact of overlapping negative shocks, including the aftermath of the Covid-19 pandemic; the Russia-Ukraine conflict; the tightening monetary policies of developed economies to curb inflation and achieve sustainable public finances; and the decline in export orders. These factors have had a substantial impact on the textile and garment industry as a whole and TNG in particular.

One of the major economic challenges for the textile and garment industry in the context of 2025 is the continued increase in production costs while consumer demand continues to decline and priorities

shift towards essential items. The textile and garment supply chain has been disrupted, with disruptions in transportation and shortages of raw materials affecting the industry's production and business activities, making it difficult for enterprises to ensure the progress of export orders.

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

Risk prevention measures

With the general difficulties faced by the textile and garment industry in 2025, TNG is forecasting strategic scenarios to cope with economic risks, focusing on shifting exports to potential markets, enhancing competitive capabilities, and reducing costs through the application of technology in production.

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

RISK MANAGEMENT

(Continued)



RISK IN HUMAN RESOURCES

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

Risk prevention measures

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



RISK IN LEGALITY

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

Risk prevention measures

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



RISK IN FIRE SAFETY

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

As a large garment enterprise with 20 branches operating within the province of Thai Nguyen, TNG not only invests in equipping all branches with full fire protection and prevention systems as required by regulations but also emphasizes fire safety awareness throughout the entire company through propaganda activities, organizing training courses, drills, and annual fire safety exercises.

Risk prevention measures

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

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



OTHER RISKS

In addition to the above-mentioned risks, TNG also always faces other unpredictable risks such as pandemic, natural disasters, inflation, Russia-Ukraine war, etc. In 2025, the Covid-19 pandemic was still developed complicatedly, reducing the product demand leading to the fact that many factories

and enterprises had to terminate their operation. These are common difficulties that manufacturing enterprises all have to face. Therefore, to prevent possible force majeure risks, TNG always takes timely prevention and response measures to reduce damage to the production and business situation.

ASSESSMENT ON THE IMPLEMENTATION OF 2025 ASEAN CORPORATE GOVERNANCE SCORECARD

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A	RIGHTS AND EQUITABLE TREATMENT OF SHAREHOLDERS		
A.1	Basic Shareholder Rights		
A.1.1	Does the company pay (interim and final/ annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends? In case the company has offered Scrip dividend, did the company paid the dividend within 60 days.	Good	<ul style="list-style-type: none"> The dividend payment for the year 2024 was made: Dividend payment to shareholders for 2024 was 20% of charter capital. Dividend payment for 2025 to date: The 2025 Annual General Meeting of Shareholders approved a proposed dividend rate of 16%–20%. <ul style="list-style-type: none"> September 15, 2025: TNG approved an interim dividend for the first tranche of 2025 at a rate of 5% in cash with a payment date of October 06, 2025. November 03, 2025: TNG approved an interim dividend for the second tranche of 2025 at a rate of 5% in cash with a payment date of November 21, 2025. January 09, 2026: TNG approved an interim dividend for the third tranche of 2025 at a rate of 5% in cash with a payment date of February 10, 2026.
A.2	Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.		
A.2.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/commissioners?	Good	This matter is stipulated in Article 15 of the Company's Charter. In the agendas of the 2024 and 2025 Annual General Meetings of Shareholders, this is one of the items subject to approval by the General Meeting of Shareholders.
A.2.2	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners?	Good	Article 12 of the Company's Charter stipulates that shareholders or groups of shareholders holding 10% or more of the total ordinary shares have the right to nominate candidates to the Board of Directors and the Board of Supervisors in cases where the Company supplements or replaces members of these bodies.
A.2.3	Does the company allow shareholders to elect directors/commissioners individually?	Good	At the 2025 Annual General Meeting of Shareholders held on April 20, 2025, members of the Board of Directors were elected individually, and the voting results were announced separately for each member.

ASEAN CORPORATE GOVERNANCE SCORECARD

ASEAN CORPORATE GOVERNANCE SCORECARD



For consecutive years, TNG has not only reached a high score in accordance with the corporate governance principles applicable to public companies in Vietnam but also satisfied asean corporate governance scorecard.





ASEAN CORPORATE GOVERNANCE SCORECARD

(Cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.2.4	Does the company disclose the voting procedures used before the start of meeting?	Good	Articles 10 and 11 of the Regulation on the Organization of the 2025 Annual General Meeting of Shareholders present the voting procedures and regulations on voting and additional election of members of the Board of Directors, which were disclosed in the AGM meeting materials on March 25, 2025, 26 days prior to the AGM date.
A.2.5	Do the minutes of the most recent AGM record that the shareholders were given the opportunity to ask questions and the questions raised by shareholders and answers given recorded?	Good	Shareholders' questions were fully addressed at the AGM and are presented in Section 7 – Minutes of the 2025 AGM, together with the attached appendices.
A.2.6	Does the company disclose the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the most recent AGM?	Good	Fully presented in the Minutes of the 2025 AGM.
A.2.7	Does the company disclose the list of board members who attended the most recent AGM?	Good	All board members attended the Meeting. The list of attendees is disclosed in the Minutes of the GMS.
A.2.8	Does the company disclose that all board members and the CEO (if he is not a board member) attended the most recent AGM?	Good	The list is fully disclosed in the Minutes of the General Meeting of Shareholders.
A.2.9	Does the company allow voting in absentia?	Fail	The Internal Regulations on Corporate Governance provide for remote voting methods; however, TNG has not yet met the necessary conditions for implementation. This will be considered for future General Meetings of Shareholders.
A.2.10	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	Good	Based on shareholders' voting ballots, the vote counting results are clearly presented in the Minutes of the General Meeting of Shareholders. The 2025 Annual General Meeting of Shareholders conducted voting by secret ballot.
A.2.11	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?	Good	The vote counting committee of the 2025 Annual General Meeting of Shareholders comprised: Ms. Ha Thi Tuyet – Independent BOD Member Ms. Chu Thi Van Ngoc – Shareholder not holding any position in the Company, holding 4,004 shares, equivalent to 0.003% of the Company's total outstanding shares.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.2.12	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	Good	The Annual General Meeting of Shareholders concluded at 11:35 AM on April 20, 2025. The Minutes of the Meeting were disclosed on April 21, 2025 (one day after the Meeting date).
A.2.13	Does the company provide at least 21 days notice for all AGMs and EGMs?	Good	The minimum notice period of 21 days is stipulated in the Company's Charter. The 2025 Annual General Meeting of Shareholders was announced on March 25, 2025, i.e. 26 days prior to the Meeting date (April 20, 2025).
A.2.14	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement?	Good	For each item on the agenda of the General Meeting of Shareholders (GMS), the Company provides relevant information and supporting documents for matters submitted for approval in the AGM materials distributed together with the invitation letter to shareholders. The agenda of the General Meeting of Shareholders is structured based on the priority of each item, allowing the Meeting to allocate more time to higher-priority matters.
A.2.15	Does the company give the opportunity for shareholders to place item/s on the agenda of general meetings and/or to request for general meetings subject to a certain percentage?	Good	The Minutes of the General Meeting of Shareholders clearly state that the Chairman of the Meeting requested shareholders to provide comments on and approve the Meeting agenda. The notice of the 2025 Annual General Meeting of Shareholders also states that shareholders may submit their comments on the Meeting agenda or the Company's business and production activities prior to the Meeting date via email at: thanhdd@tng.vn
A.3	Markets for corporate control should be allowed to function in an efficient and transparent manner		
A.3.1	In cases of mergers, acquisitions and/or takeovers requiring shareholders' approval, does the board of directors/commissioners of the company appoint an independent party to evaluate the fairness of the transaction price?	These cases didn't happen in TNG	During the reporting period, there were no M&A transactions.



ASEAN CORPORATE GOVERNANCE SCORECARD

(Cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.4	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.		
A.4.1	Does the company disclose its practices to encourage shareholders to engage with the company beyond general meetings?	Good	<ul style="list-style-type: none"> • Apart from General Meetings of Shareholders (GMS), the Company also organized investor meetings in both group and one-on-one formats. In 2025, the Company held one official centralized meeting with shareholders, investors, and analysts on November 21, 2025. • The Company also conducted meetings and discussions with investors such as Dragon Capital, VinaCapital, MBS, SSI, etc., and regularly updated business performance reports and news on its website.
A.5	Shares and voting rights		
A.5.1	Where the company has more than one class of shares, does the company publicise the voting rights attached to each class of shares (e.g. through the company website / reports/ the stock exchange/ the regulator's website)?	Good	This matter is stipulated in the Company's Charter. Currently, the Company has only one type of shares, which are ordinary shares.
A.6	Notice of AGM		
A.6.1	Does each of the resolutions tabled at the most recent annual general meeting deal with only one item, i.e., there is no bundling of several items into the same resolution?	Incomplete	The documentation for the Annual General Meeting of Shareholders (AGM) has provided sufficient information and rationale for all matters submitted for approval. The AGM Resolution fully reflects these contents by item; however, they have not been issued as separate resolutions for each individual matter.
A.6.2	Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local-language version?	Good	The notice and materials of the 2025 AGM were fully translated into English and disclosed on the same date as the Vietnamese version.
	Does the notice of AGM/circulars have the following details:		
A.6.3	Are the profiles of directors/commissioners (at least age, academic qualification, date of first appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	Good	At the most recent AGM, where the election/re-election of Board of Directors (BOD) members took place, the profiles of all candidates were included in the meeting materials. Details are specifically disclosed in the 2025 AGM documentation.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.6.4	Are the auditors seeking appointment/re-appointment clearly identified?	Good	<p>"In the 2025 AGM materials, the Proposal on the selection of the external auditor for the 2025 financial statements clearly specified the audit firms submitted to the AGM for authorization to the BOD for final selection, including:</p> <ul style="list-style-type: none"> • Deloitte Vietnam Audit Company Limited • AASC Auditing Firm Company Limited
A.6.5	Were the proxy documents made easily available?	Good	TNG has published the proxy form on its website to facilitate shareholders' access. The Company also provided instructions on how to complete the form in the documents sent to shareholders prior to the AGM.
A.7	Insider trading and abusive self-dealing should be prohibited		
A.7.1	Are the directors / commissioners required to report their dealings in company shares within 3 business days?	Good	Article 41 of the Company's Charter and the Information Disclosure Regulation clearly stipulate that: Insiders and their related persons must disclose information on the results of transactions in the Company's shares at least three (03) days prior to the commencement date and no later than three (03) days after the completion date of such transactions.
A.8	Related party transactions by directors and key executives		
A.8.1	Does the company have a policy requiring a committee of independent directors/commissioners to review material RPTs to determine whether they are in the best interests of the company and shareholders?	Good	Pursuant to Article 10, Chapter 4 of the Regulation on Related Party Transactions issued under Board Resolution No. 01/NQ-HĐQT dated January 5, 2026, the Audit Committee is responsible for reviewing and assessing related party transactions to ensure that they are conducted in the best interests of the Company and its shareholders.
A.8.2	Does the company have a policy requiring board members (directors/commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	Good	Clause 4, Article 41 of the Company's Charter stipulates that: "Members of the Board of Directors shall not vote on transactions that bring benefits to themselves or their related persons in accordance with the Law on Enterprises and the Company's Charter."
A.8.3	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	Good	In 2025, the Company did not grant any loans to members of the Board of Directors.



ASEAN CORPORATE GOVERNANCE SCORECARD

(Cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
A.9	Protecting minority shareholders from abusive actions		
A.9.1	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?	Good	Pursuant to Article 12, Chapter V of the Regulation on Related Party Transactions issued under Board Resolution No. 01/NQ-HĐQT dated January 5, 2026, the Company consistently discloses information on related party transactions in compliance with applicable laws and regulations, ensuring that such transactions are conducted on an arm's length basis and on terms comparable to those between independent parties.
A.9.2	In case of related party transactions requiring shareholders' approval, is the decision made by disinterested shareholders?	Good	This matter is clearly stipulated in Article 41 of the Company's Charter.
B.	SUSTAINABILITY AND RESILIENCE		
B.1	Sustainability-related disclosure should be consistent, comparable and reliable, and include retrospective and forward-looking material information that a reasonable investor would consider important in making an investment or voting decision		
	Material Sustainability-related information should be specified		
B.1.1	Does the company identify/report ESG topics that are material to the organization's strategy?	Good	These matters have been clearly disclosed in the Company's Annual Reports, the Sustainable Development Reports submitted for the CSI assessment on an annual basis, and Resolution No. 720A/NQ-HĐQT dated November 15, 2024 on the development strategy and planning of the Company up to 2030.
B.1.2	Does the company identify climate change as an issue?	Good	The Company has identified climate change as a key issue to be addressed in its Sustainable Development Reports prepared for the CSI assessment.
B.1.3	Does the company adopt an internationally recognized reporting framework or standard for sustainability (i.e. GRI, Integrated Reporting, SASB, IFRS Sustainability Disclosure Standards)?	Good	The Company applies GRI Standards in the sustainability section of its Annual Reports over the years.
	If a company publicly sets a sustainability-related goal or target, the disclosure framework should provide that reliable metrics are regularly disclosed in an easily accessible form		
B.1.4	Does the company disclose quantitative sustainability target?	Good	The Company has established quantitative sustainable development targets in its annual Sustainable Development Reports submitted for the CSI assessment and in the Annual Reports.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
B.1.5	Does the company disclose sustainability-related performance progress in relation to its previously set targets?	Good	The Company has clearly disclosed the progress of activities related to previously established sustainable development targets in its annual Sustainable Development Reports (CSI) and Annual Reports.
B.1.6	Does the company confirm that its Sustainability Report / Reporting is reviewed and /or approved by the Board or Board Committee?	Good	The Annual Report, Sustainable Development Report, and CSI submission reports are reviewed, assessed, and approved by the Sustainable Development Subcommittee under the Board of Directors.
B.2	Corporate governance frameworks should allow for dialogue between a company, its shareholders and stakeholders to exchange views on sustainability matters		
B.2.1	Does the company engage internal stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	Good	TNG engages with internal stakeholders through various channels, including the issuance of Collective Labor Agreements; the establishment of internal organizations such as the Trade Union, Veterans Association, and Youth Union; and the collection of feedback via email and survey reports.
B.2.2	Does the company engage external stakeholders to exchange views and gather feedback on sustainability matters that are material to the business of the company?	Good	TNG engages with external stakeholders through multiple methods, including investor meetings and media engagements. In addition, the Company utilizes other platforms such as its fanpage and website to communicate with and collect feedback from stakeholders.
B.3	The corporate governance framework should ensure that boards adequately consider material sustainability risks and opportunities when fulfilling their key functions in reviewing, monitoring and guiding governance practices, disclosure, strategy, risk management and internal control systems, including with respect to climate-related physical and transition risks		
	Boards should assess whether the company's capital structure is compatible with its strategic goals and its associated risk appetite to ensure it is resilient to different scenarios		
B.3.1	Does the company disclose that the board reviews on an annual basis that the company's capital and debt structure is compatible with its strategic goals and its associated risk appetite?	Good	<p>Policy: The Company consistently utilizes its capital sources in an appropriate and efficient manner, particularly in the use of long-term funding to ensure a sound capital structure. The Board of Directors conducts periodic annual reviews of TNG's capital structure to ensure alignment with the Company's long-term business strategy as well as its defined risk appetite.</p> <p>Practice: The Board of Directors closely monitors economic developments to make appropriate decisions aimed at optimizing shareholders' interests, while ensuring a safe capital structure, optimizing cost of capital, and minimizing financial risks.</p>



ASEAN CORPORATE GOVERNANCE SCORECARD

(Cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
B.4	The corporate governance framework should recognise the rights of stakeholders established by law or through mutual agreements and encourage active co- operation between corporations and stakeholders in creating wealth, jobs, and the sustainability of financially sound enterprises.		
	Does the company disclose a policy and practices that address		
B.4.1	The existence and scope of the company's efforts to address customers' welfare?	Good	TNG publicly discloses its policies on customer rights protection, fair business practices, and customer data confidentiality, as stated in its Code of Business Ethics.
B.4.2	Supplier/contractor selection procedures?	Good	The Company has issued Regulation No. 258/QĐ-TNG on the control of procurement of goods and services, including provisions on supplier selection.
B.4.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Good	Detailed information has been disclosed on page 134 - 137 of the 2025 Annual Report.
B.4.4	The company's efforts to interact with the communities in which they operate?	Good	Information on community activities and social responsibility is disclosed on pages 240 - 243 of the 2025 Annual Report.
B.4.5	The company's anti-corruption programmes and procedures?	Good	The Company has issued Anti-Bribery Compliance Policy No. 2195/CS-TNG. All contracts signed with TNG's suppliers and contractors include anti-corruption clauses.
B.4.6	How creditors' rights are safeguarded?	Good	Policy: The Company has issued a policy on the protection of creditors' rights, clearly stipulating the rights of creditors and mechanisms for safeguarding their interests in the Company's transactions. Practice: During the year, TNG fully and timely fulfilled its obligations to pay bank loan interest and bond interest. In addition, the Company's credit limits with banks have been increased annually.
B.4.7	Does the company have a separate report/ section that discusses its efforts on environment/economy and social issues?	Good	The Company has disclosed this information in Chapter 5 - Sustainable Development Report of the 2025 Annual Report.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
B.5	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights		
B.5.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Good	The Company has also publicly disclosed its whistleblowing procedures on TNG's website.
B.6	Mechanisms for employee participation should be permitted to develop.		
B.6.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	Good	Detailed information has been disclosed on pages 87 - 89 of the 2025 Annual Report.
B.6.2	Does the company explicitly disclose the policies and practices on training and development programmes for its employees?	Good	Detailed information has been disclosed on pages 90 - 99 of the 2025 Annual Report.
B.6.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	Good	Detailed information has been disclosed on pages 89 of the 2025 Annual Report.
B.7	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.		
B.7.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report?	Good	TNG has implemented a periodic employee happiness assessment on the TNG Office application.
B.7.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?	Good	The Company has established policies on employee protection in its Internal Labor Regulations and the Workplace Democracy Regulations.
C.	DISCLOSURE AND TRANSPARENCY		
C.1	Transparent ownership structure		
C.1.1	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	Good	Detailed information has been disclosed on pages 57, 108, and 170 of the 2025 Annual Report.



ASEAN CORPORATE GOVERNANCE SCORECARD

(Cont.)

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.1.2	Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders?	Good	Detailed information has been disclosed on page 57 of the 2025 Annual Report.
C.1.3	Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)?	Good	Detailed information has been disclosed on page 170 of the 2025 Annual Report.
C.1.4	Does the company disclose the direct and indirect (deemed) shareholdings of senior management?	Good	Detailed information has been disclosed on page 108 of the 2025 Annual Report.
C.1.5	Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/ (SPVs)?	Good	Detailed information has been disclosed on pages 32 - 33 of the 2025 Annual Report.
C.2	Quality of Annual Report		
	Does the company's annual		
C.2.1	Corporate objectives	Good	Detailed information has been disclosed on pages 12 - 15 of the 2025 Annual Report.
C.2.2	Financial performance indicators	Good	Detailed information has been disclosed on pages 10 - 11, 138 - 141 of the 2025 Annual Report.
C.2.3	Non-financial performance indicators	Good	Please refer to the 2025 Annual Report of TNG for further information.
C.2.4	Dividend policy	Good	Full details have been disclosed on pages 64 - 65, of the 2025 Annual Report.
C.2.5	Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of all directors/commissioners	Good	Detailed information has been disclosed on pages 78 - 82, of the 2025 Annual Report.
	Corporate Governance Confirmation Statement		
C.2.6	Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	Good	Please refer to the Company's Annual Reports for the commitment of the Internal Audit Department regarding compliance, and the fairness and accuracy of the information presented in the Report.
C.3	Remuneration of Members of the Board and Key Executives		

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.3.1	Is there disclosure of the fee structure for non-executive directors/commissioners?	Good	The Company publicly discloses the remuneration of each member of the Board of Directors (including non-executive members) on page 192 of the 2025 Annual Report and in the annually audited financial statements.
C.3.2	Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] details of remuneration of each non-executive director/commissioner?	Good	The Company publicly discloses the remuneration of each member of the Board of Directors (including non-executive members) on page 182 of the 2025 Annual Report.
C.3.3	Does the company disclose its remuneration (fees, allowances, benefit-in-kind and other emoluments) policy/practices (i.e. the use of short term and long term incentives and performance measures) for its executive directors and CEO?	Good	The Company discloses this information in its annual regulations on income distribution for employees, as well as specific income figures in the audited financial statements and Annual Reports.
C.3.4	Does the company publicly disclose [i.e. annual report or other publicly disclosed documents] the details of remuneration of each of the executive directors and CEO [if he/she is not a member of the Board]?	Good	The Company discloses the remuneration of each member of the Board of Directors (including non-executive members) on page 182 of the 2025 Annual Report.
C.4	Disclosure of related party transactions (RPT)		
C.4.1	Does the company disclose its policy covering the review and approval of material RPTs?	Good	Fully disclosed in the Resolution of the General Meeting of Shareholders.
C.4.2	Does the company disclose the name, relationship, nature and value for each material RPTs?	Good	Please refer to the annual audited financial statements.
C.5	Directors and commissioners dealings in shares of the company		
C.5.1	Does the company disclose trading in the company's shares by insiders?	Good	Detailed information has been disclosed on page 194 - 196, of the 2025 Annual Report.
C.6	Mechanisms for employee participation should be permitted to develop.		
	Where the same audit firm is engaged for both audit and non-audit services		
C.6.1	Are the audit and non-audit fees disclosed?	Fail	TNG has not disclosed audit service fees.
C.6.2	Does the non-audit fee exceed the audit fees?	Not applicable to TNG	During the year, TNG did not incur any non-audit service fees.



ASEAN CORPORATE GOVERNANCE SCORECARD

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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.7	Medium of communications		
	Does the company use the following modes of communication?		
C.7.1	Quarterly reporting	Good	TNG ensures full, accurate, truthful, and timely disclosure of its quarterly reports on its website tng.vn.
C.7.2	Company website	Good	Information on TNG's operations, particularly Investor Relations, is regularly published on the Company's website in both Vietnamese and English, ensuring easy access for shareholders and investors.
C.7.3	Analyst's briefing	Good	The Company publishes analytical reports and assessments by securities companies regarding TNG on its website.
C.7.4	Media briefings /press conferences	Good	The Company organizes periodic quarterly meetings with shareholders and investors, with the participation of media and press agencies.
C.8	Timely filing/release of annual/financial reports		
C.8.1	Are the audited annual financial report / statement released within 120 days from the financial year end?	Good	The audited financial statements for 2025 were disclosed on March, 24, 2026, within 120 days from the end of the financial year.
C.8.2	Is the annual report released within 120 days from the financial year end?	Good	The 2025 Annual Report was disclosed on April 13, 2025, within 120 days from the end of the financial year.
C.8.3	Is the true and fairness/fair representation of the annual financial statement/reports affirmed by the board of directors/commissioners and/or the relevant officers of the company?	Good	The audited financial statements include a report from the Board of Management addressing this matter. The fairness and accuracy of the 2025 audited financial statements are confirmed on page 8 of the 2025 Annual Report.
C.9	Company website		
	Does the company have a website disclosing up-to-date information on the following:		
C.9.1	Financial statements/reports (latest quarterly)	Good	TNG promptly discloses information on its website tng.vn.
C.9.2	Materials provided in briefings to analysts and media	Good	Analyst reports are fully published on the Company's website, enabling all shareholders to easily access and review them.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
C.9.3	Downloadable annual report	Good	TNG publishes its Annual Report on tng.vn with download functionality enabled.
C.9.4	Notice of AGM and/or EGM	Good	TNG fully publishes all notices on tng.vn.
C.9.5	Minutes of AGM and/or EGM	Good	TNG fully discloses information on its website tng.vn.
C.9.6	Company's constitution (company's by-laws, memorandum and articles of association)	Good	TNG fully discloses information on its website tng.vn.
C.10	Investor relations		
C.10.1	Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer / office responsible for investor relations?	Good	TNG publicly discloses detailed contact information of the authorized information disclosure officer on its website tng.vn.
D.	RESPONSIBILITIES OF THE BOARD		
D.1	Board Duties and Responsibilities		
	Clearly defined board responsibilities and corporate governance policy		
D.1.1	Does the company disclose its corporate governance policy / board charter?	Good	The Company publishes its Internal Regulations on Corporate Governance and the Charter of the Board of Directors on tng.vn.
D.1.2	Are the types of decisions requiring board of directors/commissioners' approval disclosed?	Good	Resolutions and decisions of the Board of Directors are disclosed within 24 hours in accordance with regulations for material issues requiring disclosure, and are also reported in the Company's Corporate Governance Report.
D.1.3	Are the roles and responsibilities of the board of directors/commissioners clearly stated?	Good	This is clearly stipulated in the Company Charter and the Internal Regulations on Corporate Governance.
	Corporate Vision/Mission		
D.1.4	Does the company have an updated vision and mission statement?	Good	TNG discloses detailed information on pages 12–13 of its 2025 Annual Report.
D.1.5	Does the board of directors play a leading role in the process of developing and reviewing the company's strategy at least annually?	Good	The Board of Directors approves the Company's medium-term development strategy and annual business plans.
D.1.6	Does the board of directors have a process to review, monitor and oversee the implementation of the corporate strategy?	Good	The BOD supervises and monitors the implementation of the Company's strategic objectives, as reflected in the Board's performance assessment report presented at the AGM.



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.2	Board structure		
	Code of Ethics or Conduct		
D.2.1	Are the details of the code of ethics or conduct disclosed?	Good	<ul style="list-style-type: none"> The Company has issued its Internal Labor Regulations and Corporate Culture Handbook, applicable to all members of the Board of Directors, senior management, and employees. The Company Charter stipulates requirements on integrity and the avoidance of conflicts of interest for members of the Board of Directors, the General Director, and other executive officers. The Company has issued and disclosed its Anti-Bribery Compliance Policy, which applies to all members of the Board of Directors.
D.2.2	Are all directors/commissioners, senior management and employees required to comply with the code/s?	Good	All members of the Board of Directors, the General Director, senior management, and employees are required to comply with all applicable and effective rules and regulations.
D.2.3	Does the company have a process to implement and monitor compliance with the code/s of ethics or conduct?	Good	The Company has established a democratic regulation framework enabling employees to exercise their rights to lodge complaints and denunciations of violations, and to supervise their resolution. The Internal Labor Regulations also define the disciplinary procedures for handling violations of labor rules.
	Board Structure & Composition		
D.2.4	Do independent directors/commissioners make up at least 50% of the board of directors/commissioners?	Fail	Number of independent Board members is 2/7, representing 28% of the total Board of Directors.
D.2.5	Does the company have a term limit of nine years or less or 2 terms of five years ¹ each for its independent directors/commissioners? ¹ The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011	Good	Clause 2, Article 26 of the Company Charter stipulates: "The term of office of a Board member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may serve as an independent Board member of the Company for no more than two (02) consecutive terms. A Board member may concurrently serve on the Board of Directors of up to five (05) other companies."
D.2.6	Has the company set a limit of five board seats that an individual independent/non-executive director/commissioner may hold simultaneously?	Good	The Company Charter provides that the term of office for each Board member is five (05) years, and independent Board members shall not serve more than two (02) consecutive terms. A Board member may concurrently serve on the Board of Directors of up to five (05) other companies.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.2.7	Does the company have any executive directors who serve on more than two boards of listed companies outside of the group?	Good	No.
	Nominating Committee		
D.2.8	Does the company have a Nominating Committee?	Good	The Company has established a Human Resources – Remuneration Committee (HR – Salary & Bonus Committee), as referenced on pages 184 - 185 of the 2025 Annual Report. The Company does not have a separate Nomination Committee.
D.2.9	Is the Nominating Committee comprised of a majority of independent directors/commissioners?	Good	The HR – Remuneration Committee consists of 2/3 members who are independent members of the Board of Directors, accounting for 67%.
D.2.10	Is the chairman of the Nominating Committee an independent director/commissioner?	Good	The Chair of the HR – Remuneration Committee is an independent Board member.
D.2.11	Does the company disclose the terms of reference/ governance structure/charter of the Nominating Committee?	Good	Provisions regarding the Committee are set out in the Company Charter and the Internal Regulations on Corporate Governance.
D.2.12	Is the meeting attendance of the Nominating Committee disclosed and if so, did the Nominating Committee meet at least twice during the year?	Good	TNG discloses the attendance records of the HR – Remuneration Committee meetings on page 185 of the 2025 Annual Report. In 2025, the Committee held four meetings.
	Remuneration Committee / Compensation Committee		
D.2.13	Does the company have a Remuneration Committee?	Good	The Company has established a Human Resources – Remuneration Committee, as detailed on pages 184 - 185 of the 2025 Annual Report. The Company does not maintain a separate Remuneration Committee.
D.2.14	Is the Remuneration Committee comprised entirely of non-executive directors/commissioners with a majority of independent directors/commissioners?	Good	The Human Resources – Remuneration Committee comprises 2/3 independent Board members, accounting for 67%.
D.2.15	Is the chairman of the Remuneration Committee an independent director/commissioner?	Good	The Chair of the Human Resources – Remuneration Committee is an independent Board member.
D.2.16	Does the company disclose the terms of reference/governance structure/charter of the Remuneration Committee?	Good	These provisions are stipulated in the Company Charter and the Internal Regulations on Corporate Governance.
D.2.17	Is the meeting attendance of the Remuneration Committee disclosed and, if so, did the Remuneration Committee meet at least twice during the year?	Good	TNG discloses the attendance records of the Human Resources – Remuneration Committee meetings on page 185 of the 2025 Annual Report. In 2025, the Committee held four meetings.



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
	Audit Committee		
D.2.18	Does the company have an Audit Committee?	Good	The Audit Committee is presented in detail on pages 182 - 183 of the 2025 Annual Report.
D.2.19	Is the Audit Committee comprised entirely of non-executive directors/commissioners with a majority of independent directors/commissioners?	Incomplete	The Audit Committee comprises three members, including one non-executive Board member and two independent Board members.
D.2.20	Is the chairman of the Audit Committee an independent director/commissioner?	Good	The Chair of the Audit Committee is an independent Board member.
D.2.21	Does the company disclose the terms of reference/governance structure/charter of the Audit Committee?	Good	The Regulations on the Organization and Operation of the Audit Committee are disclosed on the Company's website.
D.2.22	Does at least one of the independent directors/commissioners of the committee have accounting expertise (accounting qualification or experience)?	Good	One member of the Audit Committee holds a degree in accounting and has 18 years of experience in accounting/auditing.
D.2.23	Is the meeting attendance of the Audit Committee disclosed and, if so, did the Audit Committee meet at least four times during the year?	Good	TNG discloses the Audit Committee's meeting attendance records in full on page 183 of the 2025 Annual Report. In 2025, the Committee held four meetings.
D.2.24	Does the Audit Committee have primary responsibility for recommendation on the appointment, and removal of the external auditor?	Good	The Audit Committee reviewed and proposed to the Board of Directors the approval of Deloitte Vietnam Company Limited as the external auditor for the review and audit of the 2025 financial statements. In 2025, the Company did not dismiss its independent auditor.
D.3	Board Processes		
	Board meetings and attendance		
D.3.1	Are the board of directors meeting scheduled before the start of financial year?	Good	The Board of Directors (BOD) plans to hold regular meetings once per quarter, while ad hoc meetings are convened as necessary when issues arise requiring approval for governance purposes.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.3.2	Does the board of directors/commissioners meet at least six times during the year?	Good	The BOD held 37 meetings in 2025. Please refer to page 175 of the 2025 Annual Report.
D.3.3	Has each of the directors/commissioners attended at least 75% of all the board meetings held during the year?	Needs improvement	In 2025: <ul style="list-style-type: none"> 6/7 Board members attended at least 75% of total BOD meetings. 1 Board member did not participate in BOD meetings after submitting a resignation due to personal reasons.
D.3.4	Does the company require a minimum quorum of at least 2/3 for board decisions?	Good	The Company Charter stipulates that Board resolutions and decisions are approved when a majority of attending members vote in favor.
D.3.5	Did the non-executive directors/commissioners of the company meet separately at least once during the year without any executives present?	Good	Non-executive Board members hold separate meetings after regular or ad hoc Board meetings.
	Access to information		
D.3.6	Are board papers for board of directors/commissioners meetings provided to the board at least five business days in advance of the board meeting?	Good	The Internal Regulations on Corporate Governance stipulate that notices of Board of Directors (BOD) meetings must be sent at least three (03) working days prior to the meeting date. This requirement may be shortened in certain cases to ensure timely approval of urgent matters.
D.3.7	Does the company secretary play a significant role in supporting the board in discharging its responsibilities?	Good	The Corporate Secretary cum Corporate Governance Officer has provided maximum support to the Board of Directors in performing its duties.
D.3.8	Is the company secretary trained in legal, accountancy or company secretarial practices and has kept abreast on relevant developments?	Good	The current Corporate Secretary has a background in finance and experience in accounting and auditing, and participates annually in training courses and updates on relevant legal regulations delivered by experts.
	Board Appointments and Re-Election		
D.3.9	Does the company disclose the criteria used in selecting new directors/commissioners?	Good	Provisions are set out in the Company Charter, Internal Regulations on Corporate Governance, and are disclosed in shareholder notices regarding nomination and candidacy for BOD members when elections are held.



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
D.3.10	Did the company describe the process followed in appointing new directors/commissioners?	Good	Provisions are set out in the Company Charter and Internal Regulations on Corporate Governance, and the Company issues BOD election regulations when Board members are to be elected.
D.3.11	Are all directors/commissioners subject to re-election every 3 years; or 5 years for listed companies in countries whose legislation prescribes a term of 5 years(2) each? (2) The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011	Good	The term of office of Board members at TNG is up to five (05) years, with the specific term approved by the General Meeting of Shareholders (GMS) upon election.
Remuneration Matters			
D.3.12	Do the shareholders or the Board of Directors approve the remuneration of the executive directors and/or the senior executives?	Good	The Board of Directors approves the remuneration of the General Director and executive management members, and discloses it at the General Meeting of Shareholders (GMS). No shareholders have objected to the remuneration level in previous years.
D.3.13	Does the company have measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interests of the company, such as claw back provision and deferred bonuses?	Good	The Company has issued KPI-based performance evaluation regulations and a bonus policy based on business performance results, with measurable performance indicators.
Internal Audit			
D.3.14	Does the company have a separate internal audit function?	Good	The Company has an Audit Committee and an Internal Audit function operating regularly to oversee internal control and risk management, as reflected in the Company's organizational structure. The Audit Committee reports directly to the Board of Directors.
D.3.15	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	Good	
D.3.16	Does the appointment and removal of the internal auditor require the approval of the Audit Committee?	Good	The dismissal of the Internal Audit function in 2025 at TNG was approved by the Board of Directors based on consultation with the Human Resources – Remuneration Committee and the Audit Committee. This information is disclosed on the Company's website and in the Annual Report.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
Risk Oversight			
D.3.17	Does the company establish a sound internal control procedures/risk management framework and periodically review the effectiveness of that framework?	Good	On a monthly basis, the Internal Audit Department assesses the effectiveness of internal controls and the risk management system.
D.3.18	Does the Annual Report/Annual CG Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	Good	The risk management system and procedures are reviewed by the Audit Committee at key control points and are fully disclosed in the Company's Annual Report.
D.3.19	Does the company disclose the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic)?	Good	The assessment and management approach for key risks are fully disclosed on pages 198 - 203 of the 2025 Annual Report.
D.3.20	Does the Annual Report/Annual CG Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?	Good	Refer to the Risk Management section on pages 198 - 203 of the 2025 Annual Report.
D.4 People on the Board			
Board Chairman			
D.4.1	Do different persons assume the roles of chairman and CEO?	Good	At TNG, the roles of Board Chair and Chief Executive Officer (CEO) are clearly separated.
D.4.2	Is the chairman an independent director/commissioner?	Fail	The Chair is a non-executive Board member and is not an independent Board member.
D.4.3	Is any of the directors a former CEO of the company in the past 2 years?	Good	One Board member currently serving as Vice Chair is a former CEO from the previous two years. On 21 April 2025, TNG dismissed this individual from the CEO position.
D.4.4	Are the roles and responsibilities of the chairman disclosed?	Good	These provisions are clearly stated in the Company Charter and Corporate Governance Regulations.



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
Lead Independent Director			
D.4.5	If the Chairman is not independent, has the Board appointed a Lead/Senior Independent Director and has his/her role been defined?	Fail	TNG has not yet appointed a Lead Independent Director as a substitute for a non-executive Board Chair.
Skills and Competencies			
D.4.6	Does at least one non-executive director/commissioner have prior working experience in the major sector that the company is operating in?	Good	TNG has 04 non-executive Board members with extensive expertise in the Company's core business sectors.
D.5	Board Performance		
Directors Development			
D.5.1	Does the company have orientation programmes for new directors/commissioners?	Good	Newly appointed Board members at TNG are provided with clear role assignments and orientation. In 2025, the Company appointed one new non-executive Board member and re-elected one Board member whose term had expired.
D.5.2	Does the company have a policy and actual practice and programs that encourages directors/commissioners to attend on-going or continuous professional education programmes?	Good	The Company maintains policies to encourage and support training costs when relevant training programs are proposed.
CEO/Executive Management Appointments and Performance			
D.5.3	Does the company disclose the process on how the board of directors/commissioners plans for the succession of the CEO/Managing Director/President and key management?	Incomplete	TNG has a succession planning framework for building a talent pipeline; however, it has not been publicly disclosed.
D.5.4	Does the board of directors/commissioners conduct an annual performance assessment of the CEO/Managing Director/President?	Good	The Human Resources – Remuneration Committee under the Board of Directors directs and supervises monthly KPI assessments and conducts biannual evaluations of management competence and credibility in accordance with internal evaluation regulations and procedures.

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
Board Appraisal			
D.5.5	Did the company conduct an annual performance assessment of the board of directors/commissioners and disclose the criteria and process followed for the assessment?	Needs improvement	The Company conducts performance and competency evaluations of the Board of Directors; however, the evaluation process has not been publicly disclosed.
Director Appraisal			
D.5.6	Did the company conduct an annual performance assessment of the individual directors/commissioners and disclose the criteria and process followed for the assessment?	Good	The Company conducts monthly KPI assessments and evaluates the competency and credibility of management personnel twice a year in accordance with internal regulations and procedures.
Committee Appraisal			
D.5.7	Did the company conduct an annual performance assessment of the board committees and disclose the criteria and process followed for the assessment?	Needs improvement	The Company conducts performance and competency evaluations of Board Committees; however, the evaluation process has not been publicly disclosed.
BONUS ITEMS			
(B)A. RIGHTS OF SHAREHOLDERS			
(B)A.1	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.		
(B)A.1.1	Does the company practice real time secure electronic voting in absentia at general meetings of shareholders?	Incomplete	The Company has not implemented this as previous General Meetings of Shareholders (GMS) were all eligible to be conducted in person.
(B)B. EQUITABLE TREATMENT OF SHAREHOLDERS			
(B)B.1	Notice of AGM		
(B)B.1.1	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	Good	The notice of invitation to the General Meeting of Shareholders is disclosed 62 days in advance.
(B)C.	Sustainability and Resilience		



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(B)C.1	Quality of Annual Report		
(B)C.1.1	Does the company disclose how it manages climate-related risks and opportunities?	Good	The Company discloses information in its Annual Report and Sustainability Report.
(B)C.1.2	Does the company disclose that its Sustainability Report / Sustainability Reporting is externally assured?	Good	The Company participates in the Corporate Sustainability Index (CSI) program organized by VCCI, and its Sustainability Report is aligned with the documentation submitted to this program.
(B)C.1.3	Does the company disclose the engagement channel with stakeholder groups and how the company responds to stakeholders' ESG concerns?	Good	The Company's Sustainability Report discloses contact information. Employees may provide feedback through internal communication channels. State authorities, independent assessors, investors, researchers, and other stakeholders may exchange opinions or inquiries with the Company via written correspondence, email, or direct meetings.
(B)C.1.4	Does the company have a unit / division / committee who is specifically responsible to manage the sustainability matters?	Good	The Company has established a Sustainability Committee under the Board of Directors.
(B)C.1.5	Does the company disclose board of directors/ commissioners' oversight of sustainability-related risks and opportunities?	Good	Disclosed in the Annual Report and the Board of Directors' Activity Report.
(B)C.1.6	Does the company disclose the linkage between executive directors and senior management remuneration and sustainability performance for the previous year?	Fail	The Company has not publicly disclosed certain information.
(B)C.1.7	Is the company's Whistle Blowing System managed by independent parties / institutions?	Good	The Company has installed an automated wastewater monitoring system that transmits data online directly to state regulatory authorities. The Company is also periodically and ad hoc assessed by independent third parties regarding social, environmental, and quality standards.
(B)D.	Disclosure and transparency		
(B)D.1	Quality of Annual Report		

NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(B)D.1.1	Are the audited annual financial report / statement released within 60 days from the financial year end?	Fail	The audited financial statements for FY2025 were disclosed on 24 March 2025, as follows: <ul style="list-style-type: none"> Within one (01) day from the audit signing date Within 84 days from the end of the financial year"
(B)E.	Responsibilities of the Board		
(B)E.1	Board Competencies and Diversity		
(B)E.1.1	Does the company have at least one female independent director/commissioner?	Good	One of the two independent Board members is female.
(B)E.1.2	Does the company have a policy and disclose measurable objectives for implementing its board diversity and report on progress in achieving its objectives?	Good	The Company Charter and Internal Corporate Governance Regulations clearly define the minimum number of independent and non-executive Board members required to ensure transparency and diversity.
(B)E.2	Board Structure		
(B)E.2.1	Is the Nominating Committee comprise entirely of independent directors/commissioners?	Fail	The Human Resources – Remuneration Committee comprises 2/3 independent Board members.
(B)E.2.2	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	Good	The Committee is responsible for reviewing application dossiers and verifying whether candidates or incumbent Board members meet the required standards and eligibility criteria.
(B)E.3	Board Appointments and Re-Election		
(B)E.3.1	Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/ commissioners?	Good	The Company issues notices enabling shareholders to exercise their rights to nominate and propose candidates for Board elections. When the Board introduces candidates, it conducts a search for qualified and suitable individuals, including those who are neither shareholders nor employees of the Company.



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NO.	QUESTIONS	RESULT	ASSESSMENT BASIS
(B)E.4	Board Structure & Composition		
(B)E.4.1	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners for a company with independent chairman?	Fail	The Chair of the Board of Directors is not an independent Board member. Independent and non-executive Board members together account for more than 50% of the total Board composition.
(B)E.5	Risk Oversight		
(B)E.5.1	Does the company disclose that its Board identified key risk in relation to information technology including disruption, cyber security, and disaster recovery, to ensure that such risks are managed and integrated into the overall risk management framework?	Good	<p>The Board of Directors recognizes potential risks that may impact systems, data, and business continuity in relation to cybersecurity, information security, and IT disruption. Accordingly:</p> <ul style="list-style-type: none"> In terms of organizational structure, the Board of Directors has established a Personal Data Protection Committee and assigned responsibilities to the Deputy CEO in charge of High Technology and the TRE Technology Solutions Branch to implement cybersecurity measures and mitigate IT-related risks. In terms of procedures, the Company has issued internal regulations and personal data protection policies applicable to employees, candidates, and customers to ensure data governance in accordance with hierarchical management and defined processes. The Company has submitted a personal data processing impact assessment dossier, including electronic data processing, to the Cybersecurity Authority.
(B)E.6	Board Performance		
(B)E.6.1	Does the company have a separate board level Risk Committee?	Yes	The Audit Committee under the Board of Directors is responsible for this function.
PENALTY ITEMS			
(P)A.	Shareholder Rights and Equal Treatment	Good	Full compliance.
(P)B.	Rights of Stakeholders	Good	Full compliance.
(P)C.	Disclosure and Transparency	Good	Full compliance.
(P)D.	Board Responsibilities	Good	Full compliance.

