

NORTHERN TEXTILE AND GARMENT
CORPORATION - VINATEX

**HANOI TEXTILE AND GARMENT
JOINT STOCK CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness

Ha Noi, January 24, 2025

**REPORT ON CORPORATE GOVERNANCE
(For the year 2024)**

***To: - The State Securities Commission;
- Hanoi Stock Exchange.***

- Name of company: **Hanoi Textile and Garment Joint Stock Corporation (HANOSIMEX)**
- Address of headoffice: No. 25, Alley 13, Linh Nam Street, Mai Dong Ward, Hoang Mai District, Hanoi
- Transaction address: 8th Floor, Nam Hai Lake View Building, Lot 9A, Vinh Hoang Urban Area, Hoang Van Thu Ward, Hoang Mai District, Hanoi.
- Telephone: 0236.3651.575 Fax: 0236.3651.545
Email: support@hanosimex.com.vn
- Charter capital: 205.000.000.000 VND
- Stock symbol: HSM
- Governance mode: The General meeting of Shareholder, Board of Directors, Supervisory Board, Board of Management.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution No.	Date	Content
01	01/NQ-DHCD	Apr 24 th , 2024	<ul style="list-style-type: none"> - Approving on the business performance results of 2023 and the production and business plan for 2024. - Approving on the audited combined and consolidated financial statements. - Approving on the restructuring plan of subsidiaries and affiliated companies. - Approving on the proposal on salaries and remuneration of the Board of Directors, the Supervisory Board, and the BODs Secretary for 2023, and the salary and remuneration plan for these positions in 2024. - Approving on the proposal to select the review and audit firm for the 2024 financial statements. - Approving on the Supervisory Board’s review report. - Approving on the BOD’s report for 2023 and the operational directions for 2024. - Approving on the results of the additional election and replacement of BODs members for the 2023–2028 term, and the election of the Chairperson of the BODs.

II. Board of Directors (2024 annual report)

1. Information about the members of the Board of Directors (“BODs”):

No.	Board of Directors’ members	Position (Independent members of the	The date becoming/ceasing to be the member of the Board of Directors
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		Board of Directors, Non-executive members of the Board of Directors)	Date of appointment	Date of appointment
1	Mr Cao Huu Hieu	Chairman of the BODs	Apr 24 th , 2024	
2	Mr Nguyen Song Hai	Chairman of the BODs	May 04 th , 2018	Apr 24 th , 2024
3	Mr Ho Le Hung	Member of the BODs - General Director	Apr 27 th , 2020	
4	Mr Nguyen Ngoc Cach	Member of the BODs	Apr 27 th , 2020	
5	Mr Nguyen Tri Son	Member of the BODs	Apr 24 th , 2024	
6	Mr Vuong Duc Anh	Member of the BODs	Apr 26 th , 2023	Apr 24 th , 2024
7	Ms Hoang Thuy Oanh	Member of the BODs	Apr 26 th , 2023	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Cao Huu Hieu	10/10	100%	
2	Mr Nguyen Song Hai	04/04	100%	
3	Mr Ho Le Hung	14/14	100%	
4	Mr Nguyen Ngoc Cach	14/14	100%	
5	Mr Nguyen Tri Son	10/10	100%	
6	Mr Vuong Duc Anh	04/04	100%	
7	Ms Hoang Thuy Oanh	14/14	100%	

3. Supervising the Board of Management by the Board of Director:

- Supervising compliance with the Corporation’s Charter, current legal regulations, and Resolutions and Decisions of the General Meeting of Shareholders (“GMS”) and the Board of Directors (“BODs”).
- In 2024, the Corporation's Board of Directors held 14 meetings and issued 21 Resolutions, primarily focused on directing and overseeing the activities of the Board of Management.
- During annual and extraordinary BOD meetings, as well as through mid-year and year-end review meetings or email discussions, the BOD required the Board of Management to evaluate performance results, identify shortcomings, and implement timely solutions to address existing issues as follows:
 - **About the Yarn Sector:**
 - **Raw material procurement:** Cotton prices experienced significant fluctuations, making it challenging to secure raw materials for production. At various times, transportation delays and late deliveries resulted in localized shortages of raw materials. It is essential to carefully balance procurement to ensure sufficient supply for production, avoid long-term purchases, and limit excessive stockpiling.
 - Market – Consumption:
 - + The consumption market faced significant challenges, with yarn prices fluctuating unfavorably compared to cotton prices.
 - + The Corporation maintains a diverse and well-established customer base. Meetings were held with long-standing clients from key markets such as South Korea, China, and Japan through events like the Shanghai Trade Fair and direct engagements.
 - => It is crucial to closely monitor the market to make timely decisions.
 - Production Management:
 - + Orders were secured in line with the planned equipment utilization, but due to market difficulties, there were many instances where orders could not be finalized early enough to proactively organize production. Additionally, the orders were neither large enough nor recurring, requiring frequent technology adjustments during production.
 - + Labor shortages at the factory made it challenging to arrange production schedules effectively.
 - + Raw material and energy consumption remained at high levels.
 - => The Board of Directors emphasizes the need to align product types with production lines to create the most efficient production plans, improve machine utilization rates, and reduce costs. This includes lowering raw material and energy consumption, as well as cutting expenses for auxiliary materials, spare parts, and other supplies.
 - Quality and Cost:

- + Ensured consistent product quality that meets customer requirements.
- + Prioritized cleaning and maintenance efforts to safeguard the quality of semi-finished products and yarn.
- + Transitioned from Kangwal fiber to Xinfengmin fiber, achieving the required yarn quality while reducing costs.

- **About the Garment Sector:**

- In the early months of the year, demand in both export and domestic markets was low, leading to a decline in market activity and underutilized production capacity. However, in the second half of the year, orders increased, with many long-term contracts and improved unit prices.
- The Board of Directors directed the merger of two garment factories in the Nam Dan area effective from June 1st, 2024, alongside restructuring the workforce and reducing indirect labor.
- The Corporation received special support from Vinatex and assistance from Hue Textile and Garment Joint Stock Company, which significantly improved productivity, quality, and management. These enhancements contributed to positive outcomes in the final months of the year.

- **About Human Resources:**

- Labor fluctuations were significant, requiring the Corporation to continuously supplement the wage fund to ensure employees' livelihoods. It is essential to recruit high-quality sales personnel, focus on human resource management, planning, training, and developing a new generation of managerial staff. Additionally, hiring skilled garment workers is necessary to address labor shortages and streamline the organizational structure.

- **About Risk Management and Investment:**

- Closely monitoring macroeconomic and domestic developments that could impact the yarn and garment markets.
- Managing sales operations, control inventory levels, and closely track financial performance to effectively balance production, consumption, and cash flow for optimal efficiency.
- Conducting cost analysis and providing early warnings to reduce expenses while issuing timely directives to address shortcomings.

4. **Activities of the Board of Directors' subcommittees (If any):** None

5. **Resolutions of the Board of Directors (2024 annual report):**

No	Resolution No.	Date	Content	Approval rate
1	01/NQ – HĐQT/DMHN	Jan 19 th , 2024	Ref. Estimating business performance results for 2023, Lunar New Year bonus and salary supplements and setting plans and objectives for 2024.	100%
2	02/NQ – HĐQT/DMHN	Mar 1 st , 2024	Ref. Plan for organizing the 2024 Annual Meeting of Shareholder.	100%
3	03/NQ – HĐQT/DMHN	Apr 15 th , 2024	Ref. Estimating business performance results for Q1 2024, plan for Q2 2024, and implementation solutions.	100%
4	04/NQ – HĐQT/DMHN	Apr 15 th , 2024	Ref. Using Nam Dan's assets as collateral for loans at BIDV bank.	100%
5	05/NQ – HĐQT/DMHN	Apr 26 th , 2024	Ref. The divestment plan of the Corporation's shares in subsidiaries.	100%
6	06/NQ – HĐQT/DMHN	May 22 nd , 2024	Ref. The organization and personnel management of Nghe An garment factories.	100%
7	07/NQ – HĐQT/DMHN	May 31 st , 2024	Ref. The divestment plan of the Corporation's shares in Halotexco Garment Joint Stock Company.	100%
8	08/NQ – HĐQT/DMHN	Jun 06 th , 2024	Ref. Tasks assigning to members of the Board of Directors.	100%
9	09/NQ – HĐQT/DMHN	Jun 13 th , 2024	Ref. The divestment plan of the Corporation's shares in Dong My Hanosimex Garment Joint Stock Company.	100%

10	10/NQ – HÐQT/DMHN	Jun 15 th , 2024	Ref. Leasing factory premises, machinery, and equipment of the Corporation at Hanosimex Knitwear Joint Stock Company.	100%
11	11/NQ – HÐQT/DMHN	Jun 28 th , 2024	Ref. Appointment of the Board of Management member – Deputy General Director for the yarn industry.	100%
12	12/NQ – HÐQT/DMHN	Jun 28 th , 2024	Ref. Approving on the conditions for signing a credit limit agreement with BIDV, Transaction Office 1.	100%
13	13/NQ – HÐQT/DMHN	Jul 11 th , 2024	Ref. Estimateing business performance results for the first half of the year, plans for the second half, and implementation solutions.	100%
14	14/NQ – HÐQT/DMHN	Aug 28 th , 2024	Ref. Corporation’s Personnel management.	100%
15	15/NQ – HÐQT/DMHN	Sep 04 th , 2024	Ref. Policy on divestment of the Corporation’s shares in Lien Phuong Textile and Garment Joint Stock Company.	100%
16	16/NQ – HÐQT/DMHN	Sep 26 th , 2024	Ref. The divestment plan of the Corporation’s shares in Lien Phuong Textile and Garment Joint Stock Company.	100%
17	17/NQ – HÐQT/DMHN	Oct 28 th , 2024	Ref. Business performance results for the first nine months and production plan for Q4 2024.	100%
18	18/NQ – HÐQT/DMHN	Oct 29 th , 2024	Ref. Appointment of the Board of Management member – Deputy General Director for the garment	100%

			industry, and dismissal of the CEO of the garment sector.	
19	19/NQ – HĐQT/DMHN	Dec 3 rd , 2024	Ref. Corporation’s personnel organization work.	100%
20	20/NQ – HĐQT/DMHN	Dec 10 th , 2024	Ref. Estimating business results of Q4 2024 and full year 2024, planning for 2025, and solutions for implementation.	100%
21	21/NQ – HĐQT/DMHN	Dec 17 th , 2024	Appointment of the Board of Management member – Deputy General Director, Chief Accountant.	100%

III. Board of Supervisors (2024 annual report):

1. Information about members of Board of Supervisors (“BOS”):

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the BOS	Qualification
1	Mr Do Minh Son	Head of Supervisory Board	May 04 th , 2018	Master of Accounting
2	Mr Nguyen Tuan Dao	Member of Supervisory Board	Apr 26 th , 2023	Engineer in Textile and Yarn
3	Ms Nguyen Thi Nhung	Member of Supervisory Board	Apr 26 th , 2023	Bachelor of Finance and Accounting

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr Do Minh Son	5/5	100%	100%	
2	Mr Nguyen Tuan Dao	5/5	100%	100%	

3	Ms Nguyen Thi Nhung	5/5	100%	100%	
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3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors;

- The Board of Supervisors closely monitored the issuance of Resolutions and Decisions by the Board of Directors, to ensure compliance with the Enterprise Law and current internal regulations, as well as overseeing the implementation of the 2024 business plan approved by the General Meeting of Shareholders.
- Supervised compliance with legal regulations in production and business activities, including tax obligations to the state.
- Reviewed the Corporation's quarterly financial statements to assess the business performance.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers

- In the Corporation's business operations, the BOS worked closely with the BODs, internal supervisory members, and relevant departments, regularly evaluating various aspects of business activities and providing constructive feedback.
- The BOS, the BODs, the Board of Management, and management units collaborated effectively, adhering to the principle of prioritizing the Corporation's overall interests, employee welfare, and obligations to the State.

5. Other activities of the Board of Supervisors: None

IV. Board of Management (“BOM”)

No	Members of Board of Management	Position	Qualification	Date of birth	Date of appointment /dismissal of members of the BOM
1	Mr Ho Le Hung	General Director	Master of Business Administration	Mar 19 th , 1964	Jun 01 st , 2020
2	Mr Nguyen Tri Son	Deputy General Director	Bachelor of Economics in Banking	Nov 20 th , 1976	Jul 01 st , 2024

3	Ms Le Thi Thu Huong	Chief Operating Officer - Chief Accountant	Bachelor of Finance and Accounting	Aug 21 st , 1972	Mar 02 nd , 2020
4	Mr Nguyen Ba Khanh Tung	Deputy General Director	Master of Business Administration	Sep 30 th , 1986	Nov 01 st , 2024
5	Mr Dang Ngoc Quan	Chief Operating Officer - Head of Human Resources and Administration	Master of Business Administration	Jul 04 th , 1974	Nov 10 th , 2021

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms Le Thi Thu Huong	Aug 21 ^{at} , 1972	Bachelor of Finance and Accounting	Jul 1 st , 2015

VI. Training courses on corporate governance:

In 2024, the Corporation assigned numerous staffs to participate in various training and professional development courses organized by the Vietnam National Textile and Garment Group, the Vietnam Textile and Garment Trade Union, the Northern Textile and Garment Corporation (VNC), VCCI, the State Securities Commission, and Better Work. These sessions were held in Hanoi, Ha Nam, Nghe An, and Ho Chi Minh City.

VII. The list of affiliated persons of the public company (2024 annual report) and transactions of affiliated persons of the Company:

- The list of affiliated persons of the Company:** Appendix 1 - Attached to this report
- Transactions between the Corporation and its affiliated persons or between the Corporation and its major shareholders, internal persons and affiliated persons:** Appendix 3 - Attached to this report
- Transaction between internal persons of the Corporation, affiliated persons of internal persons and the Corporation's subsidiaries in which the Corporation takes controlling power:** Appendix 4 - Attached to this report

4. Transactions between the Corporation and other objects:

- 4.1. Transactions between the Corporation and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None
- 4.2. Transactions between the Corporation and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, Direct: None
- 4.3. Other transactions of the Corporation (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers: None

VIII. Share transactions of internal persons and their affiliated persons (2024 annual report):

1. **The list of internal persons and their affiliated persons:** Appendix 2- Attached to this report
2. **Transactions of internal persons and affiliated persons with shares of the company:**

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr Nguyen Tuan Dao	Member of the BOS	2.200	0,01073%	6.400	0,0312%	Buying

IX. Other significant issues: None

Recipients:

- As stated above
- Archived: the BODs, Administrator

CHAIRMAN OF THE BOARD OF DIRECTOR



Cao Huu Hieu

Appendix 1: The list of affiliated persons of the Company (*) (HSM rà soát và bổ sung nội dung)

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Cao Huu Hieu		Chairman of the BODs			24/04/2024			Chairman of the BODs
2	Nguyen Song Hai		Chairman of the BODs			04/05/2018	24/04/2024	Dismissal of members of the previous BODs term	Chairman of the BODs of the previous term
3	Ho Le Hung		Member of BODs, Legal Representative, General Director			27/04/2020			Member of BODs, Legal Representative, General Director
4	Nguyen Ngoc Cach		Member of the BODs			27/04/2020			Member of the BODs
5	Vuong Duc Anh		Member of the BODs			26/04/2023	24/04/2024	Miễn nhiệm TV HĐQT nhiệm kỳ trước	Member of the BODs of the previous term
6	Hoang Thuy Oanh		Member of the BODs			26/04/2023			Member of the BODs
7	Nguyen Tri Son		Member of the BODs, Vice General Director			24/04/2024			Member of the BODs, Vice General Director
8	Do Minh Son		Head of Supervisory Board			05/04/2018			Head of Supervisory Board
9	Nguyen Tuan Dao		Member of Supervisory Board			26/04/2023			Member of Supervisory Board

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10	Nguyen Thi Nhung		Member of Supervisory Board			26/04/2023			Member of Supervisory Board
11	Mai Thi Thanh Binh		Person authorized to disclose information			01/01/2022			Person authorized to disclose information
12	Le Thi Thu Huong		Chief Executive Officer, Chief Accountant, Person in charge of corporate governance			02/03/2020			Chief Executive Officer, Chief Accountant, Person in charge of corporate governance
13	Nguyen Ba Khanh Tung		Vice General Director			01/11/2024			Vice General Director
14	Dang Ngoc Quan		Chief Executive Officer - Head of Human Resources and Administration Department			10/11/2021			Chief Executive Officer - Head of Human Resources and Administration Department
15	Hai Phong Trading Joint Stock Company - Hanosimex		None			05/04/2018			- Organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors
16	Hanosimex Fashion Joint Stock Company		None			27/4/2020			- Organization related to Mr. Ho Le Hung - Chairman of the Board of Directors
17	Ha Dong Textile Joint Stock Company - Hanosimex		None			04/05/2018			Subsidiary
18	Hanosimex Knitting Joint Stock Company		None			05/04/2018			- Subsidiary - Organization related to Mr. Do Minh Son - Head of the Supervisory Board

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
19	Pho Noi Textile Infrastructure Development Joint Stock Company		None			24/04/2024			- Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
20	Northern Textile Corporation Limited Liability Company - Vinatex		None			24/04/2024			- Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
21	Vietnam Textile and Garment Group		None			24/04/2024			- Organization related to Mr. Cao Huu Hieu - General Director
22	Vinatex Hong Linh Joint Stock Company		None			24/04/2024			- Organization related to Mr. Nguyen Tri Son - Chairman of the BODs

Note: (*) The list of related parties of the Company, as stipulated in point d, clause 23, Article 4 of the Law on Enterprises 2020, is fully presented in Appendix 2 attached to this Report.

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



Cao Hữu Hiếu

APPENDIX 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS ATTACHED TO THE COMPANY'S GOVERNANCE REPORT IN ACCORDANCE WITH THE PROVISIONS IN CLAUSE 1, SECTION VII, APPENDIX V OF THE CORPORATE GOVERNANCE REPORT ISSUED WITH CIRCULAR NO. 96/2020/TT-BTC

Stock symbol: **HSM**
 Name of company: **HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**
 Record date: **24/01/2025**

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1	Cao Huu Hieu		1	Citizen Identification Card					0	0.00%	
1.1	Nguyen Thi Vinh			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - mother
1.2	Nguyen Thi Hai Yen			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Wife
1.3	Cao Thanh Ha			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Daughter
1.4	Cao Huu Nghia			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Son
1.5	Cao Thi Ngan Hoa			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Older sister
1.6	Cao Thi Viet Nga			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Older sister
1.7	Cao Huu Quy			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - mother
1.8	Cao Thi Thu Hien			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Older brother
1.9	Cao Thi Hong Vuong			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Older sister
1.10	Do Thi Thuy Nhan			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Sister-in-law
1.11	Quach Van Tuyen			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Brother-in-law
1.12	Nguyen Binh Thiem			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Brother-in-law
1.13	Bui Duc Thang			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Brother-in-law
1.14	Do Van Thinh			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - mother
1.15	Nguyen Van Tro			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Father-in-law
1.16	Vu Thi Thanh Yen			Citizen Identification Card							Person related to Mr. Cao Huu Hieu - Mother-in-law
1.17	Pho Noi Textile Infrastructure Development Joint Stock Company			Business Registration Certificate							Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1.18	Northern Textile Corporation Limited Liability Company - Vinatex			Business Registration Certificate							Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director
1.19	Vietnam Textile and Garment Group			Business Registration Certificate							Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director
2	Ho Le Hung		2,3,4	Citizen Identification Card					2,000	0.01%	
2.1	Mai Thi Thanh Binh			Citizen Identification Card							Individual related to Mr. Ho Le Hung - Wife
2.2	Ho Le Bach			Citizen Identification Card							Individual related to Mr. Ho Le Hung - child
2.3	Ho Le Phuong Thao			Citizen Identification Card							Individual related to Mr. Ho Le Hung - child
2.4	Ho Le Vien			Citizen Identification Card							Individual related to Mr. Ho Le Hung - father
2.5	Le Thi Hue			Citizen Identification Card							Individual related to Mr. Ho Le Hung - mother
2.6	Ho Le Tan			Citizen Identification Card							Individual related to Mr. Ho Le Hung - Sibling
2.7	Vu Thi Hue			Citizen Identification Card							Individual related to Mr. Ho Le Hung - Sister-in-law
2.8	Vu Thi Doi			Citizen Identification Card							Individual related to Mr. Ho Le Hung - Mother-in-law
2.9	Hanosimex Fashion Joint Stock Company			Business Registration Certificate							Organization related to Mr. Ho Le Hung - Chairman of the Board of Directors
3	Nguyen Ngoc Cach		2	Citizen Identification Card					0	0.00%	
3.1	Vu Thi Ha			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Wife
3.2	Nguyen Ngoc Vu			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - child
3.3	Nguyen Thi Dieu Thanh			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - child
3.4	Nguyen Thi Thao			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - child
3.5	Nguyen Thi Van Lan			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Sister
3.6	Nguyen Ngoc Son			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Brother
3.7	Nguyen Thi Cai			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Sister
3.8	Nguyen Thi Xuan Huong			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Sister-in-law
3.9	Nguyen Tien Binh			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Brother-in-law
3.10	Cao Thi Ha			Citizen Identification Card							Individual related to Mr. Nguyen Ngoc Cach - Daughter-in-law
4	Hoang Thuy Oanh		2	Citizen Identification Card					0	0.00%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
4.1	Hoang Van Dung			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - father
4.2	Le Tu Cuong			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - Husband
4.3	Le Tu Bao Khanh			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - Child
4.4	Le Hoang Bao Ngoc			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - Child
4.5	Hoang Tung			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - Younger brother
4.6	Vo Thi Khanh Trang			Citizen Identification Card							The individual related to Mrs. Hoang Thuy Oanh - Sister-in-law
5	Nguyen Tri Son		2.5	Citizen Identification Card							
5.1	Lam Thi My Dung			Identification Code							The individual related to Mr. Nguyen Tri Son - wife
5.2	Nguyen Minh Hang			Identification Code							The individual related to Mr. Nguyen Tri Son - child
5.3	Nguyen Van Hang			Identification Code							The individual related to Mr. Nguyen Tri Son - child
5.4	Nguyen Tri Gia Hung			Identification Code							The individual related to Mr. Nguyen Tri Son - child
5.5	Nguyen Tri Gia Khanh			Identification Code							The individual related to Mr. Nguyen Tri Son - child
5.6	Nguyen Thi Tam			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - mother
5.7	Nguyen Thi Mai Huong										The individual related to Mr. Nguyen Tri Son - sister
5.8	Nguyen Tri Duc			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - brother
5.9	Vo Thi Hau			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - Sister-in-law
5.10	Nguyen Thi Chuong			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - Mother-in-law
5.11	Lam Van Nam			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son
5.12	Lam Van Son			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - Brother-in-law
5.13	Lam Duc Van			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - Brother-in-law
5.14	Lam Quoc Tuan			Citizen Identification Card							The individual related to Mr. Nguyen Tri Son - Brother-in-law
5.15	Lam Tien Dung										The individual related to Mr. Nguyen Tri Son - Brother-in-law
5.16	Lam Ngoe Minh										The individual related to Mr. Nguyen Tri Son - Brother-in-law
5.17	Northern Textile Corporation Limited Liability Company - Vinatex			Business Registration Certificate							Organization related to Mr. Nguyen Tri Son

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
5.18	Vinatex Hong Linh Joint Stock Company										Organization related to Mr. Nguyen Tri Son
6	Do Minh Son		7						0	0.00%	
6.1	Le Thi Phuong Thao										The individual related to Mr. Do Minh Son - Wife
6.2	Do Minh Khang										The individual related to Mr. Do Minh Son - Child Reason for no birth certificate: Too young
6.3	Do Minh Tung										The individual related to Mr. Do Minh Son - Child Reason for no birth certificate: Too young
6.4	Do Minh Tam										The individual related to Mr. Do Minh Son - Father
6.5	Nguyen Thi Hien										The individual related to Mr. Do Minh Son - Mother
6.6	Do Minh Luong										The individual related to Mr. Do Minh Son - Brother
6.7	Bui Thi Ngoc Thuy										The individual related to Mr. Do Minh Son - Sister-in-law
6.8	Do Minh Chi										The individual related to Mr. Do Minh Son - Brother
6.9	Nguyen Minh Huong										The individual related to Mr. Do Minh Son - Sister-in-law
6.10	Le Ngoc Phuong										The individual related to Mr. Do Minh Son - Father-in-law
6.11	Le Thi Phuong										The individual related to Mr. Do Minh Son - Mother-in-law
6.12	Ha Nam One-Member Limited Liability Company - Hanosimex										The organization related to Mr. Do Minh Son - Director
7	Nguyen Tuan Dao		8						6,400	0.03%	
7.1	Nguyen Van Dan										The individual related to Mr. Nguyen Tuan Dao - Father
7.2	Nguyen Thi Kim Lan										The individual related to Mr. Nguyen Tuan Dao - Mother
7.3	Nguyen Thi Kim Dung										The individual related to Mr. Nguyen Tuan Dao - Wife
7.4	Nguyen Duc Dung										The individual related to Mr. Nguyen Tuan Dao - Child
7.5	Nguyen Minh Tu										The individual related to Mr. Nguyen Tuan Dao - Child
7.6	Nguyen Ngoc Hung										The individual related to Mr. Nguyen Tuan Dao - Younger Brother
7.7	Nguyen Thi Tham										The individual related to Mr. Nguyen Tuan Dao - Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
7.8	Dang Thi Thao										The individual related to Mr. Nguyen Tuan Dao - Mother-in-law
8	Nguyen Thi Nhung		8						0	0.00%	
8.1	Nguyen Cong Chinh										The individual related to Mrs. Nguyen Thi Nhung - Husband
8.2	Nguyen Thi Thanh Mai										The individual related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young
8.3	Nguyen Thi Thanh Ngan										The individual related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young
8.4	Pham Thi Minh Tam										The individual related to Mrs. Nguyen Thi Nhung - Mother
8.5	Tran Thi Phan										The individual related to Mrs. Nguyen Thi Nhung - Mother-in-law
8.6	Nguyen Thi Huong										The individual related to Mrs. Nguyen Thi Nhung - Older Sister
8.7	Nguyen Thi Hong Bui										The individual related to Mrs. Nguyen Thi Nhung - Younger Sister
8.8	Dao Xuan Thanh										The individual related to Mrs. Nguyen Thi Nhung - Brother-in-law
8.9	Do Thanh Tuan										The individual related to Mrs. Nguyen Thi Nhung - Younger Brother-in-law
9	Mai Thi Thanh Binh		10						0	0.00%	
9.1	Ho Le Hung										The individual related to Mrs. Mai Thi Thanh Binh - Husband
9.2	Ho Le Bach										The individual related to Mrs. Mai Thi Thanh Binh - Son
9.3	Ho Le Phuong Thao										The individual related to Mrs. Mai Thi Thanh Binh - Daughter
9.4	Vu Thi Doi										The individual related to Mrs. Mai Thi Thanh Binh - Mother
9.5	Ho Le Vien										The individual related to Mrs. Mai Thi Thanh Binh - Father-in-law
9.6	Le Thi Hue										The individual related to Mrs. Mai Thi Thanh Binh - Mother-in-law
9.7	Mai Thi Thanh Hoa										The individual related to Mrs. Mai Thi Thanh Binh - Older Sister
9.8	Mai Thi Minh										The individual related to Mrs. Mai Thi Thanh Binh - Younger Sister
9.9	Nguyen Van Nhiem										The individual related to Mrs. Mai Thi Thanh Binh - Brother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
9.10	Nguyen Trong Han										The individual related to Mrs. Mai Thi Thanh Binh - Younger Brother-in-law
10	Le Thi Thu Huong		6,9,14						0	0.00%	
10.1	Ngo The Ngoc										The individual related to Mrs. Le Thi Thu Huong - Husband
10.2	Ngo Thuy Duong										The individual related to Mrs. Le Thi Thu Huong - Daughter
10.3	Ngo Huyen Anh										The individual related to Mrs. Le Thi Thu Huong - Daughter
10.4	Nguyen Thi Lien										The individual related to Mrs. Le Thi Thu Huong - Mother
10.5	Le Van Hung										The individual related to Mrs. Le Thi Thu Huong - Older Brother
10.6	Le Manh Hieu										The individual related to Mrs. Le Thi Thu Huong - Older Brother
10.7	Vu Thi Lo										The individual related to Mrs. Le Thi Thu Huong - Sister-in-law
10.8	Hoang Thi Minh										The individual related to Mrs. Le Thi Thu Huong - Sister-in-law
10.9	Hai Phong Trading Joint Stock Company - Hanosimex										The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors
11	Nguyen Ba Khanh Tung		14						0	0.00%	
11.1	Nguyen Khanh An										The individual related to Mr. Nguyen Ba Khanh Tung - Daughter
11.2	Nguyen Ba Tan										The individual related to Mr. Nguyen Ba Khanh Tung - Father
11.3	Do Thi Truong										The individual related to Mr. Nguyen Ba Khanh Tung - Mother
11.4	Nguyen Thai Ha										The individual related to Mr. Nguyen Ba Khanh Tung - Older Sister
12	Dang Ngoc Quan		14						0	0.00%	
12.1	Nguyen Hong Nhung										The organization related to Mr. Dang Ngoc Quan - Wife
12.2	Dang Ngoc Linh										The organization related to Mr. Dang Ngoc Quan - Daughter
12.3	Dang Linh Chi										The organization related to Mr. Dang Ngoc Quan - Daughter
12.4	Dang Ngoc Chinh										The organization related to Mr. Dang Ngoc Quan - Father
12.5	Nguyen Van Dinh										The organization related to Mr. Dang Ngoc Quan - Father-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Type of Identity Document (ID card, Citizen Identification Card, Passport, Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
12.6	Doan Thi Chieu			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Mother-in-law
12.7	Dang Ngoc Hung			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Older Brother
12.8	Dang Ngoc Dung			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Older Brother
12.9	Dang Ngoc Son			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Older Brother
12.10	Hoang Kim Anh			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Sister-in-law
12.11	Hoang Thi Binh			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Sister-in-law
12.12	Tran Thi Luyen			Citizen Identification Card							The organization related to Mr. Dang Ngoc Quan - Younger Sister-in-law

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



Cao Hữu Hiếu

APPENDIX 3: TRANSACTIONS BETWEEN THE CORPORATION AND ITS AFFILIATED PERSONS OR BETWEEN THE CORPORATION AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the year 2024)

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Time of transactions with the Corporation	Content	Total value of transaction (VND)
1	Vietnam Textile and Garment Group	The related organization of Mr. Cao Huu Hieu - General Director	0100100008 06/10/2021 Department of Planning and Investment of Hanoi City	No. 25 Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam.	Year 2024	Purchase of goods and services	220,596,115,091
2	Northern Textile Corporation Limited Liability Company - Vinatex	The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors	0107386444 05/04/2016 Department of Planning and Investment of Hanoi City	Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Zone, Hoang Van Thu Ward, Hoang Mai District, Hanoi City.	Year 2024	Loan interest	1,970,764,383
						Sale of goods and services	518,400,000
3	Hanosimex Knitting Joint Stock Company	The related organization of Mr. Nguyen Tuan Dao - Member of the Board of Directors; Mr. Do Minh Son - Head of the Supervisory Board	0900294225 01/11/2018 Department of Planning and Investment of Hung Yen Province	Pho Noi B Textile Industrial Park, Nghia Hiep Commune, Yen My District, Hung Yen Province.	Year 2024	Purchase of goods and services	4,860,000
						Sale of goods and services	14,263,717,366
4	Ha Dong Textile Joint Stock Company - Hanosimex	The related organization of Mr. Ho Le Hung - Member of the Board of Directors	0500476693 26/04/2022 Department of Planning and Investment of Ha Nam Province	Lots 2, 3, and 4, Dong Van II Industrial Park, Bach Thuong Ward, Duy Tien Town, Ha Nam Province.	Năm 2024	Sale of goods and services	112,817,864,696
						Dividends for 2023	1,557,067,500

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Time of transactions with the Corporation	Content	Total value of transaction (VND)
5	Vinatex Hong Linh Joint Stock Company	The related organization of Mr. Nguyễn Trí Sơn - Member of the Board of Directors, General Director	3001124028 20/01/2017 Department of Planning and Investment of Ha Tinh Province	Nam Hong Industrial and Handicraft Cluster, Hong Linh Town, Ha Tinh Province.	Year 2024	Sale of goods and services	22,059,136,365
						Purchase of goods and services	1,151,597,013
6	Dong Xuan Knitting One- Member Limited Liability Company	The related organization of Mr. Cao Huu Hieu - General Director of Vinatex (100% owned company)	0100100583 03/07/2021 Department of Planning and Investment of Hanoi City	No. 524 Minh Khai Street, Vinh Tuy Ward, Hai Ba Trung District, Hanoi City.	Year 2024	Sale of goods and services	26,371,394,420
7	Hanosimex Fashion Joint Stock Company	The related organization of Mr.Ho Le Hung - Chairman of the Board of Directors and Mrs. Le Thi Thu Huong - Member of the Board of Directors	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st Floor, Nam Hai Lakeview Building, Lot 1/9A, New Road, Vinh Hoang Urban Area, Hoang Van Thu Ward, Hoang Mai District, Hanoi.	Year 2024	Sale of goods and services	12,085,343,998
						Interest income from lending	6,367,123
8	Hai Phong Trading Joint Stock Company - Hanosimex	The related organization of Mrs. Le Thi Thu Huong - Chairman of the Board of Directors	0200736929 17/01/2024 Department of Planning and Investment of Hai Phong City	No. 226 Le Lai Street, Ngo Quyem District, Hai Phong.	Year 2024	Purchase of goods and services	8,159,271,529

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



CAO HUU HIEU

APPENDIX 4: TRANSACTION BETWEEN INTERNAL PERSONS OF THE CORPORATION, AFFILIATED PERSONS OF INTERNAL PERSONS AND THE CORPORATION'S SUBSIDIARIES IN WHICH THE CORPORATION TAKES CONTROLLING POWER

(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the year 2024)

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Subsidiary company	Time of transaction	Content	Total value of transaction (VND)
1	Vinatex Hong Linh Joint Stock Company	Organization related to Mr. Nguyen Tri Son - Chairman of the BODs	3001124028 20/01/2017 Department of Planning and Investment of Ha Tinh Province	Nam Hong Industrial and Handicraft Cluster, Hong Linh Town, Ha Tinh Province.	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2024	Sale of goods and services	23,595,958,008
							Purchase of goods and services	31,987,692,877
2	Dong Xuan Knitting One-Member Limited Liability Company	Affiliated organization of Mr. Cao Huu Hieu - CEO of Vinatex (100% state-owned company)	0100100583 03/07/2021 Department of Planning and Investment of Hanoi City	No. 524 Minh Khai Street, Vinh Tuy Ward, Hai Ba Trung District, Hanoi City.	Hanosimex Knitting Joint Stock Company	Year 2024	Purchase of goods and services	461,796,120
3	Hanosimex Fashion Joint Stock Company	Organization related to Mr. Ho Le Hung - Chairman of the Board of Directors	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st Floor, Nam Hai Lakeview Building, Lot 1/9A, New Road, Vinh Hoang Urban Area, Hoang Van Thu Ward, Hoang Mai District, Hanoi.	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2024	Purchase of goods and services	759,446,174
							Sale of goods and services	8,115,874,211
					Dong Xuan Knitting One-Member Limited Liability Company	Year 2024	Purchase of goods and services	32,979,900
							Sale of goods and services	129,303,000
4	Hai Phong Trading Joint Stock Company - Hanosimex	Organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors	0200736929 17/01/2024 Department of Planning and Investment of Hai Phong City	No. 226 Le Lai Street, Ngo Quyen District, Hai Phong.	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2024	Sale of goods and services	1,376,280,641
							Purchase of goods and services	88,355,248
					Hanosimex Fashion Joint Stock Company	Year 2024	Sale of goods and services	542,282,251
							Purchase of goods and services	134,793,834

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



Bao Hieu Hieu