

**VIET TIEN GARMENT CORPORATION**



**ANNUAL REPORT**

**YEAR 2024**



## **I. General information**

### **1. General information**

- Trading name: VIET TIEN GARMENT CORPORATION
- Business Registration Certificate No. 0300401524 for Joint Stock Company, initially issued by the Department of Planning and Investment of Ho Chi Minh City on 02/01/2008, with the 12th amendment issued on 06/08/2024.
- Charter capital: 441,000,000,000 VND
- Owner's Capital: 441,000,000,000 VND
- Head office address: 7 Le Minh Xuan Street, Ward 7, Tan Binh District, Ho Chi Minh City, Viet Nam
- Telephone: 84 - 028 38640800
- Website: [www.viettien.com.vn](http://www.viettien.com.vn)
- Stock symbol: VGG
- **Establishment and development process :**

#### **\* Year 1975 – 1985 :**

The precursor to Viet Tien Garment Corporation was a private garment enterprise named Thai Binh Duong Industry Company, trading as Pacific Enterprise. The enterprise operated with 65 household sewing machines and approximately 100 workers. After the liberation of South Vietnam, the State took over and nationalized the enterprise, placing it under the management of the Ministry of Light Industry (now the Ministry of Industry and Trade).

In November 1976, The Corporation was renamed Viet Tien Garment Enterprise, signifying "Vietnam moving forward."

#### **\* Year 1986 – 1995 :**

In 1986, the country underwent comprehensive renovation and reform, particularly in the economic sector: transitioning from a centrally planned economy to a multi-sector commodity economy; and from a centrally planned management model to a market-based economic management model.

Viet Tien leveraged existing resources to establish associates and joint ventures and partnerships with localities to address local employment and expand production scale and capacity in Ho Chi Minh City and southern provinces (Can Tho, Dong Nai, Ben Tre, Tien Giang); and formed joint ventures with foreign partners to establish companies supplying equipment and materials for the garment industry.

In February 1990, the Ministry of Industry issued a decision to transform Viet Tien from an Enterprise into Viet Tien Garment Company, marking a significant turning point.

In 1995, Viet Tien brand shirts began penetrating the domestic market. This was a golden milestone, marking a new turning point for Viet Tien. The origin of the "Viet Tien" brand shirts, along with their development, has created the prestige and reputation of Viet Tien today.

#### **\* Year 1996 – 2007:**

The year 1996 marked the maturation of a brand. With the fundamental mission of consolidating internal force for integration and development, Viet Tien strengthened its management practices to ensure it was standardized, accurate, and timely. Along with the improvement in machinery came the development of human resources. The workforce increased significantly compared to the previous period.

The Corporation continued to establish its subsidiaries and associates in Tien Giang, Ninh Thuan, Binh Thuan, Vinh Long, and Dong Nai to expand production capacity, contribute to local economic development and employment generation.

The integration and development phase also marked the beginning of the brand development and domestic distribution channel development period.

In 2007, the Ministry of Industry issued a decision to transform Viet Tien from a Company into a Corporation.

**\* From 2008 to present :**

Implementing the State's Decision on equitization, in January 2008, Viet Tien Garment Corporation officially commenced operations under the model of a Joint Stock Company.

This period marks a comprehensive development in both infrastructure and human resources. Strengthening management, heavily investing in improving working conditions and environment. Restructuring the organizational structure of departments and factories. Aggressively investing in the utilization of modern specialized machinery and equipment and the implementation of advanced technologies, especially LEAN technology. This technology created a breakthrough in increasing labor productivity.

Consolidating and expanding the distribution channel system. Investing in brand upgrades, opening new stores and dealerships with larger scales and modern decoration designs. Diversifying the range of products with multiple lines from office to casual, sportswear, product lines for women and children.

Currently, Viet Tien possesses five professionally developed brands, serving various market segments, specifically:

- The **Viettien brand** represents the standard for men's office fashion, embodying a polite encompassing products such as shirts, trousers, khaki pants, suits, ties, belts, wallets, etc. Viettien products are commonly utilized in settings demanding significant interpersonal interaction, such as conferences, seminars, offices, agencies, enterprises, and negotiations with clients and partners.

- **Viettien Smart Casual** is a casual fashion brand designed for men in relaxed settings such as work, city strolls, shopping, traveling, sports, etc. Complementing the practicality and comfort of the Viettien brand, this line offers products including shirts, khaki pants, jeans, t-shirts, sportswear, shorts, jackets, sweaters, underwear, boxer shorts, undershirts, and socks.

- **San Sciaro**, an upscale Italian-style men's fashion brand of international stature, is tailored for entrepreneurs, managers, leaders, successful and sophisticated individuals. This product range comprises shirts, formal trousers, suits, khaki pants, t-shirts, ties, and various accessories. San Sciaro proudly contributes to the prosperity and interconnectedness of the Vietnamese business community.

- **Viettien Women**, an elegant, modern, and sophisticated women's fashion brand, targets female consumers between the ages of 24 and 40, catering to settings including office wear, strolls, shopping, and evening events. Its products encompass dresses, skirts, suits, and an array of fashionable apparel.

- **Viettien Kids**, a brand designed for children aged 2 to 11, offers fashionable apparel such as T-shirts, polo shirts, shirts, casual vests, shorts, long pants, dresses, skirts, and more. Viettien Kids provides boys and girls with dynamic and comfortable outfits boasting diverse styles, vibrant patterns, and high-quality embroidered prints, suitable for playtime, parties, and other activities, fostering their youthful charm.

**2. Business lines and locations of the business:**

- Main production-business lines: Production and trading of various textile and garment products.

- Locations of the business: The Corporation's garment product market includes both domestic and international markets.

+ Export market: The Corporation primarily exports to markets such as Japan, the US, the EU, and several others.

+ Domestic market: The Corporation's products are distributed nationwide via a distribution channel system comprised of Viettien House stores and a dealer network.

### 3. Information about governance model, business organization and managerial apparatus

#### - Governance model:

The Corporation operates under the Joint Stock Company model, adhering to the stipulations of the Law on Enterprises and other relevant legal provisions.

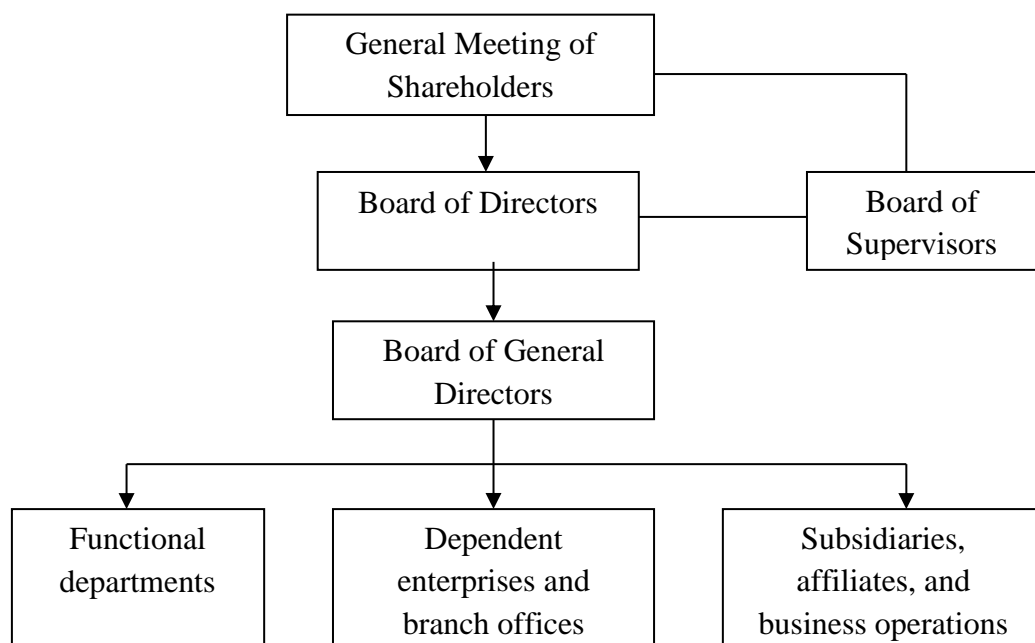
**General Meeting of Shareholders:** comprised of all shareholders with voting rights, constitutes the highest decision-making body of the Corporation.

**Board of Directors:** the strategic steering committee, directing all facets of the Corporation's operations, wielding full authority on behalf of the Corporation to resolve all matters pertaining to the Corporation's objectives and interests, excluding matters under the jurisdiction of the General Meeting of Shareholders.

**Board of Supervisors:** a body elected by the General Meeting of Shareholders. The Board of Supervisors is tasked with auditing the legitimacy and rationality of business operations and financial statements of the Corporation.

**Board of General Directors:** the Executive Officer responsible for the Corporation's daily operations and accountable to the Board of Directors for executing assigned duties and rights.

#### - Management structure



**Subsidiaries, associated companies:**

- Nam Thien Garment Company Limited  
Address: Tan Binh Industrial Park, Tan Phu District, Ho Chi Minh City  
Main production-business field: Garment production-business  
Charter capital contributed: 6,800,000,000 VND  
Benefit rate: 83.55%
- Tien Thuan Garment Company Limited  
Address: 16/4 Street, My Binh Ward, Phan Rang – Thap Cham City, Ninh Thuan Province  
Main production-business field: Garment production-business  
Charter capital contributed: 16,500,000,000 VND  
Benefit rate: 82.50%
- Thuan Tien Garment Company Limited  
Address: Phan Thiet Industrial Park, Ham Liem Commune, Ham Thuan Bac District, Binh Thuan Province  
Main production-business field: Garment production-business  
Charter capital contributed: 16,500,000,000 VND  
Benefit rate: 82.50%
- Viet Hong Garment Export Company Limited  
Address: 425B Nguyen Dinh Chieu, Ward 8, Ben Tre City, Ben Tre Province  
Main production-business field: Garment production-business  
Charter capital contributed: 2,500,000,000 VND  
Benefit rate: 66.78%
- Viet Thinh Garment Joint Stock Company  
Address: 58 Thoai Ngoc Hau, Hoa Thanh Ward, Tan Phu District, Ho Chi Minh City  
Main production-business field: Garment production-business  
Charter capital contributed: 13,125,000,000 VND  
Benefit rate: 25.24%
- Vinh Tien Garment Joint Stock Company  
Address: 1A Hung Dao Vuong, Ward 1, Vinh Long Town, Vinh Long Province  
Main production-business field: Garment production-business  
Charter capital contributed: 5,850,000,000 VND  
Benefit rate: 26%
- Viet Khanh Company Limited  
Address: Hoa Phuc Hamlet, Hoa Khanh Commune, Cai Be District, Tien Giang Province  
Main production-business field: Garment production-business  
Charter capital contributed: 10,000,000,000 VND  
Benefit rate: 40%

- Viet Long Giang Garment Joint Stock Company  
Address: National Highway 91, Binh Hung Area, Phuoc Thoi Ward, O Mon District, Can Tho City  
Main production-business field: Garment production-business  
Charter capital contributed: 5,000,000,000 VND  
Benefit rate: 25%
- Viet Tan Garment Joint Stock Company  
Address: My Can Hamlet, Nhi My Commune, Cai Lay District, Tien Giang Province  
Main production-business field: Garment production-business  
Charter capital contributed: 1,399,000,000 VND  
Benefit rate: 34.98%
- Cong Tien Garment Joint Stock Company  
Address: 27 Mac Van Thanh, Ward 3, Go Cong Town, Tien Giang Province  
Main production-business field: Garment production-business  
Charter capital contributed: 5,960,000,000 VND  
Benefit rate: 28.38%
- Tay Do Garment Joint Stock Company  
Address: 73 Mau Than, An Hoa Ward, Ninh Kieu District, Can Tho City  
Main production-business field: Garment production-business  
Charter capital contributed: 6,415,500,000 VND  
Benefit rate: 45.83%
- Viet Long Hung Garment Company Limited  
Address: Hung Thanh Hamlet, Long Hung Commune, Go Cong Town, Tien Giang Province  
Main production-business field: Garment production-business  
Charter capital contributed: 8,000,000,000 VND  
Benefit rate: 40%
- Viet Hung Joint Stock Company  
Address: 206 National Highway 22, Trung My Tay Ward, District 12, Ho Chi Minh City  
Main production-business field: Garment production-business  
Charter capital contributed: 17,500,000,000 VND  
Benefit rate: 35%
- Tien Tien Garment Joint Stock Company  
Address: 234 Quarter 6, Ward 9, My Tho City, Tien Giang Province  
Main production-business field: Garment production-business  
Charter capital contributed: 17,647,200,000 VND  
Benefit rate: 33.3%
- Dong Tien Joint Stock Company  
Address: Amata Industrial Park, Long Binh Ward, Bien Hoa City, Dong Nai Province  
Main production-business field: Garment production-business  
Charter capital contributed: 14,951,250,000 VND  
Benefit rate: 26.06%

- Binh Thang Development Investment Joint Stock Company  
Address: 10 Nguyen Hue, District 1, Ho Chi Minh City  
Main production-business field: Construction of civil engineering works  
Charter capital contributed: 10,088,400,000 VND  
Benefit rate: 31.53%
- Viet Thuan Polyester Button Manufacture Joint Venture Co.,Ltd  
Address: 104/4 Yen The, Ward 2, Tan Binh District, Ho Chi Minh City  
Main production-business field: Polyester button production-business  
Charter capital contributed: 2,371,195,263 VND  
Benefit rate: 40%
- Binh An Garment Textile Material Accessories Joint Stock Company  
Address: Quarter 1, Linh Trung Ward, Thu Duc City, Ho Chi Minh City  
Main production-business field: Garment textile material accessories production-business; fabric printing and dyeing processing  
Charter capital contributed: 23,138,840,000 VND  
Benefit rate: 20.85%
- Viet Tien Dong A Corporation  
Address: Vinatex Tan Tao Industrial Park, Nhon Trach District, Dong Nai Province  
Main production-business field: Leasing of workshops, warehouses, and offices  
Charter capital contributed: 15,000,000,000 VND  
Benefit rate: 25%
- Tagtime Viet Tien Company Limited  
Address: Binh An Textile and Garment Industrial Park, Binh Thang Ward, Di An Town, Binh Duong Province  
Main production-business field: Production and business of various labels  
Charter capital contributed: 2,450,000,000 VND  
Benefit rate: 49%
- Thu Duc Engineering Corporation  
Address: 219 Le Van Chi, Linh Trung Ward, Thu Duc City, Ho Chi Minh City  
Main production-business field: Mechanical processing and manufacturing  
Charter capital contributed: 5,418,000,000 VND  
Benefit rate: 25.8%
- Ninh Thuan General Joint Stock Company  
Address: No. 02, 21/8 Street, My Huong Ward, Phan Rang - Thap Cham City, Ninh Thuan Province  
Main production-business field: Trading gasoline, oil, gas, restaurants, hotels  
Charter capital contributed: 3,675,977,500 VND  
Benefit rate: 34.98%
- Viet Thai Tech Company Limited  
Address: Binh An Textile and Garment Industrial Park, Binh Thang Ward, Di An Town, Binh Duong Province  
Main production-business field: Fabric printing  
Charter capital contributed: 2,823,750,000 VND  
Benefit rate: 25%

#### **4. Development orientations**

##### **Main objectives of The Corporation**

- Building a Corporation oriented towards multi-sectoral business and service operations, with garment activities as the core; diversifying markets, customers, and product types for both export and domestic markets.
- Achieving high production efficiency, continuously improving management quality, innovating technology, taking care of employees' lives, and being socially responsible.

##### **Development strategies in medium and long term**

- Building a dynamic, creative, efficient Corporation with a strong brand, gradually exporting Viet Tien branded products to regional and international markets.
- Strengthening organizational operations according to the Parent Company - Subsidiary Company model with automated, advanced production technology, modern equipment, and energy saving following the trend of greening production-business activities.
- Gradually reducing the production of processing orders, focusing on FOB production. Step by step moving towards higher production methods in the garment value chain (ODM, OBM) at the appropriate time.

##### **Sustainable development goals**

- Providing a safe and healthy working environment with advanced technology and environmental sustainability.
- Focusing on caring, ensuring full employment and stable income for employees, retaining customers and markets to maintain production capacity.
- Complying with environmental protection laws and ensuring environmental standards in production and business activities.
- Engaging in contribution, sharing hardships, and supporting the growth of the local economy.

#### **5. Risks:**

##### **Risks related to global fluctuations**

In recent years, the global economic landscape has experienced many unpredictable fluctuations with imminent threats of war, geopolitical conflicts, inflation, and a fiercely competitive environment. As a company whose main activity is in the field of garment export, the Corporation's production and business activities are also significantly affected by the global instability.

##### **Labor risks**

The textile and garment industry is characterized by its labor-intensive nature. Attracting and training skilled human resources and retaining employees for the long term remains a challenge for The Corporation, especially in the context of increasingly fierce competition for labor within the industry. Labor costs tend to increase while production prices tend to decrease. Maintaining competitiveness is a challenge for The Corporation.

##### **Material risks**

Some of the raw materials used for the Corporation's production are imported from abroad. Therefore, The Corporation may face risks when global material prices fluctuate abnormally, leading to increased raw material prices. This requires The Corporation to have a reasonable supply and material reservation policy to minimize risks from material price instabilities.

## Legal risks

The stability of the political system, laws, and policies significantly influences the stability and development capacity of economic sectors in general and the textile and garment industry in particular. The Corporation's operations are governed by the Vietnamese legal system, including the Enterprise Law, the Investment Law, tax policies, customs, and other relevant laws. Thus, any changes in the legal framework can impact The Corporation's operations.

In addition, during the integration process, textile and garment enterprises also face increasing trade barriers from many major import markets with new mandatory regulations related to human rights and environmental due diligence in the supply chain, regulations on eco-design, recycled products, textile waste treatment, etc.

## Environmental risks

The protection of the environment constitutes not only a responsibility but also an indispensable prerequisite for the sustained development of enterprises. Internationally, a challenge for businesses in the industry is meeting origin and sourcing requirements for production materials, while also having to demonstrate social responsibility towards public health. Furthermore, Vietnam's textile and garment industry is subject to strict regulations regarding environmental protection.

## II. Operations in the Year

### 1. Situation of production and business operations

#### a/ Consolidated Production-Business Results for 2024

Unit: Billion VND

Indicator	Year 2023	Year 2024	% Growth
Net Revenue	8,605.95	9,753.09	13%
Total Profit Before Tax	230.89	430.35	86%
Profit After Tax	191.15	363.61	90%
Profit After Tax of the Parent Company	191.21	350.97	84%

Net revenue in 2024 reached 9,753 billion VND, an increase of 13% compared to 2023.

Profit before tax in 2024 reached 430,35 billion VND, an increase of 86% compared to 2023.

Achieving these results is thanks to the efforts and determination of all employees and the decisive direction of the Board of Management.

#### b/ Production-Business Results of the Parent Company Compared to the Plan:

Unit: Billion VND

Indicator	2024 Plan	2024 Implemented	% Implemented / Plan
Net Revenue	8,360	9,749	116.6%
Profit before tax	200	303.7	151.8%
Profit after tax		248.2	

In 2024, the Corporation efforted to complete and exceed the production-business plan set by the 2024 Annual General Meeting of Shareholders. Specifically, the Parent Company's net revenue in 2024 reached 9,749 billion VND, exceeding the plan by 16.6%; profit before tax reached 303.7 billion VND, exceeding the plan by 51.8%.

## **2. Organization and Human resource**

### **2.1 List of the Board of Management**

#### **a/ Directly management at the Parent Company**

- **Mr. Bui Van Tien**  
Position: General Director - Member of the BoD  
Year of birth: 1964  
Qualification: Bachelor of Economics  
Percentage of share ownership: 0.47%
- **Mr. Tran Minh Cong**  
Position: Deputy General Director - Member of the BoD  
Year of birth: 1966  
Qualification: Bachelor of Finance and Accounting  
Percentage of share ownership: 0.55%
- **Mr. Phan Van Kiet**  
Position: Deputy General Director - Member of the BoD  
Year of birth: 1963  
Qualification: Master of Business Administration  
Percentage of share ownership: 1.6%
- **Ms. Nguyen Tram Anh**  
Position: Chief Accountant  
Year of birth: 1967  
Qualification: Bachelor of Finance and Accounting  
Percentage of share ownership: 0.6%
- **Mr. Ngo Thanh Phat**  
Position: Chief Executive Officer  
Year of birth: 1967  
Qualification: Bachelor of Business Administration  
Percentage of share ownership: 0.07%
- **Ms. Le Thi Hong Yen**  
Position: Chief Executive Officer  
Year of birth: 1967  
Qualification: General University  
Percentage of share ownership: 0.14%
- **Mr. Nguyen Ngoc Trung**  
Position: Chief Executive Officer  
Year of birth: 1966  
Qualification: Associate Degree in Business Administration  
Percentage of share ownership: 0.06%
- **Mr. Nguyen Tuan Phuong**  
Position: Chief Executive Officer  
Year of birth: 1973  
Qualification: Bachelor of National Economics - Development Economics  
Percentage of share ownership: 0.1%

**b/ Management at member companies**

- **Mr. Nguyen Thanh Diep**  
Position: Deputy General Director  
Year of birth: 1965  
Qualification: Bachelor of Statistics  
Percentage of share ownership: 0.13%
- **Mr. Ngo Van Kha**  
Position: Deputy General Director  
Year of birth: 1972  
Qualification: Bachelor of Garment Technology  
Percentage of share ownership: 0.08%
- **Mr. Ngo Xuan Thuyen**  
Position: Chief Executive Officer  
Year of birth: 1966  
Qualification: Bachelor of Credit Finance  
Percentage of share ownership: 0.08%
- **Mr. Nguyen Van Hoang**  
Position: Chief Executive Officer  
Year of birth: 1966  
Qualification: Bachelor of Business Economics  
Percentage of share ownership: None
- **Mr. Tran Van Dung**  
Position: Chief Executive Officer  
Year of birth: 1973  
Qualification: Bachelor of Business Administration  
Percentage of share ownership: None

**2.2 Employee policy**

- The Corporation's salary, bonus, and benefits policy aims to incentivize long-term employment, especially for skilled and professional workers
- The Corporation rewards individuals and teams for achievements and initiatives that boost operational and business effectiveness
- Employees are legally contracted and receive direct, full, and timely payment of wages.
- Participating in social insurance, health insurance, and unemployment insurance for employees in accordance with legal regulations; ensuring the legitimate rights and interests of employees.
- Annual periodic health check-ups are organized for all employees.
- During the year, The Corporation ensures adequate jobs and income for employees. The average income of employees at The Corporation in 2024 reached 12.5 million VND per person per month

### 3. Investment implementation

Total investment value in 2024: 27.5 billion VND

- Procurement of machinery and equipment 16.5 billion VND
- Infrastructure repair and maintenance 4.07 billion VND
- Constructing a showroom combined with a warehouse and office at 458 Minh Khai, Hanoi 6.93 billion VND (Construction in progress)

### 4. Financial situation

#### Financial situation (Consolidated Report)

Unit: Billion VND

Indicators	Year 2023	Year 2024	Percentage increase/decrease
Total assets	4,960.64	5,292.05	6.7%
Net revenue	8,605.95	9,753.09	13%
Profit from operating activities	216.93	425.97	96%
Other profit	13.96	4.39	(68)%
Profit before tax	230.89	430.36	86%
Profit after tax	191.15	363.61	90%

#### Major financial indicators

Indicators	Year 2023	Year 2024
<b>1. Solvency ratio</b>		
+ Current Ratio	1.28	1.33
+ Quick Ratio	0.88	0.84
<b>2. Capital structure ratio</b>		
+ Debt/Total assets ratio	0.60	0.59
+ Debt/Owner's Equity ratio	1.48	1.43
<b>3. Operation capability ratio</b>		
+ Inventory turnover	5.5	6.5
+ Total assets turnover	1.6	1.9
<b>4. Profitability</b>		
+ Profit after tax/Net revenue Ratio	2.22%	3.73%
+ Profit after tax/ total capital Ratio	9.54%	16.68%
+ Profit after tax/ Total assets Ratio	3.85%	6.87%
+ Profit from business activities/ Net revenue Ratio	2.52%	4.37%

## 5. Shareholders structure. change in the owner's equity

### Shares

- Total outstanding shares: 44,100,000 shares
- Type of share: Ordinary
- Total par value: 441,000,000,000 VND
- Number of freely transferable shares: 44,100,000 shares

### Shareholders structure

Shareholder	Number of shares	Percentage (%)
<b>1/ Classification by ownership percentage</b>	<b>44,100,000</b>	<b>100 %</b>
- Major shareholders	31.940.803	72.43 %
- Minority shareholders	12.159.197	27.57 %
<b>2/ Classification by institutional and individual shareholders</b>	<b>44.100.000</b>	<b>100 %</b>
- Institutional shareholders	36.400.203	82.54 %
- Individual shareholders	7.699.797	17.46 %
<b>3/ Classification by domestic and foreign shareholders</b>	<b>44.100.000</b>	<b>100 %</b>
- Domestic shareholders	37.453.352	84.93 %
- Foreign shareholders	6.646.648	15.07 %
<b>4/ Classification by state and other shareholders</b>	<b>44.100.000</b>	<b>100 %</b>
- State shareholders	-	-
- Other shareholders	44.100.000	100 %

The foreign shareholder's maximum percentages : 49%

### Change in the owner's equity:

Time	Number of additional shares issued	Additional issuance value (VND million)	Charter capital after issuance (VND million)	Method of capital increase	Authority approving the capital increase
Jan 2008			230,000	Initial capital after equitization	Ministry of Industry and Trade
Dec 2011	5,000,000	50,000	280,000	Offering shares to existing shareholders and strategic investors	SSC
Mar 2016	14,000,000	140,000	420,000	Converting bonds into shares (converting 1,400,000 bonds issued to existing shareholders at a conversion price of 10,000 VND/share)	SSC
Mar 2017	2,100,000	21,000	441,000	Employee stock ownership plan	SSC

d) Transaction of treasury stocks: None

e) Other securities: None

## **6, Environment-Social-Governance (ESG) Report of The Corporation**

### **Environmental impact**

Developing a low-carbon economy, aiming towards net-zero emissions by 2050, has become an inevitable global development trend. At COP26, Vietnam announced a roadmap for greenhouse gas emission reduction. Implementing this roadmap requires comprehensive solutions.

In order to respond to climate change and move towards the goal of sustainable development, the Corporation has been implementing and is continuing to implement many practical solutions to minimize greenhouse gas emissions in its production and business operations, such as :

- Using resources economically and efficiently :
- Optimizing energy usage: Utilizing high-performance, energy-saving equipment and machinery; Upgrading lighting systems to LED and using automatic sensors in factories and offices; Real-time management of electricity consumption to detect and adjust unreasonable consumption points
- Install automatic handwash and water-saving flush systems in restrooms; regular maintenance of water equipment to prevent leaks
- Renewable energy application: Investing in and installing rooftop solar panels at factories
- Production and material optimization : Implementing cleaner production, reducing material waste and by-products; Transitioning to eco-friendly, low-emission materials
- Effective waste management : Collecting, sorting, and treating waste as regulated, minimizing landfill greenhouse gas emissions
- Tree planting is a highly effective approach to mitigating the greenhouse effect, as trees absorb CO<sub>2</sub> during photosynthesis. The Corporation has implemented tree planting initiatives on its grounds, which serve to enhance the landscape while also reducing the detrimental impacts of dust and CO<sub>2</sub> on the environment.

### **Management of raw materials**

With the aim of achieving sustainable development and reducing adverse environmental effects, the Corporation emphasizes raw material management

- Establish and monitor production processes to minimize production defects and avoid waste
- Seeking and increasing the use of environmentally friendly raw materials, prioritizing the use of materials with environmental safety certifications such as OEKO-TEX, GRS (Global Recycle Standard), RCS (Recycled Claim Standard); Gradually transitioning to recycled, renewable, or biodegradable materials to reduce the burden on the ecosystem

### **Energy consumption:**

- Energy consumption: primarily electricity consumption
- The Corporation utilizes the national power grid

Electricity conservation measures and programs:

- Providing training to enhance awareness of electricity conservation for all employees
- Utilizing LED lights as a replacement for fluorescent lights

- Using energy-efficient motors to replace older mechanical motors, thereby increasing machine work efficiency and conserving energy
- Investing in and developing intelligent power management equipment and intelligent electricity usage monitoring and control devices
- Regularly maintaining and servicing machinery and equipment to minimize electricity consumption
- Maintaining electricity conservation programs, such as: limiting the use of electrical devices when unnecessary; turning off electrical devices when not in use, automatically adjusting air conditioner temperature, etc
- The Corporation has implemented solar renewable energy, estimated to meet approximately 10% of the total electricity consumed in production

### **Water consumption**

- Water supply source: The Corporation utilizes municipal water

Water conservation measures :

- Regularly inspecting, maintaining, repairing, and replacing water-using equipment to prevent water leakage and waste
- Installing automatic handwashing systems and water-saving flushing systems in restroom areas
- Installing an automatic irrigation system to replace traditional watering
- Providing training to raise awareness about clean water conservation for all employees

### **Waste Management**

- Hazardous waste and general waste are identified, categorized, collected, transported, and treated in accordance with legal regulations, ensuring no adverse impact on the surrounding environment. The Corporation has a contract with a qualified unit for waste collection, transportation, and treatment as per regulations
- Classifying waste at the source, separating non-recyclable and recyclable waste
- Implementing training and instruction on waste sorting at the source and waste reduction
- Educating employees to limit the use of single-use items. Encouraging the use of reusable specialized tools. Designing and maximizing the utilization of auxiliary materials

### **Compliance with the law on environmental protection**

The Corporation consistently adheres to environmental protection laws by minimizing waste discharge and pollution prevention (mitigating impacts on air emissions, waste, hazardous materials, and other associated environmental risks). During the year, The Corporation faced no penalties for violating environmental regulations

### **Policies related to employees:**

Labor policies are designed to ensure the health, safety, and well-being of employees

- The Corporation promotes a friendly work environment and facilitates opportunities for employees' career advancement
- Safe and healthy working conditions are provided to prevent work-related injuries and illnesses

- The Corporation consistently prioritizes employee well-being, providing lunch, Unions at all levels provide timely support to those in need, offering encouragement and visiting employees during illness
- The Corporation meticulously applies, consistently maintains, and continuously improves the Corporate Social Responsibility and Environmental Management System

### **Employee training**

The Corporation emphasizes training to cultivate and enhance employees' management capabilities and professional skills

- Average training hours per year: 16 hours/person/year
- To support employees in maintaining employability and fostering career development, the Company provides skill enhancement and continuous learning initiatives through both direct and online training formats:
  - Providing orientation training for new employees; Conducting regular training on procedures policies, and practices related to the Labor Code, Collective Labor Agreement, salary, benefits, Safety, Health, and Environment,
  - Guiding employees on the use and operation of various machinery and equipment to serve the Corporation's production activities
  - Offering soft skills training, professional skills training, management skills training, and other internal training courses...

### **Report on responsibilities to the local community**

Beyond its core business activities, the Corporation consistently recognizes its responsibility towards the community. The Corporation has actively contributed to and supported community development through initiatives such as: job creation, educational and healthcare support, ongoing implementation of gratitude programs, providing care for Vietnamese Heroic Mothers, the annual rice support program for the Tan Dinh Mental Health Care Center, the continued voluntary blood donation program, and contributions to aid those affected by Typhoon Yagi...

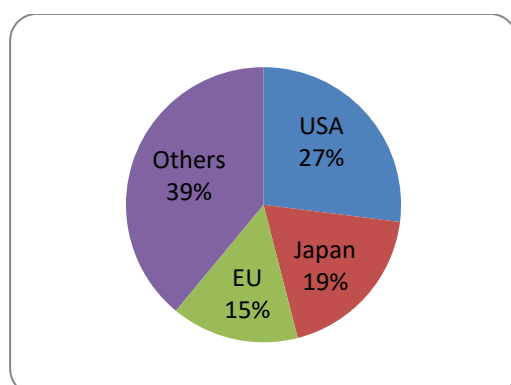
## **III. Report and assessment by the Board of General Directors**

### **1. Assessment of operating results (Consolidated)**

In 2024, despite facing numerous challenges stemming from global political instability and inflation, the Board of Management and all employees of the Corporation demonstrated unwavering determination, achieving the following results:

- Total Revenue : 9,753 billion VND, increased by 13% compared to the same period
- Profit before tax : 430 billion VND, increased by 86% compared to the same period

The Corporation's 2024 export market structure:



## 2. Financial situation

No,	Indicator	Unit	Year 2023	Year 2024	Comparison	
					Absolute	Relative
<b>A</b>	<b>Consolidated business results</b>					
1	Total revenue	Billion VND	8,605.95	9,753.09	1,147.14	113.3%
2	Profit before tax	Billion VND	230.89	430.36	199.47	186.4%
3	Profit after tax	Billion VND	191.15	363.61	172.46	190.2%
4	Profit after tax of the Parent Company	Billion VND	191.21	350.97	159.76	183.5%
5	Basic earnings per share	VND	3,486	6,613	3,127	189.7%
<b>B</b>	<b>Assets and Resources</b>					
<b>1</b>	<b>Total assets</b>	Billion VND	<b>4,960.64</b>	<b>5,292.05</b>	<b>331.41</b>	<b>106.7%</b>
a	Short-term assets	"	3,724.54	4,077.15	352.61	109.5%
b	Long-term assets	"	1,236.09	1,214.90	-21.19	98.3%
<b>2</b>	<b>Total resources</b>	"	<b>4,960.64</b>	<b>5,292.05</b>	<b>331.41</b>	<b>106.7%</b>
a	Liabilities	"	2,957.50	3,112.60	155.10	105.2%
	- Short-term liabilities	"	2,895.29	3,062.37	167.08	105.8%
	- Long-term liabilities	"	62.21	50.23	-11.98	80.7%
b	Owner's Equity	"	2,003.14	2,179.45	176.31	108.8%
	. Share capital	"	441.00	441.00	-	100.0%

The financial standing remains stable, exhibiting a sound financial structure. Key indicators of debt, borrowing, liquidity, asset utilization and equity are all within safe limits.

As of 31/12/2024, the total consolidated assets amounted to 5,292 billion VND, reflecting a 6.7% increase compared to the end of 2023.

Short-term assets reached 4,077.15 billion VND, increase 9.5%. The Corporation maintained flexible and secure cash flow management, ensuring sufficient capital resources for production and business needs.

Long-term assets reached 1,214.9 billion VND, exhibiting a 1.7% reduction, mainly due to the depreciation of fixed assets.

Total liabilities reached 3,112.6 billion VND, indicating a 5.2% increase. The Corporation maintains a reasonable and strict payment policy with its suppliers, aligned with The Corporation's operating conditions. The current ratio in 2024 was 1.33, exceeding 1, demonstrating the enterprise's secure short-term debt repayment capacity.

Owner's equity amounted to 2,179.45 billion VND, demonstrating a 8.8% increase, mainly attributed to positive production-business outcomes.

### **3. Improvements in organizational structure, policies and management**

- The Corporation continues to maintain and enhance its production technology improvement efforts following Lean methods and the 5S program, establishing Kaizen teams for units throughout the system with the aim of promoting increased labor productivity, stable product quality and increased income for employees
- Enhancing the quality control and management of goods.
- Reorganizing the structure and operational model of the business units, focusing on underperforming units.
- Invest deeply in specialized machinery and equipment, automation devices for production.
- Invest in implementing information technology for organizational operations, production management, and material and goods management through GSD software - Production Flow.
- In 2024, the Corporation appointed 32 officials at all levels and appointed and trained 14 officials at all levels. including:
  - Parent Corporation: appointed 15 officials at all levels and appointed and trained 05 officials at all levels.
  - Member companies: appointed 17 officials at all levels and appointed and trained 09 officials at all levels.
- Maximize the effective use of overtime in accordance with regulations
- Continue to implement comprehensive cost reductions. prioritize caring for employees. retaining customers and markets to ensure the maintenance of production capacity
- Maintain internal reviews of the quality management system, the Environment, Safety and Health (ESH) system. fire prevention and fighting safety, etc.

### **4. Development plans in future:**

- Restructure production and business activities at the Corporation and member companies, research investment in new business fields to support the garment industry, exploit the internal market and the supply chain system.
- Continue to organize, implement and evaluate the effectiveness of production management activities at the companies through MI, CI, etc
- Organize an assessment and replanning of all premises, workshops, and warehouses within the entire system, and propose solutions for effective utilization : Efficiently arrange the utilization of vacant spaces, ensure strict legality during the transition
- Apply all software programs in production management and operation
- Conducting online sales on e-commerce platforms and social media platforms

5, Explanation of the Board of Management for auditor's opinions: None (because the audit opinion is unqualified),

### **6, Assessment Report related to environmental and social responsibilities of The Corporation**

#### **Assessment concerning the environmental indicators**

The Corporation prioritizes controlling environmental impacts and minimizing risks through strict monitoring of emissions, resource use, and waste treatment. Regular environmental

indicator assessments ensure legal compliance and support sustainable development and continuous production improvement.

The Corporation conducts regular environmental monitoring at locations producing wastewater, gaseous emissions and noise. Monitoring outcomes indicate that parameters like COD, BOD, TSS, and pH in treated effluent are consistently within the limits specified by national technical standards. Air emission volumes are supervised and kept stable, remaining below permissible thresholds. Noise, lighting and vibration levels within the factory premises are also managed to guarantee employee safety and well-being.

Additionally, the Corporation has implemented energy and resource efficiency measures, including: a gradual switch to energy-saving LEDs, installation of electricity/water meters in production areas for monitoring and timely adjustments and promoting energy saving among employees.

Waste collection, sorting, and disposal are diligently implemented. Waste is segregated at the point of generation and sent for treatment at authorized facilities in compliance with regulations.

### **Assessment concerning the labor issues**

The Company fully complies with all employee-related policies : Salary, bonuses, benefits and employee welfare (working hours, health insurance, social insurance, etc,) adhere to State regulations and Labor Law.

The Company places a high priority on recruitment, training, and career advancement programs, To ensure job security, it continues to maintain and effectively execute policies related to employee salaries, bonuses, and overall income.

A safe and healthy working environment is provided

International standards and programs achieved by the Corporation:

- ISO 9001:2015 Quality Standard
- SA 8000:2014 Social Accountability Standard
- Better Work Vietnam Program
- Social Labor Convergence Program (SLCP)
- Higg Index vFEM Environmental Program
- Global Recycled Standard (GRS)
- Responsible Down Standard (RDS)
- Global Security Verification Program

### **Assessment concerning the corporate responsibility for the local community**

Throughout 2024, alongside its intensified production and business operations, the Corporation consistently prioritized social welfare initiatives. The Corporation and its entire workforce continued their strong commitment and made significant contributions to assist communities facing hardships caused by natural disasters and floods; they also maintained gratitude programs, the voluntary blood donation drive, healthcare assistance, and more

## **IV. Assessments of the Board of Directors on The Corporation's operation**

### **1. Assessments of the Board of Directors on The Corporation's operation**

#### **Business performance results for 2024**

The Corporation achieved the targets outlined by the General Meeting of Shareholders through the close oversight of the Board of Directors, the proactive, decisive, and adaptable leadership of the management team, and the collective, determined efforts of all its employees

- Parent Company's total revenue reached 9,749 billion VND, exceeding the plan by 16.6% and increasing by 13% over the same period.
- Profit before tax: 303.7 billion VND, surpassing the plan by 51.8% and rising by 44% compared to the same period.
- Average labor: 4,309 people, a decrease of 4% compared to the same period (a reduction of 181 people).
- Average income: 12.5 million VND/person/month, a 8.1% increase compared to the same period.

#### **Activities related to the environment and society:**

- Sustainable development is one of the goals that the Corporation aims for to meet the increasingly high requirements from customers.
- The Corporation always strictly complies with the environmental protection regulations of the Law.

### **2. Assessment of Board of Directors on Board of Management's performance**

The Board of Directors conducted rigorous and regular oversight of the Executive Board, adhering to the Corporation's Charter

The Board of Directors commends the Executive Board for its management of production and business activities in 2024. The Board of Directors expresses utmost confidence in the leadership capabilities and ethical qualities of the Executive Board members.

The Board of Management has fully and promptly provided the Board of Directors with information on the Company's business situation and operations, issues related to financial activities, market research and development, scientific and technological research on digital transformation, and internal control work.

The Management Board has complied with the 2024 Shareholders' Meeting Resolution and the Board of Directors' guidelines in organizing business operations; They have also adhered to current corporate governance laws and disclosed information fully, accurately, transparently, and promptly

### **3. Plans and orientations of the Board of Directors**

- Continuing to maintain stability and consolidate organizational operations according to the Parent Company-Subsidiary model with automated and advanced production technology, modern and energy-saving equipment.
- Developing a plan for multi-sectoral business service activities, focusing on garment activities, Developing solutions to diversify markets, customers, and types of goods for both export and domestic markets.
- To establish the Corporation as a dynamic, innovative, and efficient organization with a powerful brand, progressively exporting products under the Viet Tien brand to regional and global markets.
- Developing a strategic direction for technology and digital governance.

## V. Corporate Governance

### 1. Board of Directors

No.	Name	Position	Executive/Non-executive	Percentage of Share Ownership
1	Mr, Vu Duc Giang	Chairman	Non-executive	0.36%
2	Mr, Nguyen Dinh Truong	Board of Directors' members	Non-executive	0.83%
3	Mr, Bui Van Tien	Board of Directors' members	Executive	0.47%
4	Mr, Tran Minh Cong	Board of Directors' members	Executive	0.55%
5	Mr, Phan Van Kiet	Board of Directors' members	Executive	1.60%

Number of positions held by each Board of Directors' members in other companies:

**- Mr. Vu Duc Giang**

Chairman of the Board of Directors of Garment 10 Corporation - Joint Stock Company

Chairman of the Board of Directors of Tex - Giang Joint Stock Company

Chairman of the Board of Directors of Phuong Dong Garment Joint Stock Company

**- Mr. Nguyen Dinh Truong**

Chairman of the Board of Directors of Dong Tien Joint Stock Company

Chairman of the Board of Directors of Viet Thinh Garment Joint Stock Company

Board of Directors' members of Tien Tien Garment Joint Stock Company

Board of Directors' members of March 29 Textile - Garment Joint Stock Company

**- Mr. Bui Van Tien**

Board of Directors' members of Dong Tien Joint Stock Company

Board of Directors' members of Viet Thinh Garment Joint Stock Company

Chairman of the Board of Directors of Tien Tien Garment Joint Stock Company

Vice Chairman of the Board of Members of Viet Thai Tech Co., Ltd

**- Mr. Tran Minh Cong**

Board of Directors' members of Dong Tien Joint Stock Company

Board of Directors' members, Director of Viet Thinh Garment Joint Stock Company

Board of Directors' members of Tien Tien Garment Joint Stock Company

**- Mr. Phan Van Kiet**

Chairman of the Board of Directors of Tay Do Garment Joint Stock Company.

Chairman of the Board of Directors of Viet Hung Joint Stock Company

Activities of the Board of Directors' subcommittees : Nill

**Activities of the Board of Directors during the year:**

The Board of Directors consists of 5 members, encompassing the Chairman and 4 members. The Chairman of the Board of Directors has delegated and assigned responsibilities to the Board of Directors' members, including 3 Board of Directors' members directly participating in the operational management of the Corporation's production and business activities, holding the positions of General Director and Deputy General Director.

Resolutions of the Board of Directors :

No.	Resolution No.	Date	Content	Approval rate
1	Resolution No. 06/ NQ-HĐQT	02/ 01 /2024	Approved the policy of conducting transactions between the Corporation and related entities in accordance with regulations	100%
2	Resolution No. 19/ NQ-HĐQT	05/03/2024	Approved the organization of the Annual General Meeting of Shareholders in 2024	100%
3	Resolution No. 71/ NQ-HĐQT	02/05/2024	Approved the payment of dividends in 2022 in cash	100%
4	Resolution No. 99/ NQ-HĐQT	07/10/2024	Approval of the capital transfer plan owned by Viet Tien Garment Corporation in its investment in Lien Phuong Textile and Garment Joint Stock Company	100%
5	Resolution No. 113/ NQ-HĐQT	22/11/2024	Approval of the execution of interim cash dividend payment for the year 2024	100%
6	Resolution No. 131/ NQ-HĐQT	20/12/2024	Appointment of the Chief Executive Officer of Viet Tien Garment Corporation for a fixed term	100%

The activities of the Board of Directors always comply with the regulations of the Charter

- During the year, the Board of Directors held 8 meetings to direct and decide on important matters within its authority and responsibilities, related to issues of organizational personnel, production and business operations, and investment. Board members fully attended all meetings. Documents were provided in advance, leading to well-prepared and valuable contributions. High agreement and consensus were reached on meeting content, facilitating the Executive Management's compliance with the Board's Resolutions.
- The Board of Directors closely monitored the Executive Board's operations, providing timely direction and resolving emerging issues within its authority. This aimed to facilitate the Executive Board's smooth operation

- Directing the Executive Officer in restructuring certain units facing operational and business challenges to enhance their efficacy; restructuring and optimizing the administrative framework,
- The Board of Directors successfully organized the 2024 Annual General Meeting of Shareholders on 27/04/2024
- The Board of Directors presented to the General Meeting of Shareholders the action plans for the Board of Directors and the Board of Supervisors, the Executive Officer's operational and production business plan; it further approved the proposal to select the audit company for the Corporation's 2024 financial statements, ratified the 2023 profit distribution proposal
- The Independent and Non-Executive Members of the Board of Directors have operated in accordance with their designated functions and responsibilities, demonstrating a high level of accountability. They have played a crucial independent role in providing constructive feedback and objective assessments concerning the Company's operational strategy, corporate governance, and the protection of shareholder capital
- Corporate Governance Training Programs for Board Members: The members of the Board of Directors have proactively self-studied and explored issues related to corporate governance

## **2.Board of Supervisors**

No.	Name	Position	Percentage of Share Ownership
1	Mrs. Thach Thi Phong Huyen	Head of the BoS	0.08%
2	Mrs. Tran Thi Thu Hang	Member of the BoS	0%
3	Mr. Ho Ngoc Huy	Member of the BoS	0.15%

### **Operation of the Board of Supervisors**

- Monitored and evaluated the activities of the Board of Directors, the Executive Board, and management personnel in implementing the contents of the 2024 Annual General Meeting of Shareholders' Resolution; oversaw information disclosure activities, ensuring comprehensive and timely provision of information to shareholders and stakeholders
- Reviewed the 2023 documents and reports regarding the General Director's production and business situation, the annual financial statements (post-audit), and the Board of Directors' management performance evaluation report. Prepared a Report on the verification of 2023 business performance and audited financial statements, which was submitted to the Board of Directors and presented to the 2024 Annual General Meeting of Shareholders
- Collected reports on business performance results, reviewed quarterly financial statements for 2024; examined, analyzed, and assessed the internal control system and proposed recommendations; prepared quarterly reports submitted to the Board of Directors and the Executive Body
- Conducted quarterly reviews and evaluations of the Internal Control & QA Department's activities, fulfilling the responsibilities of the Corporation's Capital Representative in other enterprises
- Attended all Board of Directors' meetings and several Executive Body meetings, promptly grasped and monitored the implementation of the General Meeting of Shareholders' Resolution, as well as the corporate governance and operational management of the Corporation

The Board of Supervisors held 04 in-person meetings, with 100% member attendance, to decide upon the following matters:

- Reviewed and raised no objections to the figures presented in the 2023 consolidated financial statements and parent company financial statements audited by AASC Company
- Approved the Board of Supervisors's Report on the verification of business performance and audited financial statements for 2023, submitting it to the Board of Directors and presenting it to the 2024 Annual General Meeting of Shareholders
- Approved the Board of Supervisors's quarterly reports for 2024, which were submitted to the Board of Directors

### **3. Transactions of the Board of Directors, the Executive Officer and the Board of Supervisors**

Remuneration, salaries, bonuses of the Board of Directors, Board of Management, Supervisory Board, and other managers in 2024 :

Mr. Vu Duc Giang - Chairman of the BoD	2,285,750,000 VND
Mr. Nguyen Dinh Truong - Member of the BoD	1,713,000,000 VND
Mr. Bui Van Tien - General Director - Member of the BoD	2,349,732,315 VND
Mr. Tran Minh Cong - Deputy General Director - Member of the BoD	2,245,189,394 VND
Mr. Phan Van Kiet - Deputy General Director- Member of the BoD	2,236,027,780 VND
Mrs. Thach Thi Phong Huyen - Head of the BoS	477,000,000 VND
Mrs. Tran Thi Thu Hang - Member of the BoS	344,000,000 VND
Mr. Ho Ngoc Huy - Member of the BoS	344,000,000 VND
Other Managers	4,501,977,634 VND

### **Share transactions of insiders and major shareholders:**

On July 8 2024, a share transaction of a major shareholder occurred, Specifically :

Investing Organization Name : South Island Garment SDN, BHD

Amount and Ratio of Shares Held Before Trading : 3,965,000 shares, 8.99%

Number of Shares Purchased : 2,450,000 shares

Amount and Ratio of Shares Held After Trading : 6,415,000 shares, 14.55%

### **Contracts or Transactions with Insiders During the Year**

Company/Individual name	Relationship	Content and Total Transaction Value	
		Content	Transaction Value ( Million VND)
Thuan Tien Garment Company Limited	Subsidiary	Revenue from sales of goods and rendering of services	77
		Purchasing goods, services	225,473
Tien Thuan Garment Company Limited	Subsidiary	Revenue from sales of goods and rendering of services	278
		Purchasing goods, services	195,285
Nam Thien Company Limited	Subsidiary	Revenue from sales of goods and rendering of services	300
		Purchasing goods, services	123,381
Viet Hong Garment Export Company Limited	Subsidiary	Revenue from sales of goods and rendering of services	689
		Purchasing goods, services	219,052

Company/Individual name	Relationship	Content and Total Transaction Value	
		Content	Transaction Value ( Million VND)
Vinh Tien Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	2,899
		Purchasing goods, services	393,895
Viet Thinh Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	78,055
		Purchasing goods, services	129,196
Cong Tien Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	2,230
		Purchasing goods, services	716
Dong Tien Joint Stock Company	Associate	Revenue from rendering of services	1,304
Tien Tien Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	21,445
		Purchasing goods, services	250
Viet Tan Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	440
		Purchasing goods, services	266,815
Tay Do Garment Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	1,948
		Purchasing goods, services	216,694
Viet Thuan Polyester Button Manufacture Joint Venture Co.,Ltd	Associate	Revenue from rendering of services	1,924
		Purchasing goods, services	4,768
Viet Hung Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	37
		Purchasing goods, services	112,981
Tagtime Viet Tien Company Limited	Associate	Revenue from rendering of services	6,384
		Purchasing goods, services	6,248
Viet Khanh Company Limited	Associate	Revenue from sales of goods and rendering of services	670
		Purchasing goods, services	200,347
Viet Long Hung Garment Company Limited	Associate	Revenue from sales of goods and rendering of services	13,556
		Purchasing goods, services	473,021
Thu Duc Engineering Joint Stock Company	Associate	Revenue from sales of goods and rendering of services	405
		Purchasing goods, services	40,077
Binh Thang Development Investment Joint Stock Company	Associate	Purchasing services	260
Viet Long Giang Garment JSC	Associate	Revenue from sales of goods and rendering of services	5,195
		Purchasing goods, services	1,031
Viet Tien – Tung Shing Co-operation Store	Coopearation	Revenue from rendering of services	43
		Purchasing goods, services	11,639
Vietnam National Textile And Garment Group	Significant Shareholder	Purchasing services	3,942
South Island Garment Sdn.Bhd	Strategic shareholder	Revenue from sales of goods and rendering of services	4,341,442
		Purchasing goods, services	1,982,213

Company/Individual name	Relationship	Content and Total Transaction Value	
		Content	Transaction Value ( Million VND)
SigP Joint Stock Company	Related organization of internal person	Purchasing goods	37,671
Garment 10 Corporation - Joint Stock Company	Related organization of internal person	Revenue from rendering of services	78
Phuong Dong Garment Joint Stock Company	Related organization of internal person	Revenue from rendering of services	62
29-3 Garment and Textile Joint Stock Company	Related organization of internal person	Revenue from rendering of services	563
Tan Thuan Tien JSC	Related organization of internal person	Purchasing goods, services	11,458
Xuan Hong Investment Company Limited	Related organization of internal person	Purchasing services	2,462
Truong Thi Hoa	Related individual of internal person	Purchasing services	326
Vu Thi Nhu Quynh	Related individual of internal person	Purchasing services	647
Bui Ngoc Thuy Uyen	Related individual of internal person	Purchasing services	2,340
Hue Textile Garment JSC	Related organization of internal person	Revenue from rendering of services	873
Hoa Tho Textile -Garment JSC	Related organization of internal person	Revenue from rendering of services	2
Duc Giang Corporation-JSC	Related organization of internal person	Revenue from rendering of services	64

## Assessment of the Compliance with Corporate Governance Regulations

The Corporation consistently updates and strictly applies State Securities Commission regulations to its internal governance

The Corporation fully complies with securities information disclosure obligations under Circular 96/2020/TT-BTC and other relevant laws

The Corporation's management system continuously strives to minimize risks in its business operations

### Actions to Improve Corporate Governance Performance :

The Corporation continues to maintain and enhance production technology improvement according to the Lean method and the 5S program, establishing Kaizen teams for units throughout the system with the goal of promoting increased labor productivity and stable product quality

In addition, to meet the new standards of the textile and garment industry regarding sustainable and safe production that brings high value to consumers, the environment, and society, the company's governance activities also aim to ensure that production and business operations comply with environmental responsibility programs, social responsibility, and adherence to global recycling standards

## **VI. Financial Statements**

### **1. Audit Opinion**

Independent audit unit: Branch of AASC Auditing Company Limited

Audit Opinion: In our opinion, the Financial Statements give a true and fair view, in all material respects, of the financial position of Viet Tien Garment Corporation as at 31 December 2024, its operating results and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements.

### **2. Audited Financial Statements**

See full details on the website: [www.viettien.com.vn](http://www.viettien.com.vn)

**DEPUTY GENERAL DIRECTOR**

