

**VIETTIEN GARMENT
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, April 04, 2026



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2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET TIEN GARMENT CORPORATION**

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AGENDA**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

CONTENT		Duration
1. OPENING PROCEDURES		
▪ Shareholders receive documents, voting cards, and ballots.	Organizing Committee	08:00 – 08:30
▪ Statement of purpose and introduction of attendees	Organizing Committee	08:30 – 08:35
▪ Report on shareholder eligibility verification results	Shareholder Eligibility Verification Committee	08:35 – 08:40
2. MEETING CONTENT		
▪ Introduction and voting for approval of: <ul style="list-style-type: none"> - Meeting Secretary - Meeting Agenda - Vote Counting Committee of the Meeting (with voting) 	Chairperson Meeting	08:40 – 08:50
▪ Approval of the Meeting Working Regulations (with voting)	Organizing Committee	08:50 – 09:00
▪ Opening speech of the Meeting	Chairperson Meeting	09:00 – 09:10
▪ Report on production and business results for 2025, plan for 2026, and implementation solutions.	General Director	09:10 – 09:40
▪ Report on the verification of production and business activities and the audited financial statements for 2025.	Head of the Board of Supervisors	09:40 – 10:00
▪ Proposal No. 31/TTr-HĐQT VT regarding the approval of the audited financial statements for 2025.	Board of Directors	10:00 – 10:05
▪ Proposal No. 32/TTr-HĐQT VT regarding profit distribution and appropriation of funds for 2025.	Board of Directors	10:05 – 10:10
▪ Proposal No. 33/TTr-HĐQT VT regarding the report on remuneration for the Board of Directors and Board of Supervisors for 2025 in accordance with the Charter.	Board of Directors	10:10 – 10:15
▪ Proposal No. 34/TTr-BKS VT regarding the selection of an independent auditor for the Corporation's 2026 financial statements.	Board of Directors	10:15 – 10:20
▪ Proposal No. 35/TTr-HĐQT VT regarding the change of business lines registered on the Business Registration Certificate in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025.	Board of Directors	10:20 – 10:25
▪ Proposal No. 36/TTr-HĐQT VT regarding the approval of transactions between the Corporation and related parties valued at 35% or more of the Corporation's total assets.	Board of Directors	10:25 – 10:30
▪ Report of the Board of Directors for 2025 and strategic orientation for 2026.	Board of Directors	10:30 – 10:45
3. MEETING CHAIRPERSON TAKES A VOTE TO APPROVE DOCUMENT CONTENTS AND MEETING PROPOSALS	Chairperson Meeting	10:45 – 10:50
4. MEETING BREAK (15 MINUTES)		10:50 – 11:05

5. DISCUSSION SESSION FOR SHAREHOLDER COMMENTS AND Q&A	Chairperson Meeting	11:05 – 11:35
6. APPROVAL OF THE MEETING RESOLUTION AND MINUTES	Secretary Meeting	11:35 – 11:45
7. CLOSING OF THE MEETING	Organizing Committee	11:50

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM****Independence – Freedom – Happiness***Ho Chi Minh City, April 04, 2026*

No. 30/QC- ĐHĐCĐ

**WORKING REGULATIONS OF
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIET TIEN GARMENT CORPORATION**

- Pursuant to the Business Registration Certificate No. 0300401524 issued by the Department of Planning and Investment of Ho Chi Minh City, 13th amendment dated July 14, 2025.
- Pursuant to the Charter of Viet Tien Garment Corporation approved by the General Meeting of Shareholders.
- Pursuant to the functions, duties, and powers of the Corporation's Board of Directors.

Article 1. Objectives.

1. To achieve the highest consensus among shareholders to complete the tasks set forth by the Meeting.
2. To ensure the principles of transparency, fairness, democracy, and constructiveness in working.
3. For the stability and development of the Corporation, and the interests of employees and shareholders.

Article 2. Subjects and scope of application.

1. **Subjects:** All shareholders, authorized representatives, and guests attending the Annual General Meeting of Shareholders of Viet Tien Garment Corporation must comply with the provisions of these Regulations, the Corporation's Charter, and current legal regulations.
2. **Scope of application:** These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Viet Tien Garment Corporation.

Article 3. Rights and obligations of shareholders when attending the Meeting.

1. Shareholders of the Corporation according to the list closed on March 25, 2026, have the right to attend the AGMS; Shareholders may attend in person or authorize a representative to attend on their behalf. In case a shareholder is an organization owning at least 10% of the total common shares, it may appoint a maximum of 03 people to attend the General Meeting of Shareholders. In case more than 01 authorized representative is appointed, the number of shares and voting rights of each representative must be specifically determined.
2. Shareholders attending the meeting must complete the registration procedures with the Meeting Organizing Committee. Receive dossiers, documents, and papers serving the Meeting at the reception desk in front of the Meeting Hall.
3. Late-arriving shareholders have the right to register immediately and subsequently have the right to participate and vote at the Meeting. The Chairperson is not responsible for stopping the Meeting to allow late-arriving shareholders to register; the voting results for matters already voted upon before the delegate's arrival shall not be affected.
4. Shareholders shall attend on time, wear formal and polite attire, and comply with security

checks (if any) and present original identification documents (ID card/Citizen ID/Passport), etc., as requested by the Meeting Organizing Committee.

5. Please set mobile phones to vibrate or turn them off; if necessary, please step outside the meeting hall to take calls.
6. Smoking and the use of e-cigarettes are prohibited in the meeting room.
7. Comply with the provisions of these Regulations and the regulations of the Organizing Committee and the Chairperson presiding over the Meeting, and respect the results of the Meeting's proceedings.
8. In case a delegate does not comply with the inspection regulations or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or expel said delegate from the venue to ensure the Meeting proceeds normally according to the planned program.

Article 4. Procedure of the 2026 Annual General Meeting of Shareholders.

1. The General Meeting of Shareholders shall be conducted when shareholders representing over 50% of the total voting shares are present (Clause 1, Article 145 of the Law on Enterprises 2020).
2. In the event that the first meeting does not meet the conditions for proceeding as stipulated in Clause 1 of this Article, a notice for the second meeting shall be sent within 30 days from the intended date of the first meeting, unless otherwise provided by the Company's Charter. The second General Meeting of Shareholders shall be conducted when shareholders representing at least 33% of the total voting shares are present, with the specific ratio to be determined by the Company's Charter.
3. In the event that the second meeting does not meet the conditions for proceeding as stipulated in Clause 2 of this Article, a notice for the third meeting must be sent within 20 days from the intended date of the second meeting, unless otherwise provided by the Company's Charter. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the attending shareholders.

Article 5. Guests of the Meeting.

1. These are management titles of the Corporation, guests, and members of the Meeting Organizing Committee who are not shareholders of the Corporation but are invited to attend the Meeting.
2. Guests shall not participate in discussions and voting at the Meeting (except when invited to speak by the Chairperson, or having registered in advance with the Meeting Organizing Committee and received the Chairperson's approval).

Article 6. Voting on matters at the Meeting.

1. Principles:

- All matters in the agenda and meeting content must be discussed and voted on publicly by the AGMS.
- Voting cards and Voting ballots are printed by the Corporation, stamped with the official seal, and sent directly to delegates at the meeting (enclosed with the AGMS document set). Each delegate is issued a Voting card and a Voting ballot. The Voting card and

Voting ballot clearly state the delegate's code, full name, number of shares owned, and authorized voting rights of that delegate.

- The voting method for matters at the 2026 Annual General Meeting of Shareholders is as follows:
 - o Voting by raising the Voting card: this method is used to approve matters such as: Meeting Agenda; Working Regulations at the Meeting; approval of Meeting Minutes, Meeting Resolutions, and other contents at the Meeting (if any);
 - o Voting by filling out the Voting ballot: this method is used to approve matters: Report on business performance results in 2025, 2026 plan, and implementation solutions; Report of the Board of Directors for 2025 and strategic orientation for 2026; Report of the Board of Supervisors on the verification of business performance results and financial statements for 2025, and voting to approve the contents of proposals at the Meeting.

2. Voting method:

- Delegates perform voting to agree, disagree, or abstain on a matter brought to a vote at the Meeting by raising the Voting card or filling in the selection options on the Voting ballot corresponding to the contents requiring a vote as stipulated in Clause 1 of this Article.
- When voting by raising the Voting card, the front of the Voting card must be raised towards the Presidium. If a delegate does not raise the Voting card during all three times of voting for agreement, disagreement, or abstention on a matter, it shall be considered as voting in favor of that matter. If a delegate raises the Voting card more than one (01) time when voting for agreement, disagreement, or abstention on a matter, it shall be considered an invalid vote. For the voting method by raising the Voting card, the Vote Counting Committee member marks the delegate code and the corresponding voting card number of each shareholder as Agree, Disagree, Abstain, and Invalid.
- When voting by filling out the Voting ballot, for each content, the delegate selects one of the three options "Agree", "Disagree", "Abstain" printed on the Voting ballot by marking "X" or "" in the chosen box. After completing all contents requiring a vote at the Meeting, the delegate submits the Voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The Voting ballot must be signed and clearly state the full name of the delegate.✓

3. Validity of the Voting ballot

- A valid Voting ballot is a ballot according to the pre-printed template issued by the Organizing Committee, without erasures, scraping, tearing, damage, etc., without writing any other content other than what is prescribed for this ballot, and must be signed, with the full handwritten name of the attending delegate below the signature.
- On the voting ballot, a voting item (report, proposal) is considered valid when the delegate marks one (01) of the three (03) voting checkboxes. A voting item is considered invalid if it does not comply with the requirements for a valid voting item.
- Invalid Voting ballot:
 - o Writing additional content on the Voting ballot;

- A Voting ballot that does not follow the pre-printed template issued by the Organizing Committee, a ballot without the Corporation's red seal, or one that has been erased, scraped, or has additional content written other than what is prescribed for the voting ballot, in which case all voting contents on the Voting ballot are invalid.

4. Voting rules:

- Every 01 (one) share is equivalent to one voting right. Each attending delegate representing one or more voting rights will be issued a Voting card and a Voting ballot.
- As of the shareholder list closing date (March 25, 2026), the total number of shares of the Corporation is: 44,100,000 shares, equivalent to 44,100,000 voting rights.
 - Matters requiring a vote at the General Meeting shall only be passed if approved by at least 51% of the total voting shares represented by shareholders present at the Meeting. Specifically, for certain matters stipulated in Clause 2, Article 20 of the Corporation's Charter, approval by at least 65% of the total voting shares represented by shareholders present at the Meeting is required.
 - Note that shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more of the total value of the Corporation's assets as recorded in the most recent financial statements; these contracts or transactions shall only be approved if shareholders/authorized representatives holding at least 65% of the remaining total voting shares vote in favor (pursuant to point q, Clause 2, Article 15 of the Corporation's Charter).

5. Recording of voting results

- The Vote Counting Committee is responsible for collecting voting ballots.
- The Vote Counting Committee shall verify the number of votes in favor, against, and abstentions for each item and is responsible for recording and reporting the vote counting results at the General Meeting of Shareholders.

Article 7. Discussion of meeting agenda items and Q&A.

After the reports presented at the Meeting are concluded, the Chairperson of the Meeting shall continue to preside over the discussion session, receive opinions from shareholders, and address inquiries according to the following principles and procedures:

1. Shareholders attending the Meeting shall write their comments on the comment forms (provided by the Meeting Organizing Committee) and submit them to the Secretariat for consolidation and presentation to the Chairperson of the Meeting. Additionally, meeting documents are posted on the Corporation's website. Therefore, to ensure the Meeting is well-prepared, shareholders are requested to review the documents in advance, prepare their comments, and submit them to the Meeting Organizing Committee (via Fax or Email).
2. The Chairperson of the Meeting shall only directly answer questions that are central and relevant to the items on the Meeting agenda and represent the interests of multiple shareholders; the Chairperson shall not directly answer or provide detailed explanations for matters already disclosed, matters already regulated by law, or matters of a specialized or detailed nature intended to serve the individual requirements of a single shareholder.
3. Questions regarding individual information or those not directly related to the Meeting agenda will be collected by the Secretariat and answered in writing or via information posted on the Corporation's website.

4. Questions that cannot be answered during the Meeting due to time constraints will also be answered in writing or via information posted on the Corporation's website.

Article 8. Responsibilities of the Chairperson of the Meeting.

1. The Chairman of the Board of Directors shall serve as the Chairperson of the General Meeting of Shareholders. The Chairperson shall conduct the business of the Meeting according to the agenda and program that the Board of Directors has planned for approval prior to the Meeting.
2. Duties of the Chairperson of the Meeting:
 - Direct the activities of the Corporation's General Meeting of Shareholders in accordance with the agenda planned by the Board of Directors and approved by the General Meeting of Shareholders;
 - Guide delegates and the Meeting in discussing the items included in the agenda;
 - Present drafts and conclude on necessary matters for the Meeting to vote upon;
 - Respond to matters requested by the Meeting;
 - Resolve issues arising throughout the duration of the Meeting.

Article 9. Meeting Secretariat:

1. The Meeting Secretariat consists of 02 persons appointed by the Chairperson of the Meeting, who are responsible to the Chairperson of the Meeting and the General Meeting of Shareholders for their duties and operate under the direction of the Chairperson of the Meeting.
2. Duties of the Secretariat:
 - Assist the Chairperson of the Meeting in verifying the eligibility of shareholders and authorized representatives attending the meeting (when necessary);
 - Assist the Chairperson of the Meeting in announcing draft documents, conclusions, Resolutions of the Meeting, and notices from the Chairperson of the Meeting to shareholders upon request;
 - Receive and review registration forms for shareholder comments and submit them to the Chairperson of the Meeting for decision;
 - Record fully and truthfully all proceedings of the Meeting and matters approved by shareholders or noted for further attention in the Minutes of the Meeting;
 - Draft Resolutions on matters approved at the Meeting.
3. The Chairperson of the Meeting or the Meeting Secretary may take necessary actions to conduct the General Meeting of Shareholders in a valid and orderly manner or to ensure the Meeting reflects the wishes of the majority of attending delegates.

Article 10. Delegate Eligibility Verification Committee

1. The Delegate Eligibility Verification Committee of the Meeting consists of 07 persons, including 01 Head and 06 members, who are responsible to the Chairperson of the Meeting and the General Meeting of Shareholders for their duties.
2. Duties of the Delegate Eligibility Verification Committee.

- The Delegate Eligibility Verification Committee of the Meeting is responsible for verifying the eligibility and status of shareholders and authorized representatives attending the meeting.
- The Head of the Delegate Eligibility Verification Committee shall report to the General Meeting of Shareholders on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders eligible to attend representing at least 50% (pursuant to Clause 1, Article 4 of these regulations) of the total voting shares, the General Meeting of Shareholders of the Corporation shall be convened.

Article 11. Vote Counting Committee

1. The Vote Counting Committee, introduced by the Chairperson, consists of 05 persons, including 01 Head and 04 members, to be approved by the Meeting through a show of voting cards. Candidates participating in elections or nominations (in the case of an election) may not serve on the Vote Counting Committee.
2. Duties of the Vote Counting Committee
 - The Vote Counting Committee must prepare a Vote Counting Report and is responsible to the Chairperson and the General Meeting of Shareholders when performing its duties.
 - Accurately determine the vote counting results for each matter submitted for a vote at the Meeting;
 - Promptly notify the Secretariat of the voting results;
 - Review and report to the Meeting on cases of violation of voting procedures or complaints regarding voting results;
 - Conduct the vote counting for each matter submitted for a vote at the Meeting.

Article 12. Minutes and Resolutions of the General Meeting of Shareholders

The Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the Meeting is adjourned.

Article 13. Implementation of Regulations

Shareholders, authorized representatives, and guests attending the meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. Shareholders, authorized representatives, and guests who violate these Regulations shall, depending on the severity, be subject to consideration and disciplinary action by the Chairperson of the Meeting in accordance with the Corporation's Charter and the Law on Enterprises.

These Regulations take effect immediately after being approved by a vote of the General Meeting of Shareholders of the Corporation.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness***Ho Chi Minh City, April 04, 2026***REPORT
RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN 2025
PLAN FOR 2026 AND IMPLEMENTATION SOLUTIONS****PART I
RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN 2025****I. SITUATIONAL CHARACTERISTICS.****1. Advantages.**

- The Corporation's business operations continued to maintain stability and ensure key targets were met.
- The Corporation's brand continued to affirm its position in both domestic and international markets.
- Good working environment conditions, and welfare policies for employees were consistently maintained and increasingly improved.
- The Corporation maintained cooperative relationships with major strategic clients capable of strategic client planning oriented toward specialization across the entire system.

2. Challenges.

- First and foremost is the increasingly fierce competition from countries such as Bangladesh or India – nations with lower labor costs and more incentives. This has caused Vietnam's price competitiveness to gradually narrow.
- Trade tensions, wars, complex tax policy developments, and high wage costs have impacted the efficiency of the Corporation's business operations.
- Furthermore, the global economic and political situation remains volatile, directly affecting export activities. Consumers tend to tighten spending, leading to a decrease in the volume and value of orders.
- Not only that, major markets are increasingly imposing strict requirements regarding environmental standards, sustainable development, green production, emission reduction, and traceability. This forces enterprises to invest heavily in green technology and production processes, creating significant financial pressure.
- Some units have not yet operated efficiently and must continue to restructure their business operations in 2026.

II. RESULTS OF BUSINESS PERFORMANCE INDICATORS**1. Targets achieved in 2025.**

- 1.1. Total revenue reached: VND 10,503 billion, exceeding the plan by 7.17% and increasing by 7.7% year-on-year.
- 1.2. Profit before tax: VND 330 billion, achieving 100% of the plan and increasing by 8.9% year-on-year.

- 1.3. Average number of employees: 4,273 people, a decrease of 0.8% year-on-year (a decrease of 36 people).
- 1.4. Average income of employees: VND 12,600,000/person/month, equivalent to 100% year-on-year.

2. Regarding production organization.

- 2.1. The Corporation continues to maintain and enhance production technology improvements using Lean methods, the 5S program, and the establishment of Kaizen teams for units throughout the entire system with the goal of boosting labor productivity, stabilizing product quality, and increasing income for employees.
- 2.2. Continue the program of reorganizing the structure and business operation models of units, focusing on those that are currently underperforming.
- 2.3. Continue solutions to fully utilize vacant premises, workshops, and warehouses.
- 2.4. Invest in-depth using specialized machinery and equipment, automated technology, and robotics in production.
- 2.5. Continue to apply software to management, production organization, warehouse management, etc.
- 2.6. Enhance the quality management control for units throughout the entire system.
- 2.7. Effectively exploit post-investment production capacity at units.

3. Regarding business operations.

- 3.1. **For FOB export goods:** The Market Planning Department strives to seek orders to maintain stable production and plan stable sources of goods for newly operating units. The export market structure of the Corporation in 2025 is: **Japan market: 19%, US market: 26%, EU market: 16%, and other markets: 39%.**
- 3.2. **For domestic goods:**
 - Focus on producing traditional brands, continue marketing and communication programs on mass media and social networking platforms, and implement discount programs to stimulate demand, clear inventory, and increase domestic sales revenue.
 - Continue to expand distribution channels and strengthen inspection and anti-counterfeit efforts.
 - Apply RFID technology to sales management and inventory management.

4. Corporate governance.

- 4.1. Continue to reassign functions and tasks of the Executive Board and rotate several key personnel.
- 4.2. Continue to organize re-evaluation of personnel after training, appoint several senior officials, provide training for senior officials, and open thematic training and coaching classes for key personnel.
- 4.3. Continue to restructure the Board of Directors, Board of Members, and Executive Boards of units throughout the system and units with capital contributions from Viet Tien.
- 4.4. In 2025, the Corporation appointed and provided training for 51 officials at all levels, including:
 - Parent Corporation: appointed 5 officials, continued training for 05 officials.
 - Subsidiary units: appointed 15 officials at all levels, continued training for 26 officials.

- 4.5. Continue to reform the salary distribution regulations for employees to suit actual operating conditions, ensuring the timing of salary and bonus payments to employees is in accordance with the collective labor agreement.
- 4.6. Continue to implement digital transformation and apply management software to reduce administrative procedures.
- 4.7. Continue to arrange and restructure professional departments and units.
- 4.8. Strengthen corporate governance, reorganize the management apparatus, and restructure production sources at units to suit the actual situation and scale of each unit.
- 4.9. Maximize the effective use of overtime hours in accordance with regulations.
- 4.10. Continue to implement comprehensive cost reduction, prioritize employee welfare, and retain customers and markets to ensure the maintenance of production capacity.
- 4.11. Maintain internal audits of the quality management system, Environment – Safety – Health (ESH) system, fire safety, etc.

5. Regarding the labor situation.

- 5.1. Average labor: 4,273 people, a decrease of 0.8% compared to the same period (a decrease of 36 people).
- 5.2. Average income of employees: VND 12,600,000/person/month, equal to 100% compared to the same period.
- 5.3. The Corporation ensures full employment for workers and continues to maintain and implement good policies on salaries, bonuses, and income for employees; however, labor still fluctuates, and some units still have to subsidize salaries for employees.
- 5.4. Effectively carry out health insurance, social insurance, and unemployment insurance for employees.

6. Investment activities.

Total investment value in 2025: VND 43.57 billion.

- Purchase of machinery, equipment, and management tools: VND 11.5 billion.
- Other investments (purchase of transport vehicles, management tools, management software, wastewater treatment systems, etc.): VND 32.07 billion.

7. Other activities.

- 7.1. Successfully organized the Annual General Meeting of Shareholders and the 2025 Employee Conference.
- 7.2. Continue to care for the lives of employees through support programs of the Corporation and the Trade Union.
- 7.3. Maintain the implementation of charitable and social work according to the plan.
- 7.4. Effectively perform fire safety, labor safety, environmental sanitation, and internal security and order.
- 7.5. Build close relationships with employees and develop salary and bonus incentive policies to attract employees to return to work.
- 7.6. Carry out communication work and connect with employees so that they can sympathize and share difficulties with the Corporation.

III. LESSONS LEARNED

1. Some subsidiary units are not operating with high efficiency, so they need to be restructured.
2. Labor competition and labor costs are increasing.
3. Training for senior and middle-level officials.
4. Digitization – automation – management software.

PART II

2026 PLAN AND IMPLEMENTATION SOLUTIONS

2026 Orientation RISING AND ASPIRING

I. FORECAST OF THE SITUATION IN 2026.

1. In 2025, the Vietnamese textile and garment industry achieved its export target of USD 46 billion.
2. Trend of shifting orders to Vietnam.
3. Pressure from customers regarding evaluation, automation, digitization, and circular economy.
4. The world economic and political situation is unstable with unpredictable developments.
5. Pressure from small orders, fast delivery schedules, reduced processing prices, and domestic labor competition making recruitment difficult.
6. Strong competition from countries with low labor costs (Bangladesh, Cambodia, Myanmar).

II. KEY INDICATORS

Item	Unit	2025 Plan	2025 Actual	2026 Plan	2026 Plan / 2025 Actual (%)
Total Revenue	VND billion	9,800	10,503	10,330	98%
Profit Before Tax	VND billion	330	330.63	370	112%
Average Income of Employees	VND/person/month	13,000,000	12,500,000	13,000,000	104%

1. Production management.

- 1.1. Develop solutions to boost labor productivity and develop solutions to gradually narrow the labor productivity gap between subsidiary units.
- 1.2. Continue to maintain and enhance production technology improvements using Lean methods, the 5S program, and the establishment of Kaizen teams for units throughout the entire system.
- 1.3. Continue to recruit enough labor according to the capacity of the factories, noting that only skilled labor should be recruited.
- 1.4. Apply all software programs in production management and operation.
- 1.5. Continue in-depth investment, investment in automation technology, robotics, high specialization, investment in specialized machinery and equipment, and application of advanced production technology.
- 1.6. Restructure production and business activities at the Corporation and subsidiary units, research investment in new business sectors supporting the garment industry, and exploit internal markets and supply chain systems.

- 1.7. Continue to organize implementation and evaluate the effectiveness of production management activities at units through MI, CI indicators, etc.
- 1.8. Organize the evaluation and re-planning of all premises, workshops, and warehouses throughout the system, and propose solutions for effective use:
 - Arrange and effectively use vacant premises.
 - Ensure strict legal compliance during conversion.
- 1.9. Effectively perform maintenance, repair, and upkeep of machinery and equipment at directly managed units and units throughout the system.

2. Corporate governance.

- 2.1. Continue to reassign functions and tasks of the Executive Board reasonably according to each period. Reorganize the structure of professional departments at the Corporation level and directly managed units.
- 2.2. Continue the program of arranging and restructuring the Board of Directors, Board of Members, and Executive Boards of units throughout the system and units with capital contributions from Viet Tien.
- 2.3. Continue to restructure and reorganize the structure of professional departments at the Corporation level to suit the actual situation.
- 2.4. Continue to implement the human resource training plan at all levels through various forms.
- 2.5. Continue to organize the rotation of officials, evaluate trained officials for promotion and assignment of tasks.
- 2.6. Continue to organize the exploitation of all overtime hours as prescribed.
- 2.7. Continue to reform administrative procedures and build management solutions to connect programs and software throughout the entire system.
- 2.8. Continue to restructure production at some units with low operating efficiency: ViMiKy Factory, Tien Thuan Garment Co., Ltd., Viet Tien Time Label Co., Ltd.
- 2.9. Implement divestment from inefficient units, etc.
- 2.10. Regularly carry out inspection, supervision, and internal assessment of all subordinate units and member units across the entire system to ensure compliance with customer assessment requirements.
- 2.11. Strengthen periodic and thematic inspections and inventories at all subordinate units and member units across the entire system.
- 2.12. Enhance cost-saving solutions in production by focusing on reviewing and refining efficiency measures across all stages of the production process, with particular emphasis on the use of raw materials, supplies, fuel, electricity, water, processing costs, maintenance and repair expenses, and other direct costs
- 2.13. Limit travel, business trip, and meeting expenses; increase the use of online meetings and remote working

3. Market and customer activities.

3.1. For the export market:

- Closely monitor market developments, customers, orders, delivery schedules, payment capacity, and the risk of delays, postponements, or cancellations; promptly develop appropriate response plans.
- Balance production capacity to ensure the fulfillment of contracts signed with customers.
- Reorganize and re-plan customers for each unit in the direction of specialization.

- Continue promotion and negotiation activities with customers for the 2026 production plan.

3.2. For the domestic market:

- Develop an operational plan for the domestic business sector to introduce new business models in 2026, with the goal of stabilizing the domestic market and rapidly clearing inventory.
- Review and re-evaluate the entire store system, temporarily suspending ineffective stores to relocate to other locations.
- Continue to apply RFID technology to sales and inventory management.
- Restructure online sales on e-commerce platforms and social media channels.

4. The projected investment plan for 2025 is VND 30 billion, including the following investment items:

- Investment in automated technology and specialized machinery and equipment
- Investment in digital transformation and digital management.

5. Other activities.

- 5.1. Maintain a firm grasp of the workforce situation, including employment, income, and employees' sentiments and aspirations; promptly identify and address emerging issues to avoid being caught off guard and to prevent any adverse impact on production stability and labor relations
- 5.2. Coordinate with mass organizations to carry out effective communication and engagement with employees to build trust, foster empathy and sharing regarding the company's difficulties, and attract employees to return to work.
- 5.3. Continue to launch emulation movements in production and labor.
- 5.4. Pay attention to fire safety, environmental hygiene, and wastewater, domestic water, and drinking water treatment systems at all units, ensuring they meet the prescribed standards.
- 5.5. Well-prepare for assessments by customers and relevant authorities regarding environmental protection, occupational safety, food safety, fire prevention and fighting, etc.
- 5.6. Continue to implement social charity work according to the plan.
- 5.7. Build a working environment, corporate culture, and harmonious labor relations throughout the Corporation's system.

GENERAL DIRECTOR

BUI VAN TIEN

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness***Ho Chi Minh City, April 04, 2025***REPORT OF THE BOARD OF SUPERVISORS****on the appraisal of the results of production and business operations and the audited financial statements for 2025 of Viet Tien Garment Corporation**

Dear Chairperson of the Meeting, dear Shareholders!

Basis:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Powers and responsibilities of the Board of Supervisors as stipulated in the Charter and Internal Regulations on Corporate Governance of the Corporation;
- Operating Regulations of the Board of Supervisors approved by the General Meeting of Shareholders;
- Report of the General Director on the summary of the implementation of the 2025 business plan and the tasks and solutions for the 2026 plan;
- 2025 Financial Statements audited by AASC Auditing Firm Co., Ltd.

The Board of Supervisors respectfully reports to the 2026 Annual General Meeting of Shareholders on the results of supervisory activities regarding the production, business, financial situation, and corporate governance of the Corporation for the fiscal year ending December 31, 2025, as follows:

I. Results of supervising the implementation of the AGMS resolutions and the financial situation of the Corporation:**1. Implementation of AGMS resolutions:**

Based on the 2025 AGMS Resolution, the Board of Supervisors has supervised the implementation of production, business, investment, profit distribution, and dividend payment targets of the Corporation.

*** Regarding production and business results:**

In 2025, the garment industry recovered positively due to the rebound in global demand and improved order volumes. However, it faced many challenges, such as: export products facing international competitive pressure on prices and delivery times; domestic purchasing power declining due to economic impacts; dependence on imported raw materials and rising production costs (wages, logistics, etc.); increasing pressure to comply with international standards; and risks from geopolitical tensions at the end of the year.

With the close direction of the Board of Directors, the proactive, decisive, and flexible management of the Executive Board, and the united efforts of all employees, the Corporation has completed the targets set by the General Meeting of Shareholders, specifically as follows:

No.	Key indicators	Unit	2024	2025		Comparison ratio	
				AGMS Resolution	Actual	Actual/Resolution	2025/2024
1	Revenue	VND billion	9,749.1	9,800.0	10,503.9	107.2%	107.7%
2	Profit before tax	VND billion	303.7	330.0	330.6	100.2%	108.9%
3	Dividend	%	30%	30%	30%	100.0%	100.0%

- Revenue reached VND 10,503.9 billion = 107.2% of the Resolution, an increase of 7.7% compared to 2024.

- Profit before tax reached VND 330.6 billion = 100% of the Resolution, an increase of 8.9% compared to 2024.

- After making appropriations for funds as prescribed, the Board of Directors submitted a profit distribution plan to the AGMS, in which cash dividends were set at a rate of 30% of charter capital = 100% of the Resolution.

*** Regarding investment:**

The total investment value during the year was VND 43.57 billion = 87.1% of the plan (VND 50 billion). Investment items were implemented according to the plan and within the approved authority.

*** Regarding profit distribution and dividend payment:**

The Corporation has distributed profits and made appropriations for funds (including: Development Investment Fund, Reward and Welfare Fund, Business Performance Reward Fund) in accordance with regulations; completed the payment of 2024 cash dividends at a rate of 30% of par value (i.e., VND 3,000/share), ensuring the correct recipients and deadlines. The total amount of dividends paid was VND 132.3 billion.

The Corporation advanced 2025 cash dividends at a rate of 10% of par value on December 25, 2025, with a total payment of VND 44.1 billion; the implementation process ensured full compliance with regulations and information disclosure obligations.

The dividend policy is built on the basis of balancing shareholder interests and reinvestment needs, in line with the Corporation's financial situation.

2. Financial situation:

a. Regarding the implementation of accounting policies and preparation of financial statements:

- The Corporation has prepared and disclosed quarterly, semi-annual, and annual financial statements fully and on time, complying with legal regulations for public companies.

- The 2025 financial statements (including consolidated financial statements and separate financial statements of the Parent Company) have been audited by an independent auditing firm in accordance with regulations. The audit opinion is unqualified, reflecting the Corporation's financial situation truthfully and reasonably.

- During the year, there were no changes in accounting policies and standards that had a material impact on the financial situation and the disclosed financial statements.

- The Board of Supervisors assesses that accounting, statistics, and financial statement preparation work were carried out prudently and in accordance with regulations.

- The Board of Supervisors confirms that the figures in the reports of the Board of Directors and the General Director are consistent with the audited financial statements.

- The Board of Supervisors agrees and submits to the General Meeting of Shareholders for consideration and approval of the audited 2025 financial statements.

b. Financial statements:

*** Consolidated financial statements audited by AASC Auditing Firm Co., Ltd. on March 26, 2026:**

- Business results, asset and capital situation as of December 31, 2025, as audited, are summarized as follows:

No.	Indicators	Unit	2024	2025 2025	Comparison	
					Absolute opposite to	Relative
A	Business results					
1	Net revenue from sales and services	VND million	9,753,088	10,508,807	755,719	107.7%

2	EBITDA (Profit before tax + Depreciation + Interest expenses)	VND million	525,525	613,842	88,317	116.8%
3	Profit before tax	VND million	430,356	530,043	99,687	123.2%
4	Profit after tax	VND million	363,607	445,599	81,992	122.5%
5	Profit after tax of the Parent Company	VND million	350,974	423,395	72,421	120.6%
6	Basic earnings per share (EPS)	VND million	6,613	8,070	1,457	122.0%
B	Assets and Liabilities					
1	Total assets	VND million	5,292,050	5,877,148	585,098	111.1%
a	Current assets		4,077,147	4,597,424	520,277	112.8%
b	Non-current assets		1,214,904	1,279,725	64,821	105.3%
2	Liabilities and Equity	VND million	5,292,050	5,877,148	585,098	111.1%
a	Liabilities		3,112,599	3,430,251	317,652	110.2%
	- Current liabilities		3,062,369	3,401,006	338,637	111.1%
	- Non-current liabilities		50,230	29,245	(20,986)	58.2%
b	Equity		2,179,451	2,446,898	267,447	112.3%
	. Owner's contributed capital		441,000	441,000	-	100.0%

(Data source: Audited 2025 consolidated financial statements)

- Basic indicators on production, business efficiency, and finance:

S No.	Indicator	Unit	2024	2025	Comparison (2025-2024)
I	Solvency indicators				
1	Current ratio	Times	1.33	1.35	0.03
2	Quick ratio	Times	0.84	0.93	0.09
II	Capital structure indicators				
1	Debt/Equity ratio	Times	1.43	1.40	-0.03
2	Debt/Total assets ratio	Times	0.59	0.58	-0.01
III	Operational capacity indicators				
1	Total asset turnover	Times	1.90	1.90	-
2	Days Inventory Outstanding (DIO)	Days	54.8	56.4	1.6
3	Days Sales Outstanding (DSO)	Days	57.7	56.1	-1.6
4	Days Payable Outstanding (DPO)	Days	74.5	75.8	1.3
5	Cash Conversion Cycle (CCC)	Days	38.0	36.7	-1.3
IV	Business performance indicators				
1	Operating profit margin	%	4.24%	5.01%	0.77%
2	Net profit margin (ROS)	%	3.72%	4.24%	0.53%
3	Return on Equity (ROE)	%	16.63%	18.21%	1.58%
4	Return on Assets (ROA)	%	6.85%	7.58%	0.73%
V	Market and stock indicators				
1	Earnings per share (EPS)	VND/share	7,929	9,601	1,672
2	Book Value per Share (BVPS)	VND/share	49,353	55,447	6,094

* Separate financial statements of the Parent Company audited by AASC Auditing Firm Co., Ltd. on March 26, 2026:

- Business results, asset and capital situation as of December 31, 2025, as audited, are summarized as follows:

S No.	Indicator	Unit	2024	2025	Comparison	
A	Business results				Absolute	Relative
1	Net revenue from sales and services	VND million	9,749,084	10,503,945	754,861	107.7%
2	EBITDA (Profit before tax + Depreciation + Interest expense)	VND million	369,229	385,859	16,631	104.5%

3	Profit before tax	VND million	303,662	330,635	26,972	108.9%
4	Profit after tax	VND million	248,152	267,504	19,352	107.8%
B	Assets and Liabilities					
1	Total assets	VND million	4,759,178	5,162,093	402,915	108.5%
a	Current assets		4,008,263	4,418,624	410,360	110.2%
b	Non-current assets		750,914	743,469	(7,445)	99.0%
2	Liabilities and Equity	VND million	4,759,178	5,162,093	402,915	108.5%
a	Liabilities		3,370,504	3,665,796	295,292	108.8%
	- Short-term liabilities		3,334,433	3,636,552	302,118	109.1%
	- Long-term liabilities		36,071	29,245	(6,827)	81.1%
b	Equity		1,388,673	1,496,297	107,624	107.8%
	. Owner's contributed capital		441,000	441,000	-	100.0%

(Data source: Audited 2025 parent company financial statements)

- Basic indicators on production, business efficiency, and finance:

S No.	Indicator name	Unit	Year 2024	Year 2025	Comparison (2025-2024)
I	Solvency indicators				
1	Current ratio	Times	1.20	1.22	0.02
2	Quick ratio	Times	0.77	0.83	0.06
II	Capital structure indicators				
1	Debt/Equity ratio	Times	2.43	2.45	0.02
2	Debt/Total assets ratio	Times	2.40	2.43	0.03
III	Operating capacity indicators				
1	Total asset turnover	Times	2.12	2.12	-
2	Days Inventory Outstanding (DIO)	Days	52.1	53.3	1.2
3	Days Sales Outstanding (DSO)	Days	58.00	56.20	-1.8
4	Days Payable Outstanding (DPO)	Days	91.40	93.50	2.1
5	Cash Conversion Cycle (CCC)	Days	18.70	16.00	-2.7
IV	Business performance indicators				
1	Operating profit margin/Net revenue	%	3.09%	3.13%	0.04%
2	Net profit margin (ROS)	%	2.55%	2.55%	-
3	Return on Equity (ROE)	%	17.87%	17.88%	0.01%
4	Return on Assets (ROA)	%	5.21%	5.18%	-0.03%
V	Market and stock indicators				
1	Earnings Per Share (EPS)	VND/share	5,627	6,066	439
2	Book Value Per Share (BVPS)	VND/share	31,489	33,930	2,440

Comments:

In 2025, production and business activities achieved positive results, with revenue and profit exceeding the targets assigned by the AGMS, contributing to the development of the Corporation, increasing employee income, and enhancing share value.

As of December 31, total consolidated assets reached VND 5,877.15 billion, an increase of 11.1% compared to the end of 2024; the parent company alone reached VND 5,162.1 billion, an increase of 8.5%. Inventory, asset, and cash flow management were carried out effectively. Payment policies with suppliers were reasonable and strict, suitable for the scale and specific nature of operations. Equity reached VND 2,446.9 billion, an increase of 12.3%; the parent company alone reached VND 1,496.3 billion, an increase of 7.8%, mainly derived from production and business results.

Most of the units with the Corporation's capital contribution recorded an increase in profit before tax compared to 2024, with some units showing outstanding growth (Viet Thinh, Viet Khanh, Vinh Tien, Viet Hong, Dong Tien, Tien Tien, Viet Long Hung, etc.).

Profitability and operational capacity increased, the financial situation was stable and healthy, and the financial structure was reasonable. Basic indicators regarding debt, loans,

liquidity, efficiency of asset and equity utilization were all at safe levels, reflecting the effective operation of the Corporation's governance system.

Procedures related to construction investment, fixed asset procurement, long-term financial investment, and provision for impairment were carried out in accordance with current regulations.

Based on the audited information, documents, and financial statements, the Board of Supervisors has not identified any material financial risks affecting the Corporation's ability to operate as a going concern.

II. Assessment of the activities of the Board of Directors and the Executive Board:

1. Assessment of the activities of the Board of Directors and the Executive Board:

- In 2025, the Board of Directors (BOD) organized and implemented activities in accordance with legal regulations and the Corporation's Charter; members fully performed their assigned duties and responsibilities.

- The BOD provided timely guidance, close direction, and strict supervision, supporting the Executive Board in organizing production and business activities. Based on the contents approved by the AGMS, the BOD held 07 meetings to review and decide on matters within its authority, including personnel, production, business, and investment activities. Resolutions and decisions were issued in accordance with the proper procedures, authority, and compliance with legal regulations and the Corporation's Charter. The BOD dismissed 01 Executive Director (due to resignation).

- On April 26, 2025, the BOD successfully organized the 2025 Annual General Meeting of Shareholders with 81 shareholders owning and representing 39,600,734 shares, accounting for 89.8% of the charter capital. The Meeting approved the documents under the authority of the AGMS as prescribed.

- All information related to the Corporation's governance was fully disclosed, including both periodic and extraordinary information, in a timely manner in accordance with legal regulations, meeting the concerns of shareholders and investors promptly, and ensuring fairness, transparency, and equality for all related parties.

- The Executive Board reallocated tasks, implemented the resolutions of the AGMS and the BOD, and organized production, business, and management in accordance with regulations. During the year, it continued to restructure the organization, improve the governance efficiency of departments/units within the system and units with Viet Tien's capital contribution; continued to maintain and improve production technology innovation to increase labor productivity, stabilize product quality, and increase income for employees; closely monitored the market and export customers, planned stable production sources suitable to the actual situation and scale of each unit; promoted communication programs to advertise products, applied discount policies to stimulate demand and resolve inventory to increase domestic revenue; continued to comprehensively reduce costs, reformed salary and bonus regulations, and introduced many policies to stabilize the workforce; implemented human resource training by topic in various forms; continued to implement digital transformation, applying production and sales management software; maintained internal audits of units across the system; and invested in the construction and commissioning of the Trade Center-Warehouse-Office at Minh Khai, Hanoi.

- The Executive Board continued to maintain and apply the management system, risk management, and reporting mechanism in management activities; the Internal Audit & QA Department performed its inspection and supervision functions as prescribed; proactively updated, synthesized, and shared legal documents issued by the State related to business activities; organized internal audits and/or coordinated/supported units in checking compliance at factories, departments, and subsidiaries/affiliates in applying and maintaining management systems that meet international and Vietnamese standards and some basic regulations issued by the Corporation, ensuring legal compliance and meeting customer audit requirements.

- The Corporation's capital representatives at subsidiaries and affiliates fully performed their assigned duties and responsibilities; proactively coordinated with the Board of Directors/Board of Members and the Board of Directors at these units in management and administration, thereby contributing positively to the overall results.

- During the year, there were some transactions with related parties; these transactions were approved by the proper authority, carried out in accordance with legal regulations, complied with information disclosure obligations, and were fully presented in the audited annual Financial Statements. The Board of Supervisors did not record any violations of the law, the Corporation's Charter, or conflicts of interest; there were no loans, guarantees, or lending to members of the BOD, Board of Supervisors, General Director, and related persons; the transactions were assessed as transparent and did not adversely affect the legitimate rights and interests of the Corporation and its shareholders.

- Through its supervisory work, the Board of Supervisors did not detect any material violations, risks, or unusual signs in the management and administration activities of the BOD, the Executive Board, and the management team. Management and administration were carried out cautiously, reasonably, effectively, and in compliance with current legal regulations; the Board of Supervisors highly appreciates the results achieved during the year.

2. Compliance with the law:

- All activities of the Corporation were carried out in accordance with the Enterprise Registration Certificate, the Corporation's Charter, and relevant legal regulations.

- The internal control system was maintained and gradually improved; risk management was implemented during the operation process and reflected through management reports submitted to the Board of Directors.

- Recommendations and proposals in the reports of the Board of Supervisors and the Internal Audit & QA Department were reviewed and promptly rectified by the Executive Board and relevant departments.

3. Recommendations of the Board of Supervisors:

- Continue to improve and enhance the quality of the governance system, risk management, and reporting mechanism; review and optimize key control processes, especially in debt management and domestic inventory. At the same time, continue to strictly manage cash flow and reduce costs to increase financial health and business operational efficiency.

- Continue to promote digital transformation in production and business administration, focusing on digitizing processes and improving personnel capacity to optimize operations and increase the Corporation's competitiveness.

- Continue to strengthen the recruitment and training of young, capable personnel to create a succession source for senior leadership.

- Continue to accelerate the divestment process at approved inefficient units.

III. Assessment of the coordination between the Board of Supervisors and the BOD, the Executive Board, and shareholders:

- The BOD and the Executive Board provided full and timely information on the management, business operations, and financial situation of the Company, creating conditions for the Board of Supervisors to access documents and verify the accuracy of information. Quarterly/annually, the Board of Supervisors sent supervision result reports to the BOD and the Executive Board.

- The Board of Supervisors, the BOD, the Executive Board, and management officers maintained a collaborative and closely coordinated relationship based on the principles of independence and transparency for the benefit of the Corporation and shareholders, and in accordance with the law, the Corporation's Charter, and internal regulations.

- During the year, the Board of Supervisors did not receive any requests for inspection or complaints from shareholders or groups of shareholders with ownership ratios and holding periods as prescribed by law and the Corporation's Charter.

IV. Proposal for the selection of an independent audit firm:

- Based on the authority stipulated in the Corporation's Charter, the Board of Supervisors respectfully submits to the AGMS for consideration and approval the selection of AASC Auditing Firm Co., Ltd. to perform review and audit services for the Corporation's 2026 annual financial statements.

V. Activities of the Board of Supervisors:

- The Corporation's Board of Supervisors has 03 members, and as shareholder representatives, all have professional expertise in finance. Based on the Board of Supervisors's Operating Regulations and the annual plan, it has performed the following:

- Supervised the activities of the BOD, the Executive Board, and the Corporation's management officers; at the same time, ensured that periodic and regular information was disclosed fully and timely to shareholders and related parties.

- Appraised reports on production and business, financial statements (after audit) of the General Director, and reports evaluating the management work of the BOD; prepared reports on the verification of production, business, financial, and governance results for 2024 to submit to the BOD and the Annual General Meeting of Shareholders.

- Collected and analyzed reports on production and business and quarterly financial statements for 2025; reviewed and evaluated the internal control system, the activities of the Internal Audit & QA Department, and performed the responsibilities of the Capital Representative at other enterprises, while warning of risks and proposing recommendations; prepared quarterly reports for the BOD.

- Attended all meetings of the BOD and some meetings of the Executive Board, promptly grasping and supervising the implementation of AGMS resolutions, and the governance and administration of the Corporation's activities.

* Summary of meetings and decisions of the Board of Supervisors: The Board of Supervisors held 04 in-person meetings with 100% member attendance to decide on the following matters:

- Appraised and unanimously approved the Board of Supervisors's report on the verification of production and business results and the audited 2024 financial statements to be sent to the BOD and submitted to the 2025 AGMS.

- Unanimously approved the Board of Supervisors's quarterly reports for 2025 to be sent to the BOD.

* Regarding the remuneration budget for the Board of Supervisors: The Corporation paid remuneration to members of the Board of Supervisors in accordance with the Resolution of the General Meeting of Shareholders, with an authorized budget of VND 1,050,300,000, an actual expenditure of VND 832,000,000, and an unspent amount of VND 218,300,000. Details of the remuneration for each member are listed in the Annual Report.

VI. Activity plan of the Board of Supervisors in 2026:

According to the prescribed functions and tasks, in 2026, the Board of Supervisors expects to focus on the following work contents:

- Supervise the activities of the BOD, the Executive Board, and the management team in implementing the AGMS Resolution, complying with the law and the Corporation's Charter.

- Review and appraise the 2025 financial statements (post-audit), prepare an appraisal report for the Board of Directors (BOD), and submit it to the 2026 Annual General Meeting of

Shareholders (AGMS). Review and analyze quarterly business performance and financial reports, and prepare quarterly reports for the BOD.

- Review and evaluate the effectiveness of the internal control system and risk management, provide warnings regarding risks in business operations, investment, and finance of the Corporation, and supervise transactions with related parties and information disclosure in accordance with regulations.

- Attend and provide opinions at BOD meetings and certain Executive Board meetings when necessary to perform supervisory functions.

- Conduct thematic or ad-hoc inspections and supervision, and perform other duties as prescribed by the Law on Enterprises, the Corporation's Charter, and the Board of Supervisors's Operating Regulations.

General assessment:

In 2025, members of the Board of Supervisors complied with the law, the Corporation's Charter, AGMS Resolutions, and professional ethical standards in exercising their assigned rights and obligations. Supervisory activities were conducted independently, objectively, honestly, and cautiously, without affecting business operations. The Board of Supervisors would like to express its gratitude for the trust of the shareholders, as well as the coordination and support of the BOD, the Executive Board, and units within the Corporation, which created favorable conditions for the Board of Supervisors to complete its tasks.

The above is the Report of the Board of Supervisors submitted to the 2026 Annual General Meeting of Shareholders. We look forward to receiving feedback from shareholders to help the Board of Supervisors improve its supervisory work, contributing to enhancing the Corporation's operational efficiency in the coming time.

We wish the Chairperson of the meeting, shareholders, and distinguished guests good health, happiness, and success, and wish the General Meeting of Shareholders great success.

Respectfully./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

THACH THI PHONG HUYEN

**VIET TIEN GARMENT
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



HDQT VT

Ho Chi Minh City, April 04, 2026

PROPOSAL

(Regarding the approval of the 2025 audited financial statements)

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation.
- Pursuant to the separate and consolidated financial statements for 2025 audited by AASC Auditing Firm Co., Ltd. (AASC).

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the content of the separate financial and consolidated financial statements for 2025 of Viet Tien Garment Corporation, audited by AASC Auditing Firm Co., Ltd. (AASC) and issued on March 26, 2026. The full version has been posted on the Corporation's website at www.viettien.com.vn.

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No.: 32/ TTr – HĐQT VT

Ho Chi Minh City, April 04, 2026

**PROPOSAL****"Regarding the distribution of profit and appropriation of funds for 2025"**

To: Annual General Meeting of Shareholders 2026

- Pursuant to the 2025 financial statements audited by AASC Auditing Firm Co., Ltd. and the financial statement appraisal report of the Board of Supervisors.
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation approved on April 24, 2021.
- Pursuant to the business performance results of the Corporation in 2025.

The Board of Directors submits to the General Meeting of Shareholders for approval the appropriation of funds and distribution of profit for 2025 as follows:

1/ Profit before tax:	VND 330,634,655,492
2/ Corporate income tax:	VND 63,130,740,987
3/ Profit after tax:	VND 267,503,914,505
4/ Appropriation of funds according to the Charter:	VND 93,626,370,077
+ Development investment fund (15%)	VND 40,125,587,176
+ Reward and welfare fund (15%)	VND 40,125,587,176
+ Reward fund based on business performance (5%)	VND 13,375,195,725
5/ Remaining profit for 2025 after fund appropriation:	VND 173,877,544,428
6/ Remaining profit from 2024 carried forward:	VND 38,899,203,632
7/ Total profit from 2024 carried forward and remaining profit for 2025 after fund appropriation	VND 212,776,748,060
8/ 2025 cash dividend payment (30%)	VND 132,300,000,000
In which:	
+ Dividend already advanced in December 2025 (10%)	VND 44,100,000,000
+ Remaining dividend (20%)	VND 88,200,000,000
9/ Remaining profit:	VND 80,476,748,060

The corporate income tax payable mentioned above may change depending on the results of the 2025 tax finalization inspection and audit by competent authorities, which may affect the remaining profit for distribution. The Board of Directors will report any such changes to shareholders at the earliest opportunity.

The record date for the remaining dividend payment is May 30, 2026, and the cash dividend payment date is before June 30, 2026.

Sincerely thank you.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM**
Independence – Freedom – Happiness

No. 53/TTTr – HDQT VT

*Ho Chi Minh City, April 04, 2026***PROPOSAL****(Regarding the report on remuneration for the Board of Directors
and Board of Supervisors for 2025 in accordance with the
Charter)**

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation approved on April 24, 2021.
- Pursuant to the Resolution of the AGMS for the 2023–2027 term, which approved the payment of remuneration and hospitality expenses for the Board of Directors and Board of Supervisors.
- Pursuant to the business performance, scale, and actual situation of the business operations of Viet Tien Garment Corporation.

The Board of Directors would like to report the results of remuneration payments for the Board of Directors and Board of Supervisors for 2025 as follows:

Indicator	Total remuneration paid (VND)	Total remuneration actually paid (VND)
Remuneration for the Board of Directors and Board of Supervisors	6.301.800.000	5.368.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No: 524/ TTr – BKS VT

Ho Chi Minh City, April 04, 2026

PROPOSAL***"Regarding the selection of an independent auditor for the
2026 Financial Statements of the Corporation"***

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation approved on April 24, 2021.
- Pursuant to the list of auditing firms eligible to audit financial statements as announced by the State Securities Commission and the proposal of the Corporation's Board of Supervisors.

The Board of Supervisors of Viet Tien Garment Corporation proposes that the General Meeting of Shareholders approve the selection of AASC Auditing Firm Co., Ltd. as the auditor to audit and review the 2026 financial statements of the Corporation.

In case an agreement cannot be reached on fees, timing, and progress of the audit, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to select an auditing firm from among the auditing firms permitted by the State Securities Commission and the Ministry of Finance to audit financial statements of public joint-stock companies.

Respectfully submitted to the General Meeting for approval.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS****THACH THI PHONG HUYEN**

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No.: 35/ TTr – HĐQT VT

Ho Chi Minh City, April 04, 2026

PROPOSAL

(Regarding the change of business lines registered on the Business Registration Certificate in accordance with Decision No. 36/2025/QĐ-TTg, dated September 29, 2025)

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decision No. 36/2025/QĐ-TTg, dated September 29, 2025, on the promulgation of the Vietnam Standard Industrial Classification;
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the change of business lines registered on the Corporation's Business Registration Certificate as follows:

1. Supplement the following business lines:

No.	Name of business line added	Industry code	Principal business line
1	Manufacture of apparel (except apparel from fur) Details: Manufacture of various textile and garment products; materials and accessories for the textile, garment, and packaging industries	1410	X
2	Electricity generation from renewable energy sources	3512	
3	Electricity transmission and distribution Details: selling electricity to users (excluding transmission, national power system dispatching, and construction/operation of multi-purpose hydropower and nuclear power plants)	3513	
4	Other short-term accommodation services	5520	

2. Remove the following business lines:

No.	Name of business line removed from the registered list	Industry code	Note
1	Manufacture of apparel (except apparel from fur)	1410	

	Details: Manufacture of various textile and garment products; materials and accessories for the textile, garment, and packaging industries		
2	Electricity generation (excluding transmission, national power system dispatching, and construction/operation of multi-purpose hydropower and nuclear power plants)	3511	
3	Electricity transmission and distribution Details: selling electricity to users (excluding transmission, national power system dispatching, and construction/operation of multi-purpose hydropower and nuclear power plants)	3512	
4	Short-term accommodation services	5510	

The above changes to business lines shall take effect upon approval by the General Meeting of Shareholders.

The above is the full content of the Corporation's business line changes.

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION****SOCIALIST REPUBLIC OF VIETNAM**
Independence – Freedom – Happiness

No. 36/ TTr – HĐQT VT

Ho Chi Minh City, April 04, 2026

**PROPOSAL**

*Regarding the approval of transactions between the Corporation and related parties
with a value of 35% or more of the Corporation's total assets*

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.
- Pursuant to the Charter of Organization and Operation of Viet Tien Garment Corporation.
- Pursuant to Resolution No. 49 of the Board of Directors of Viet Tien Garment Corporation dated April 14, 2025, approving the supplementary proposal on transactions between the Corporation and Related parties.

To ensure the interests of Viet Tien Garment Corporation and its shareholders, the Board of Directors hereby submits to the General Meeting of Shareholders for approval the related party transaction between Viet Tien Garment Corporation and South Island Garment Sdn.Bhd, specifically as follows:

1. General information about South Island Garment Sdn.Bhd:

Company name	Enterprise code	Relationship with the Corporation
South Island Garment Sdn.Bhd	Business Registration Certificate No. 24114-U first issued on September 10, 1975 in Malaysia	Strategic shareholder – owning over 10% of voting shares

- 2. Subject of the transaction contract:** Execution of garment manufacturing, trading of garment products, and other contracts and transactions in accordance with the provisions of law.
- 3. Value and limit of the aforementioned contract and transaction:** Transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction that equals 35% or more of the total asset value recorded in the most recent financial statements.

4. Validity period: Applicable to contracts and transactions arising from the date of the 2026 Annual General Meeting of Shareholders until the date of the 2027 Annual General Meeting of Shareholders.

5. Authorization for the Legal Representative of the Company:

- To decide on specific terms and conditions of transactions with South Island Garment Sdn.Bhd and contracts, agreements, and documents related to South Island Garment Sdn.Bhd, including agreements on amendments, supplements, terminations, or replacements (if any);
- To sign and execute transactions with South Island Garment Sdn.Bhd and contracts, agreements, and documents related to transactions with South Island Garment Sdn.Bhd, including agreements on amendments, supplements, terminations, or replacements (if any).

Respectfully submitted to the General Meeting of Shareholders for approval.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

VU DUC GIANG

**VIET TIEN GARMENT
CORPORATION
BOARD OF DIRECTORS**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, April 04, 2026



**REPORT OF THE BOARD OF DIRECTORS FOR 2025
AND STRATEGIC ORIENTATION FOR 2026**

First, on behalf of the Board of Directors of Viet Tien Garment Corporation, I would like to warmly welcome the distinguished delegates and shareholders to the 2026 Annual General Meeting of Shareholders of the Corporation, and I look forward to receiving your constructive contributions to help the Corporation consolidate and develop.

With the functions, duties, and powers of the Board of Directors as stipulated in the Charter of Organization and Operation of the Corporation, in 2025, the Board of Directors directed the Executive Board to implement the resolutions of the 2025 Annual General Meeting of Shareholders and achieved the following results:

I. ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025.

1. Results of production and business activities in 2025.

- 1.1. Total revenue reached: VND 10,503 billion, exceeding the plan by 7.17% and increasing by 7.7% compared to the same period last year.
- 1.2. Profit before tax: VND 303.63 billion, reaching 100% of the plan and 100% compared to the same period last year.
- 1.3. Average number of employees: 4,273 people, a decrease of 0.8% compared to the same period last year (a decrease of 36 people).
- 1.4. Average income of employees: VND 12,600,000/person/month, equivalent to 100% compared to the same period last year.

2. Operating expenses, hospitality, and remuneration of the Board of Directors.

- 2.1. The payment of remuneration for the Board of Directors was carried out in accordance with the resolutions of the General Meeting of Shareholders.
 - Authorized operating expenses and remuneration: VND 6,301,800,000
 - Operating expenses and remuneration spent: VND 5,368,000,000
- 2.2. Details of the remuneration of each member of the Board of Directors are listed in the annual report.
- 2.3. The operating expenses of the Board of Directors were implemented in accordance with the provisions of the law and the Charter of the Corporation.

3. Summary of meetings and decisions of the Board of Directors.

- 3.1. Personnel work: The Board of Directors of the Corporation consists of 5 members, including the Chairman and 04 members. The Chairman of the Board of Directors assigned tasks and responsibilities to the members of the Board of Directors, of which 03 members of the Board of Directors are directly involved in the management of the production and business activities of the Corporation, holding the positions of General Director and Deputy General Director.
- 3.2. In executing the responsibilities of the Board of Directors in 2025, the Board of Directors held 07 periodic meetings to direct and decide on matters within the authority and responsibility of the Board of Directors, approved investment projects, prepared for the

2025 General Meeting of Shareholders, and directed fire prevention, internal security, and order work...

- 3.3. The resolutions of the Board of Directors have been listed in detail in the 2025 Corporate Governance Report.
- 3.4. Minutes of the Board of Directors meetings were fully prepared and signed by the members of the Board of Directors attending the meetings; records and documents were fully sent to the members. The content of the meetings was highly agreed upon and reached a consensus, creating favorable conditions for the Executive Board to comply with the resolutions of the Board of Directors.

4. Evaluation results of the independent member of the Board of Directors regarding the management activities of the Corporation.

- 4.1. The activities of the Board of Directors always comply with the provisions of the Charter; the preparation of documents provided to members attending the meetings was complete and timely; members studied the documents in advance and contributed effectively during the meetings.
- 4.2. The Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders on April 26, 2025.
- 4.3. The Board of Directors submitted to the General Meeting of Shareholders for approval the activity plan of the Board of Directors and the Board of Supervisors: The production and business activity plan of the Executive Board; Approval of the proposal on selecting an auditing firm for the Corporation's 2025 financial statements; Approval of the proposal on profit distribution for 2024; Approval of the proposal on the report on remuneration payment for the Board of Directors and the Board of Supervisors in 2025.
- 4.4. The Board of Directors directed the Executive Board to divest from inefficient units while still preserving and developing capital. Restructuring and reorganizing a number of units facing difficulties in production and business activities to make the units' operations more effective.
- 4.5. The Board of Directors directed the Executive Board to restructure and reorganize the management apparatus. At the present time, the organizational structure of the Corporation has stabilized, eliminating intermediate stages and reducing management costs.

5. Results of supervision over the Executive Board.

- 5.1. The supervisory activities of the Board of Directors over the Executive Board were carried out strictly and periodically in accordance with the Charter of Organization and Operation of the Corporation.
- 5.2. The Board of Directors closely followed the activities of the Executive Board, promptly directing and resolving arising issues within the authority of the Board of Directors to create favorable conditions for the management activities of the Executive Board.
- 5.3. The Board of Directors highly appreciates the management of production and business activities by the Executive Board. The Board of Directors has full confidence in the leadership capacity and ethical qualities of the members of the Corporation's Executive Board.
- 5.4. At the meetings, the Board of Directors requested the Executive Board to report, analyze, and evaluate the production and business activities of the Corporation, as well as issues related to financial activities, market research and development, scientific and technological research, digital transformation, and internal control work.
- 5.5. The Board of Directors directed the Executive Board to focus on human resource training and training for officials at all levels to improve management capacity, production organization, and the application of new technology through many training courses for each specific position and title.

- 5.6. The activities of the Executive Board comply with current legal regulations on corporate governance and provide full and proper information disclosure regarding production and business situations to shareholders, state management agencies, and related parties on a transparent, accurate, and timely basis.
- 5.7. Maintaining a monthly/quarterly/annual periodic reporting regime for the Board of Directors by the Executive Board regarding the business and management situation of the Company.
- 5.8. Maintaining an ad-hoc reporting regime and timely direction for abnormal issues occurring in production and business activities that affect the business results of the Corporation.
- 5.9. The non-executive members of the Board of Directors have contributed positively to enhancing the independence, objectivity, transparency, effectiveness, and quality of the decisions of the Board of Directors.
- 5.10. Continue to implement comprehensive cost reduction, prioritizing the care of employees.
- 5.11. The non-executive members and independent members of the Board of Directors have contributed positively to enhancing the independence, objectivity, transparency, effectiveness, and quality of the decisions of the Board of Directors.
- 5.12. The Board of Directors directs the successful organization of annual preliminary and final review conferences on production and business activities.
- 5.13. Supervisory activities are performed by members of the Board of Directors in accordance with the provisions of the Law and the Corporation's Charter.
6. **Meetings of the Board of Directors in 2025.**

No.	Member of the Board of Directors	Position	Number of meetings attended	Rate	Reason for absence
1	Mr. Vu Duc Giang	Chairman	07/07	100%	
2	Mr. Bui Van Tien	Member	07/07	100%	
3	Mr. Nguyen Dinh Truong	Member	07/07	100%	
4	Mr. Tran Minh Cong	Member	07/07	100%	
5	Mr. Phan Van Kiet	Member	07/07	100%	

7. **Report on transactions between the Corporation, its subsidiaries, companies controlled by the Corporation with over 50% of charter capital, and members of the Board of Directors and their related persons; transactions between the Corporation and companies in which a member of the Board of Directors is a founding member or business manager within the 03 years prior to the transaction.**

(For details of transactions, see the 2025 Audited Financial Statements)

II. STRATEGIC ORIENTATION FOR 2026.

1. **General objectives.**

- 1.1. Continue to maintain stability and perfect the organizational structure under the Parent-Subsidiary model with automated, advanced production technology, modern equipment, and energy-saving features.
- 1.2. Develop a multi-industry service business plan, with garment manufacturing as the core activity. Develop solutions to diversify markets, customers, and product types for both export and domestic markets.

- 1.3. Continue to restructure and reorganize the Corporation's organizational model, with the goal of making the Corporation's operations dynamic, creative, and efficient, building a strong brand, and gradually exporting products bearing the Viet Tien brand to regional and global markets. At the appropriate time, the Corporation will organize the production of ODM and OBM orders.
- 1.4. Gradually reduce the production of processing orders and focus on producing FOB orders.
- 1.5. Strategic orientation for planning, new recruitment, and training of executive management personnel and personnel under the management of the Board of Directors.
- 1.6. Develop strategic orientation for technology and digital governance.
- 1.7. Develop strategic orientation and solutions for the domestic market and products.

2. Specific objectives.

- 2.1. Continue deep investment in specialized machinery, equipment, automation technology, and robotics to reduce labor pressure, increase labor productivity, and stabilize product quality.
- 2.2. The Executive Board continues to develop a market strategy throughout the entire system:
 - Invest in developing additional production capacity according to customer development requirements.
 - Invest in expanding production capacity at member units with available land.
 - Continue deep investment in specialized machinery, equipment, and automation technology to increase labor productivity and improve product quality.
- 2.3. Human resource training focuses on the following contents:
 - Continue solutions for evaluating and planning management personnel at all levels, assigning tasks, and rotating personnel throughout the system.
 - Train human resources at all levels throughout the system, and train a team of experts skilled in technology and production organization management to meet the needs of the Corporation and its member units.
- 2.4. The Executive Board continues to review and re-evaluate the operating models of member units:
 - Re-evaluate the capacity of units to have reasonable production and business operation orientations.
 - Reorganize the organizational model and arrange for the Corporation's personnel to participate in the Board of Directors, Board of Members, and Executive Board at the units. The Executive Board shall prepare a plan and submit it to the Board of Directors for approval.
- 2.5. Market work: The Executive Board continues to comprehensively review and re-evaluate the market, customers, and products of 2025 to provide market, customer, and product solutions for the 2026 plan.
 - Continue to focus on two major customers: Nike and Uniqlo.
 - Seek additional export customers.
 - Regarding the domestic market: The Executive Board shall comprehensively review and re-evaluate domestic business operations, sales discount mechanisms, and inventory markdown work; review and re-evaluate the Viet Tien store system to ensure effective sales operations. Develop a consistent development strategy and enhance the role of Viet Tien's core product lines. Build the aspiration to bring the Viet Tien brand to regional and global markets.
- 2.6. The Executive Board continues to implement solutions to re-plan all workshops, warehouses, and premises throughout the system for efficient use.

- 2.7. Continue to build the Corporation's governance model using new technological methods to develop and grow synchronously and comprehensively, and to build the influence of the parent Corporation over member units in the system.
- 2.8. Implement solutions to gradually narrow the labor productivity gap between units throughout the system.
- 2.9. Continue to restructure the Corporation's capital at units throughout the system according to the roadmap.
- 2.10. Through many measures, create conditions and have the best policies to care for the lives of employees, protect the environment, and participate in community development.

3. The Board of Directors' activity plan for 2026.

- 3.1. Organize periodic Board of Directors meetings in accordance with the Charter to hear reports and recommendations from the Executive Board, supervisory reports from the Board of Supervisors, and discuss and approve reports, projects, plans, and policies in the Corporation's production and business activities.
- 3.2. Organize extraordinary meetings to resolve arising tasks within the authority of the Board of Directors as stipulated in the Corporation's operation charter.
- 3.3. Propose a plan for profit distribution and dividend payment for 2025 to submit to the 2026 Annual General Meeting of Shareholders.
- 3.4. Develop orientation and implement strategic work and tasks of the Corporation, and decide on projects and other matters under the authority of the Board of Directors during the implementation of the production and business plan.
- 3.5. Direct the organization of the 2026 Annual General Meeting of Shareholders and the Employee Conference in accordance with the Charter and the Law.

4. The Board of Directors proposes that the General Meeting of Shareholders approve the following issues:

- 4.1. Approve the report on production and business results for 2025, the plan for 2026, and implementation solutions presented by the General Director.
- 4.2. Approve the Audit Report on the production and business situation and the 2025 audited financial statements of the Board of Supervisors presented by the Head of the Board.
- 4.3. Approve Proposal No. **31/TTr-HĐQT VT** regarding the approval of the 2025 audited financial statements presented by the Board of Directors.
- 4.4. Approve Proposal No. **32/TTr-HĐQT VT** regarding profit distribution and appropriation of funds for 2025 presented by the Board of Directors.
- 4.5. Approve Proposal No. **33/TTr-HĐQT VT** regarding the report on remuneration payment for the Board of Directors and Board of Supervisors for 2025 in accordance with the Charter.
- 4.6. Approve Proposal No. **34/TTr-BKS VT** regarding the selection of an independent audit firm for the 2025 financial statements of the Corporation presented by the Board of Directors.
- 4.7. Approve Proposal No. **35/TTr-HĐQT VT** regarding the change of registered business lines on the Enterprise Registration Certificate in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025.
- 4.8. Approve Proposal No. **35/TTr-HĐQT VT** regarding the approval of transactions between the Corporation and related parties from 35% of the Corporation's total assets or more.
- 4.9. Approve the report of the Board of Directors for 2025 and the strategic orientation for 2026.

4.10. Approve the main targets for 2026 of the Corporation as follows:

- Total Revenue: VND 10.33 trillion.
- Profit before tax: VND 370 billion.
- Total investment value: VND 30 billion.
- Average income of employees: VND 13,000,000/person/month.
- Expected dividend for 2026: 30%.

The above is the report of the Board of Directors on the results of 2025 and the strategic orientation for 2026, submitted to the General Meeting of Shareholders for approval.

Wishing the General Meeting great success.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

VU DUC GIANG