



**PROPOSED PROGRAM**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**HANOI TEXTILE AND GARMENT**  
**JOINT STOCK CORPORATION**  
*(Ninh Binh, April 22, 2026)*

**- Time:** 8:00 AM, April 22, 2026

**- Location:** Branch of the Corporation - Dong Van II Industrial Park - Duy Ha Ward - Ninh Binh Province

Time	Content	Performer
	<b>1. Opening ceremony procedures:</b>	
8h00 - 8h30	1.1 Welcoming delegates, guests, and shareholders; assisting with registration procedures for attending the General Meeting.	Organizing Committee and Shareholder Eligibility Verification Committee
8h30 - 8h35	1.2 Statement of Purpose for the Meeting	Mr. Ta Manh Cuong – Organizing Committee
8h35 - 8h40	1.3 Introducing the delegates attending the Meeting.	Ms. Mai Thi Thanh Binh – Head of Shareholder Eligibility Verification Committee
8h40 - 8h50	1.4 Report on the results of the shareholder eligibility verification and announcement that the General Meeting is eligible to proceed	Mr. Ta Manh Cuong – Organizing Committee
8h50 - 9h00	1.5 Approve the Regulations on the Organization of the General Meeting of Shareholders 1.6 Introducing the Chairman of the General Meeting: the Chairman of the Board of Directors, and approving the list of the General Meeting Presiding Committee.	Mr. Cao Huu Hieu – Chairman of the Board
	<b>2. Meeting agenda:</b>	
9h00 - 9h10	2.1 Apprive the Meeting Program - Introduction and election of the Secretariat - Introduction and election of the Vote Counting Committee	Presidium of the Meeting
9h10 - 9h30	2.2 Report on the implementation of the 2025 Annual General Meeting Resolution; Production and Business Plan for 2026	Mr. Nguyen Tri Son Board of Directors - General Director
9h30 - 9h50	2.3 Board of Directors' activity report for 2025, and proposed solutions for 2026	Mr. Cao Huu Hieu Chairman of the Board



Time	Content	Performer
9h50 - 10h00	2.4 Report of the Supervisory Board on the review of business operations and financial activities for 2025 2.5 Proposal on the selection of an independent auditor for the 2026 Financial Statements. 2.6 Proposal on amendments and supplements to the Operating Regulations of the Supervisory Board	Mr. Do Minh Son - Head of the Supervisory Board
10h00 - 10h05	2.7 Proposal for approval of the audited separate and consolidated financial statements for 2025; profit distribution for 2025	Ms. Nguyen Thi Thu Thao Chief Accountant
10h05 - 10h10	2.8 Proposal for approval of remuneration and compensation for the Board of Directors, Supervisory Board, and Board Secretary in 2025, and the payment plan for 2026 2.9 Proposal for amendment and supplementation of the Charter on the organization and operation of the Corporation.	Mr. Dang Ngoc Quan – Chief Executive
10h10 - 10h15	2.10 Proposal for amending and supplementing the Board of Directors' Regulations 2.11 Proposal for amending and supplementing the Corporation's internal regulations on governance.	Ms. Le Thi Thu Huong – Deputy General Director
10h15 - 10h25	2.12 Proposal for the dismissal and replacement of Supervisory Board members for the 2023-2028 term. 2.13 Approval of the Election Regulations; election of a replacement Supervisory Board member for the 2023–2028 term; and collection of shareholders' votes to approve the documents submitted to the General Meeting 2.14 Other matters within the authority of the General Meeting of Shareholders (if any)	Vote Counting Committee Mr. Do Minh Son
	<b>The meeting takes a break (10 minutes)</b>	
10h35 - 11h00	2.15 Discuss - Discussing and addressing shareholder feedback and suggestions. - Remarks from the leaders of Vietnam Textile and Garment Group (if any)	Presidium of the Meeting
11h00 - 11h10	2.16 Announcement of vote-counting results for the election of the replacement Supervisory Board member and the results of shareholders' voting on the submitted documents 2.17 Introduction of the newly elected Supervisory Board member to the General Meeting Farewell to outgoing Supervisory Board member	Vote Counting Committee Mr. Do Minh Son



**HANOI TEXTILE AND  
GARMENT JOINT STOCK  
CORPORATION**

No.: *HT*/QC-DMHN-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Ninh Binh, April 22, 2026*

**REGULATIONS ON ORGANIZING THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS OF HANOI TEXTILE AND GARMENT  
JOINT STOCK CORPORATION**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam, effective from January 1, 2021, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022;

Based on the Charter of Organization and Operation of Hanoi Textile and Garment Corporation, approved by the General Meeting of Shareholders of the Corporation;

Based on Resolution No. 01/NQ-HĐQT-DMHN dated March 2, 2026, of the Board of Directors of Hanoi Textile and Garment Corporation on the organization of the 2026 Annual General Meeting of Shareholders.

The Organizing Committee of the General Shareholders' Meeting of Hanoi Textile and Garment Joint Stock Corporation hereby approves the regulations for organizing the 2026 Annual General Shareholders' Meeting as follows:

**Article 1. Scope of Application**

- The 2026 Annual General Meeting of Shareholders (the Meeting) of Hanoi Textile and Garment Joint Stock Corporation shall comply with the Enterprise Law No. 59/2020/QH14 and the Charter of Organization and Operation of Hanoi Textile and Garment Corporation (the Corporation).
- This Regulation aims to specify certain issues and applies only to the organization of the 2026 Annual General Meeting of Shareholders of the Corporation.

**Article 2: Preparation for the General Meeting**

1. Information regarding the organization of the General Meeting will be publicly announced on the Corporation's website [www.hanosimex.com.vn](http://www.hanosimex.com.vn)
2. Inviting Shareholders to Attend the General Meeting:
  - a. The Corporation invites shareholders to attend the General Meeting at the address provided by the Vietnam Securities Depository and Clearing Corporation.



- b. Shareholders with unclear or changed addresses who have registered a new address with the Corporation will be invited at the new address.
- c. Shareholders who do not receive an invitation letter will be served by the General Meeting Notice posted on the website as an invitation letter.

### 3. Providing Documents to Shareholders Attending the General Meeting

The Corporation will provide the General Meeting documents as follows:

- a. Documents attached to the invitation letter:
  - Registration form for attending the General Meeting.
  - Power of Attorney
- b. The detailed documents and materials of the General Meeting will be distributed at the Corporation's Head Office from April 1, 2026 until the opening day of the General Meeting, or distributed directly at the General Meeting, and simultaneously posted on the Corporation's website [www.hanosimex.com.vn](http://www.hanosimex.com.vn) from April 1, 2026.

4. The Board of Directors decides to establish the Shareholder Eligibility Verification Committee (Shareholder Eligibility Verification Committee), the Organizing Committee, and the Committees for preparing documents for the General Meeting.

### **Article 3. Procedures, Conditions, and Composition of Attendees of the General Meeting**

1. The 2026 Annual General Meeting of Shareholders of the Corporation shall be conducted in the form of a plenary meeting, when the number of shareholders attending represents more than 50% of the total number of voting shares.

2. Delegates to the General Meeting include:

- Current members of the Corporation's Board of Directors.
- Current members of the Corporation's Supervisory Board.
- Shareholders holding shares whose names are listed in the Shareholder List finalized by the Vietnam Securities Depository and Clearing Corporation on 23/03/2026, or their legally authorized representatives whose names are on the aforementioned list.

3. Guests must have an invitation from the Corporation's Board of Directors.

### **Article 4. Rights and Obligations of Shareholders/Authorized Representatives Attending the General Meeting**

1. Rights of Shareholders

- a. To discuss and vote on all matters of the General Meeting in accordance with the Enterprise Law and the General Corporation's Charter.

b. Shareholders or authorized representatives attending the meeting will receive voting cards after completing the registration procedures with the General Meeting's Inspection Committee.

c. Shareholders/authorized representatives arriving late before the General Meeting concludes have the right to register and participate in voting immediately at the General Meeting on issues not yet voted on. In this case, the Presidium of the General Meeting is not responsible for stopping the General Meeting, and the validity of previous votes will not be affected.

## 2. Obligations of Shareholders

a. Shareholders/authorized representatives attending the General Meeting must bring their Citizen Identity Card/ Passport, Meeting Invitation Letter, Power of Attorney (for authorized representatives), and register their attendance with the General Meeting's Inspection Committee.

b. Dress appropriately and maintain order and security at the Congress.

c. Recording of the Meeting must be publicly announced and approved by the Congress Chairman.

d. Speak according to the agenda approved by the Meeting

3. Comply with the Meeting's organizational regulations and respect the Meeting's results.

## Article 5. Rights and Obligations of the Chairman and Secretariat of the General Meeting

1. The Chairman of the General Meeting is the Chairman of the Board of Directors of the Corporation. The Presidium of the General Meeting consists of 02 (two) people approved by the General Meeting.

2. The Secretariat of the General Meeting consists of 02 (two) people nominated by the Chairman and approved by the General Meeting, to record the Minutes and Resolutions of the General Meeting.

3. The Presidium of the General Meeting has the right to request delegates attending the meeting to comply with security checks, expel those who do not comply with the General Meeting Regulations, cause disturbances, or obstruct the normal operation of the General Meeting, in order to ensure that the General Meeting is conducted scientifically, orderly, and fully implements the approved agenda, meeting the wishes of the majority of delegates attending the meeting.

4. The Secretariat of the General Meeting shall record fully and truthfully the content of the proceedings at the General Meeting and the issues approved by the shareholders, including issues that remain unresolved at the General Meeting; Receive shareholder questions, draft minutes and resolutions of the General Meeting to assist the Presidium in approving the meeting before its closing.

## **Article 6. Discussion of the General Meeting Agenda and Answering Shareholders' Questions**

1. Shareholders/authorized representatives attending the meeting may write their questions on the question form (provided with the General Meeting documents) and send it to the Secretariat for compilation and submission to the Presidium.

2. The Presidium will only directly answer questions that are central to and related to the agenda of the General Meeting and represent a large number of shareholders. It will not directly answer or provide detailed explanations of information already published, stipulated in the Charter or by law, or information of a specialized nature that serves the specific needs of individual shareholders.

3. Questions concerning individual information or information not directly related to the General Meeting agenda will be compiled by the Secretariat and answered in writing or via the Corporation's website.

4. Questions that could not be answered during the General Meeting due to time constraints will be answered later in writing or via information on the Corporation's website.

## **Article 7. Voting**

1. Upon registering to attend the General Meeting, each shareholder/authorized representative will be issued two Voting Cards (Yellow and Blue cards). Each Voting Card corresponds to the number of shares owned and entitled to vote, clearly stating the shareholder's information.

2. Voting Rules:

a. Yellow Voting Card:

\* Used to vote on the following matters:

- Voting to approve the Presidium to conduct the General Meeting.
- Voting to approve the General Meeting Secretariat.
- Voting to approve the Vote Counting Committee.
- Regulations on the organization of the General Meeting, Regulations on the election of Board of Directors members.
- General Meeting agenda.
- Minutes and Resolutions of the General Meeting.
- And voting on other matters of the General Meeting as decided by the Chairman of the General Meeting.

\* For these matters, the Presidium will conduct the voting directly at the General Meeting by raising the voting cards. The Vote Counting Committee will directly count the number of "Agree" cards first, then the number of "Disagree" cards, and finally the number of "Abstain" cards, and immediately announce the voting results to the Congress.

**b. Green Voting Card:**

\* Used to vote by ticking one of the three boxes “Agree”, “Disagree”, or “Abstain” for the following items:

- Report on business operations in 2025 and draft plan for 2026 and implementation solutions;
- Audited financial statements of the parent company and consolidated financial statements for 2025;
- Proposal for selecting an auditing firm for the 2025 financial statements;
- Report on the activities of the Supervisory Board in 2025;
- Report on the activities of the Board of Directors in 2025 and operational direction for 2026;
- Proposal on salaries and remuneration for the Board of Directors, Supervisory Board, and Board Secretary in 2025 and the plan for paying salaries and remuneration for the Board of Directors, Supervisory Board, and Board Secretary in 2026;
- Proposal on supplementing and amending the Charter of Organization and Operation of the General Hanoi Textile and Garment Joint Stock Company; Regulations governing the operation of the Board of Directors; Regulations governing the internal governance of the Corporation; Regulations governing the operation of the Supervisory Board.
- Other matters within the authority of the General Meeting of Shareholders (if any).

\* For these voting items, voting shall be conducted by secret ballot. The Vote Counting Committee is responsible for counting the votes, compiling a report in the vote counting minutes, and announcing it immediately before the closing of the General Meeting.

\* Valid voting card: a card printed according to the pre-printed form issued by the Corporation, bearing the company seal, without any erasures or alterations, without any additional content written on the card, and bearing the signature of the shareholder/authorized representative of the shareholder.

\* Invalid voting card: a card that does not meet any of the requirements for a valid voting card above, or a card with all invalid voting items.

\* An invalid voting item is one where the shareholder does not select any voting box or selects more than one voting box for the same voting item.

**Article 8. Conditions for Approving Decisions of the General Meeting**

Decisions of the General Meeting shall be adopted when the following conditions are met:

✓ Issues of the General Meeting shall be approved with the approval of shareholders with voting rights present in person or through authorized representatives present at the General Meeting, in the proportion stipulated in the Charter of the Corporation and the provisions of the Enterprise Law;

✓ Shareholders or authorized representatives attending the meeting shall vote to approve, disapprove, or express opinions on issues to be adopted at the General Meeting as stipulated in Article 7 of these Regulations.

#### **Article 9. Effective Date of the Regulations**

These Regulations shall take effect immediately after the General Meeting votes to approve them.

The above is the complete content of the Regulations on the organization of the 2026 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation.

Respectfully submitted to the General Meeting for approval./.

**O/B. BOARD OF DIRECTORS**

**CHAIRPERSON**



**Cao Huu Hieu**

NORTHERN TEXTILE AND GARMENT  
CORPORATION - VINATEX  
HANOI TEXTILE AND GARMENT  
JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

*Ninh Binh, April 22, 2026*

## REPORT FROM THE EXECUTIVE BOARD REGARDING BUSINESS RESULTS IN 2025 AND PLAN FOR 2026

**Dear:**

- Distinguished Delegates and Honorable Guests
- Shareholders of Hanoi Textile and Garment Joint Stock Corporation
- Ladies and gentlemen of the Meeting

Today, at the 2026 Annual General Meeting of Shareholders of the Corporation, authorized by the Board of Directors, I would like to report to the General Meeting of Shareholders on the business results for 2025 and the business plan for 2026 of the Corporation as follows:

**\* General characteristics of the situation:**

2025 is seen as a period of renewed growth for the textile and garment industry. Export turnover is expected to increase again thanks to improved demand from key markets and the effective utilization of export opportunities before the US retaliatory tariffs take effect.

However, the Vietnamese textile and garment industry still faces several major bottlenecks, such as:

- The dependence on imported raw materials and components remains high, especially for fabrics and accessories in the garment industry, and raw materials for the yarn industry.
- Pressure to transition to green technology and high investment costs in technology.
- Global competition is becoming increasingly fierce, especially with China and Bangladesh.
- Logistics and transportation costs remain high.

## PART A RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

## 1. CHARACTERISTICS OF THE SITUATION :

### *1.1 Textile Industry:*

- In 2025, the consumption market experienced significant fluctuations. The gradual decline in raw material prices over time was also one of the key factors affecting yarn prices in the market. The preparation of raw materials was more favorable than in previous years, creating conditions for stable production.
- The Ninh Binh branch was restructured into a single management level and granted greater autonomy, thereby enhancing work motivation across the entire system. Coordination among teams improved, increasing overall efficiency in handling tasks within the yarn segment.
- Yarn quality was consistently maintained in accordance with Hanosimex standards, preserving the company's reputation with customers.
- Cost reduction efforts in yarn production were carried out regularly and continuously, thereby improving competitiveness in the market.

### *1.2 Garment Industry:*

- The garment industry focuses on closely monitoring market information, customer data, information from the Group and the garment department to plan orders and develop production plans that are suitable for the conditions and skill level of the workers.
- Production management improved with the support of Hue Textile and Garment Company. Garment production began to become more efficient.
- Factories have proactively reorganized their production models, reducing indirect labor and reallocating management personnel to adapt to the new situation. The Nghe An branch also changed its operating model from November 1, 2025.
- The quality of products at garment factories generally meets customer requirements well. The quality management system has improved significantly and operates effectively, conforming to the standards set by customers.
- The Corporation continues to invest in renovating factory workshops, repairing and upgrading many items to serve factory evaluations, and improving the working environment and conditions for workers at garment factories.

### *1.3 Textile and Dyeing Industry:*

#### **Knitting:**

In 2025, Hanosimex Knitting Joint Stock Company continued its commercial business, leasing out its entire factory and machinery and equipment. The company has reduced losses and improved its efficiency.

#### **Weaving towels:**

Ha Dong Hanosimex Textile Joint Stock Company has a fairly good business performance in 2025 with orders and full production capacity.

- Production capacity has been optimized. The company proactively negotiates with partners to secure the most suitable orders and prices. The company continues to increase its domestic orders.

- Input costs are relatively stable, allowing the company to reduce production costs, thus resulting in efficient business operations.

- Install and effectively utilize newly invested equipment (Tumble dryer; 4 air-blown weaving machines; 1 joining machine). Increase productivity and product quality, and reduce the number of machine operators.

## 2. BUSINESS PERFORMANCE RESULTS FOR 2025

### 2.1 Results of achieving key targets:

No	TARGETS	UNIT	IMPLEME NTATION 2024	Resolution of the 2025 Annual General Meeting	IMPLEME NTATION BY 2025	%Imp 2025/ Plan2024	%Imp/Res General Meeting of Shareholder s 2025
1	Charter capital	Millions VND	205.000	205.000	205.000	100%	100%
2	Consolidated Revenue-Income	Millions VND	1.173.218	1.192.100	1.242.773	105,9%	104,3%
	<i>In which: Parent company</i>	<i>Millions VND</i>	<i>866.394</i>	<i>948.100</i>	<i>973.734</i>	<i>112,4%</i>	<i>102,7%</i>
3	Consolidated profit before tax	Millions VND	-72.954	9.000	17.027		189,2%
	<i>In which: Parent company</i>	<i>Millions VND</i>	<i>-73.364</i>	<i>1.500</i>	<i>4.362</i>		<i>290,8%</i>
4	Average labor	People	2.158	1.981	1.792	83,0%	90,0%
	<i>In which: Parent company</i>	<i>People</i>	<i>1.528</i>	<i>1.596</i>	<i>1.459</i>	<i>95,0%</i>	<i>91,0 %</i>
5	Average income (people/month)	Thousan d VND	9.120	10.800	11.435	125,4%	106,0%
	<i>In which: Parent company</i>	<i>Thousan d VND</i>	<i>9.670</i>	<i>11.000</i>	<i>11.340</i>	<i>117,3%</i>	<i>103,1%</i>

## **2.2. Key tasks to be implemented in 2025**

### **2.2.1 Production and business activities:**

The proportion of sales revenue and service provision across all sectors within the Hanosimex System in 2025 is as follows:

The proportion of total revenue and income across all sectors within the Hanosimex System in 2025 is as follows:

- Total revenue from the yarn industry reached 563,577 billion VND, accounting for 45 % of total revenue.
- Total revenue from the garment industry reached 227,540 trillion VND, accounting for 18 % of total revenue.
- Total revenue from the textile industry reached 307,306 billion VND, accounting for 25 % of total revenue.
- Total revenue from other sectors reached 144,350 billion VND, accounting for 12 % of total revenue.

Total export turnover in 2025: The Corporation will achieve USD 28.323.931, an increase of 4% compared to 2024. Of which: the export turnover of the parent corporation will reach USD 19.686.178, an increase of 6.4% compared to 2024.

- Export turnover of subsidiary companies reached USD 8.637.753, a decrease of 1.1% compared to 2024.

### **2.2.2 Assessment of the performance of tasks by the sectors in 2025:**

#### **\* Textile Industry:**

- While raw material prices have remained stable, their gradual decrease over time is also a significant factor influencing yarn prices in the market.

- The preparation of raw materials is more favorable than in previous years, creating conditions for stable production; however, because raw material prices are gradually decreasing, yarn prices are also affected .

- The issue of tariffs also poses a challenge in selecting safe sources of raw materials.

- The quality and purchase price of cotton and fibers are suitable for production requirements and meet production needs quite well.

- Calculate and balance the purchase of raw materials to ensure sufficient supply for production, with inventory always at least 1,5 months of production; avoid purchasing in advance or stockpiling.

- The yarn production plan is quite stable, production orders are maintained in full and are usually planned 15 days in advance. The branch has proactively arranged full production capacity at PX1, while PX2, producing 100% cotton yarn, is only running at

72%, corresponding to 18 out of 25 spinning machines. Production arrangements are flexible despite difficult market and labor conditions.

- Cost management has improved compared to 2024, but there are still indicators exceeding targets and higher than other units in the industry.
- The yarn industry's market performance in 2025 was a bright spot. Despite market fluctuations, the Corporation's yarn sector still had sufficient orders for its two production plants, sales showed an upward trend, and yarn inventory gradually decreased towards the end of the year.
- The Corporation has built a loyal customer base for both domestic and export yarn, helping to stabilize business operations and production. The rate of order delays/cancellations is low, even during challenging market conditions.
- The export/domestic consumption ratio of 44/56 is consistent with market developments; when export orders were less profitable, the Corporation shifted its focus to increasing domestic consumption to ensure overall efficiency.
- During the year, the yarn industry developed new products, namely Recycle yarns, and increased its market share in several niche markets, yielding higher returns, such as Japan, the Philippines, and Chile.
- The yarn quality remains consistent according to Hanosimex standards, maintaining its reputation with customers.

***For the export market:***

- China market: Accounts for 40% of the total; a decrease of 22% compared to 2024. It accounts for the main proportion of exported yarn, with CVCD and CD yarn products.
- South Korean market: Accounts for 36%, a 7% increase compared to 2024. The main products consumed are CD, CVCD, and CVCM TCD yarns.
- Other markets: Accounting for 24%, a 15% increase compared to 2024, exports to countries such as Thailand, Japan, Chile, the Philippines, Taiwan... with main products including CD; CVCM
- In 2025, the Philippine and Japanese markets, although not yet accounting for a very large share, have seen approximately five times the volume of goods exported compared to 2024. The Philippine and Chilean markets also have relatively stable product and output for TCM and CVCM yarns.

***For the domestic yarn market:***

- Sales are still challenging due to intense competition in pricing and payment methods. The Corporation has focused on domestic sales to companies within the Vinatex system, loyal customers with a good payment history, and some customers who pay in advance at reasonable prices, which is more effective than selling yarn for export.

- In 2025, domestic yarn consumption was quite good, with a higher proportion than export consumption (56/44). However, due to the increase in the USD exchange rate, the selling price of domestic yarn, in the overall picture, is still gradually decreasing over time. The Corporation continues to maintain traditional customers and customers in the Vinatex & Hanosimex supply chain.

Overall, the textile industry's production and business activities in 2025 show progress and higher growth compared to 2024. Specifically:

- The yarn industry's marketing efforts have been proactive and effective, consistently securing sufficient orders for both production plants at competitive prices. This has led to the development of new customers, an increased market share in more demanding markets like Japan, and participation in the supply chain with Dong Xuan Knitwear.

+ Production work: Good preparation of raw materials for production, tight production management has reduced costs, maintained and gradually improved PX2's capacity despite a significant labor shortage. The transition to producing the new Recycle product was smooth. As a result, losses gradually decreased and profits were achieved in the final months of the year.

+ Investment in machinery and equipment has been implemented as planned, gradually transitioning to automation to reduce reliance on labor.

#### **\* Garment Industry:**

- The garment industry focuses on closely monitoring market information, customer data, information from the Group and the garment department to plan orders and develop production plans that suit the conditions and skills of the workers. Priority is given to traditional customers, ensuring quality and timely delivery as committed to build reputation and maintain stable orders.

- The company mainly handles contract manufacturing; FOB orders only account for 3% of the volume and 2% of the revenue. The company is considering adding more personnel for FOB market operations.

- By 2025, the garment industry will focus on only 5 export customers and 4 domestic customers, compared to 14 export customers and 13 domestic customers in 2024.

- Seeking new customers to diversify export customers and markets, thereby reducing dependence on Singtex. We have developed additional customers including Siwoo-HBI, Heptex, MIR, ITAS... and new Target brands (Bunny, Art Class, LTO Pokmom).

- Product quality at the factories generally meets customer requirements.

- The quality management system has been significantly improved and operates effectively, conforming to customer-set standards.

- The periodic quality assessment and inspection programs of major clients such as Target, AEO, HBI, Kmart, and Chico's have all met requirements, demonstrating good

compliance with quality procedures and the ability to maintain stability in production operations.

- In 2025, the Corporation and the garment industry focused on improvements and investments to increase labor productivity. The factory was renovated into a single workshop with 16 sewing lines. The model was changed to move ironing onto the lines and to implement Online inspection after ironing at the Nghi Loc Garment Factory to improve production process control. Seven new programmable sewing machines were invested in (Nam Dan Garment Factory: 1 machine; Nghi Loc Garment Factory: 6 machines) → Labor productivity increased significantly compared to the same period in 2024. Further investment will continue in 2026 with the fastest possible timeline.

*Regarding the order - manufactured in factories*

- Export orders for garment manufacturing (CM) account for 87%; domestic CM accounts for 11%; and FOB accounts for 2% of the total revenue of the Corporation's garment industry.

- Labor productivity and average revenue in 2025 have improved significantly compared to 2024.

In summary, the achievements of the garment industry in 2025 are largely due to the large market and orders, and stable production from the beginning of the year for both factories, with orders at the Nghi Loc Garment Factory remaining stable in both quantity and product variety. The factories have been more proactive in accepting new orders outside their core business. Total revenue of the garment industry in 2025 is projected to increase by 45% compared to 2024 and by 19% compared to the 2025 plan. Total profit of the garment industry in 2025 is projected to reach VND 12,339 billion/VND 15 billion in the 2025 plan (In 2024, the garment industry's profit was -VND 18,001 billion).

- Income increased by 10% for Nam Dan Garment Factory and 12,4% for Nghi Loc Garment Factory compared to 2024. Salary and benefits policies were improved: such as setting a target of no more than 9,5 hours of work per day, and a minimum of two Sundays off per month.

- Innovate in organizing birthday celebrations for employees and awarding productivity bonuses to individuals and teams with outstanding achievements.

- Maintain and improve the system to ensure effective corporate social responsibility (CSR) performance in accordance with client standards.

\* **Towel Textile Industry:** Preserving capital, achieving growth, meeting revenue targets, and generating good profits despite competition from foreign and domestic businesses.

\* **Knitting Industry:** Implementing changes to the production and business model from July 2024, leasing out factory premises and machinery and equipment to achieve revenue and profit targets.

\* **Fashion Industry:** Capital was preserved, and revenue and profit targets were met despite challenging market conditions.

### **2.2.3. Management and administration:**

In 2025, the Board of Directors and the Executive Board of the Corporation implemented many strategic innovations in corporate governance and management, in the following areas:

- ***Regarding organizational structure and personnel:*** 2025 also marks a year of significant personnel changes within the Corporation's executive body, from the Chief Accountant to the position of General Director of the Corporation.

In 2025, the Corporation decided to transform its organizational model towards a leaner, more flexible, and empowering structure. The organizational model of the two Corporation branches in Ninh Binh and Nghe An was restructured to be more streamlined, creating a new operating mechanism where people, processes, and responsibilities are optimized to create an efficient and sustainable system. The Board of Directors and the General Director have delegated authority and power to ensure that the Corporation's leadership and units have sufficient authority, decision-making tools, and responsibility to proactively lead production and business activities within their respective areas of management. 2025 also marks a shift in thinking regarding the use of young personnel: the Corporation has appointed young cadres to key leadership positions, a move unprecedented in the past.

- ***Business operations management:*** Changes in the organization and structure of the Corporation have strongly promoted the proactiveness and efficiency of market and customer service, as well as production management at the factories; the speed of work completion has been accelerated, labor productivity has improved, and the factories have begun to operate more efficiently.

- ***Financial management:*** Cost management and cost analysis of production and business activities at all units are implemented synchronously and regularly. Assets are used to their maximum efficiency. Unused assets are liquidated promptly to generate funds for investment in new technologies. Surplus assets are maximized after changes in the production model. Capital management continues to improve. Cash flow for production, business, and investment is well maintained.

- ***Quality Management and Improvement:*** Quality management is a commitment from the leaders of the textile and garment industries, with implemented solutions in place. Along with this, proposals for investment in technological and equipment innovation, improved working environment, and improvements in textile and garment production at factories and branches are promptly implemented, yielding positive results. This not only builds trust and confidence among customers but also enhances employee loyalty and commitment.

- *Risk management and compliance:* Risk management is emphasized, especially in finance, exchange rates, interest rates; accounts receivable and payable; inventory, etc., providing financial security for the Corporation. In addition, full compliance with laws (labor, safety, fire prevention, environment, etc.) is highly valued by management agencies, customers, and employees, fostering trust, loyalty, and support for Hanosimex. Customer evaluation has shifted to a new level; Hanosimex is a compliant and transparent entity, ending the practice of merely going through the motions.

*\* Policies regarding employees:*

*Salary and income policy:* The Corporation has restructured its salary scale, salary regulations, and policies to comply with legal regulations and increase employee income. It has also established weekly and monthly productivity-based reward systems to boost morale and increase labor productivity. Given the intense labor competition in industrial parks and the difficulties in recruiting, the Corporation has adjusted its recruitment policies to attract workers. It provides fuel allowances, bonuses for long-term employees, support for those living far from home, attendance bonuses, and support for female employees raising young children. Policies focusing on employee well-being and communication efforts have been intensified to retain and stabilize the workforce. A new regulation on salary and income distribution for the Ninh Binh branch has been issued, linked to the development of KPIs for management staff from team leaders upwards. Establish a Productivity Improvement and Investment Development Research Department to focus on addressing labor productivity issues in the garment industry...

- Continue to revise and supplement administrative documents related to labor; change policies and income regulations for workers to ensure suitability and increase competitiveness.

- Coordinate with the Trade Union and Youth Union of the Corporation to organize productivity and quality emulation movements, organize cultural and sports activities, and create conditions for employees to bond, be close, and have fun in the working environment of the Corporation.

- *Training policy:* Training is a priority for the Corporation and is a long-term development focus on quality. The Corporation sends personnel to training courses organized by the Vietnam Textile and Garment Group to enhance their professional skills: 2 people received training in evaluating business models and organizational structures; 3 people received training in an overview of human resource management; and 4 people received training in building a compensation and benefits system. Training courses organized by AIT Vietnam and VCCI were also conducted: 4 people participated in the advanced CEO 2025 training; 97 people received training in applying AI tools to optimize office work; 27 people received training on updating regulations regarding the Law on Social Insurance, Health Insurance, Labor Contracts, and wages effective from July 1, 2025, and other training courses.

- *Regarding the implementation of benefits:* Full payment of social insurance, health insurance, and unemployment insurance contributions, and payment of sick leave, childcare, and maternity benefits for employees in accordance with current laws to ensure their legitimate rights and provide them with peace of mind. Caring for the material and spiritual well-being of employees through activities and events, organizing monthly and quarterly birthday celebrations to create a cheerful atmosphere in the workplace; organizing excursions; giving gifts to employees during holidays and festivals, etc.

#### **2.2.4. Investment activities:**

##### **Investment project to be implemented in 2025**

##### **\* Investment in the Corporation:**

- Hanosimex multi-purpose building construction project:

The project has a total floor area of 19,300 m<sup>2</sup>: Investment preparation and construction are currently underway; expected completion time is Q2 2027. Total investment is VND 298 billion.

- The garment industry invested approximately VND 6,07 billion, including:

- Additional investment in automation equipment (05 programmable sewing machines, 10 high-speed automatic 3-needle 6-section overlock sewing machines with automatic thread cutting, 02 automatic button feeding systems, etc.) to increase labor productivity is estimated at approximately VND 1,17 billion.

- Investment in renovating the facilities of Nam Dan Garment Factory: 4,9 billion VND.

- Investment in the textile industry: VND 32,03 billion.

- One 90KW two-stage energy-saving air compressor and one air dryer for two yarn production workshops. Total investment: VND 0,95 billion.

- 05 Bobin Tray pipe mills, 50 piles/machine, for Workshop 1. Investment value: 24,2 billion VND.

- Automatic yarn spindle monitoring and rough cutting system combined with electric touring vehicles. Total implementation value: VND 4,58 billion.

- Investing in renovating the workers' canteen, investing in building a wastewater treatment system.

- Investment in Bravo business management software: 1,4 billion VND

##### **\* Investments in Subsidiaries:**

Ha Dong Textile Joint Stock Company: Total investment value of VND 22.161.386.832, including:

- 04 Air-blown weaving machines,

- 01 screw air compressor 75A
- 01 Compressed air supply system
- 01 Staubli warp joining machine
- 1 Tumble dryer
- Hazardous waste storage facility
- 2 Sunstar sewing machines
- One 7-seater Ford car
- TQ automatic cross-cutting machine
- Chinese 3-needle 5-thread sewing machine

## PART B

### ORIENTATION OF THE CORPORATION'S PRODUCTION AND BUSINESS PLAN FOR 2026

#### I. Business Production Plan for 2026 and Solutions:

##### 1. Key production and business targets for 2026:

No.	TARGETS	Unit	Plan 2026
<b>1</b>	<b>Revenue – Consolidated Income</b>	<b>Million VND</b>	<b>1.270.000</b>
	<i>In which: Parent company</i>	<i>Million VND</i>	<i>1.002.000</i>
<b>2</b>	<b>Consolidated pre-tax profit</b>	<b>Million VND</b>	<b>20.000</b>
	<i>In which: Parent company</i>	<i>Million VND</i>	<i>10.000</i>
<b>3</b>	<b>Labor</b>	<b>People</b>	<b>1.985</b>
	<i>In which: Parent company</i>	<i>People</i>	<i>1.605</i>
<b>4</b>	<b>Average income (per person/month)</b>	<b>Thousand VND</b>	<b>12.345</b>
	<i>In which: Parent company</i>	<i>Thousand VND</i>	<i>12.150</i>

##### **\* General objectives and tasks of the Corporation:**

The focus is on maintaining and developing the Corporation according to a chain-linked orientation, with 3 main production sectors: Yarn - Textile Dyeing - Garment Manufacturing. This involves fully exploiting the capacity of each production sector, strengthening

management solutions to reduce production costs and increase competitiveness, while also focusing on marketing to ensure output for production.

**\* Textile Industry:**

- To achieve the goal of closely monitoring and maintaining the market, retaining customers, and ensuring the stability of traditional products.
- Develop new markets and niche markets to have more order options. This will improve the market and find new directions for 100% cotton yarn and TCM/CVCM yarns.
- Maintain relationships with existing customers and seek out new customers in the domestic market to ensure large and stable sales volumes, including FDI enterprises and fulfilling FOB garment orders.
- Find ways to maximize the utilization of the CM spinning line. Select a rational product mix to fully leverage the advantages and capabilities of each line, minimizing machine up and downtime.
- Stabilize yarn quality. Control and reduce waste, using appropriate cotton blending methods. Calculate optimal operation of the air conditioning system, reduce electricity consumption, and lower production costs.
- Focus on recruiting enough workers for the factory, improving the working environment and conditions to retain employees.
- Calculate investments to diversify product lines, invest in advanced technology, and invest in upgrading automated equipment to improve yarn quality, increase productivity, and reduce labor costs.

The specific task is to ensure that enough orders are finalized according to the optimal product mix for the two production workshops before the 15th of this month for the following month. Increase production by increasing equipment utilization efficiency by at least 2%, reducing electricity consumption by 3%, and reducing material consumption to meet targets.

**\* Garment Industry:**

- Focus on market activities, supplement the workforce with qualified market personnel, assign appropriate staff to different teams, and enhance market exploration capabilities while closely monitoring production.
- Seek orders that match the production capacity of the factories, build a stable customer base, and secure orders that align with the production capabilities of each factory.
- Continue developing FOB orders with existing customers, and seek out new FOB customers that match the company's capabilities and capacity.

- Diversify markets, develop additional markets beyond the USA, such as Australia, New Zealand, etc., to reduce risk.
- Continue to innovate in garment industry management, review and reorganize the workforce to reduce the proportion of indirect labor. Strengthen and improve management practices in depth to increase productivity and ensure efficient production and business operations.
- Continue investing in automated equipment to stabilize quality and increase labor productivity.
- Implement synchronized solutions to stabilize the workforce and attract and recruit more workers to meet the scale of 20 production lines/factory.

The specific tasks include ensuring orders for both factories, creating room for production expansion in the last six months of the year, expanding markets and customer base to avoid dependence on one or a group of customers and markets. The overall labor productivity should increase by at least 15%, and production should be expanded by four additional lines (2 lines at Nghi Loc Garment Factory, 2 lines at Nam Dan Garment Factory), with operations starting no later than July 2026.

***\* Towel Textile Industry:***

- Focus on marketing and customer acquisition to maximize production capacity. Develop existing orders in the Japanese market to the fullest extent, and be flexible with pricing to increase order volume. Strengthen domestic sales efforts.
- Maintain stable and well-controlled product quality, minimizing risks in production and business. Continue researching solutions to reduce production costs and increase profits.
- Continue implementing investment programs to increase production capacity, improve product quality, and meet market demands while remaining consistent with the company's financial situation. Make good use of newly invested equipment to ensure efficiency in production and business operations.
- Improve policies, wages, income, etc., to retain workers and attract new labor to supplement the textile sector and enhance production capacity.

The specific tasks include ensuring product quality, expanding the customer base, investing in machinery and equipment, and maximizing efficiency.

***\* Knitting Industry:***

The specific task is to maintain good management and supervision of the factory and leased machinery and equipment.

***\* Fashion Industry:***

Specific tasks include reducing inventory; securing orders for uniforms, workwear, etc., for production and business operations; and eliminating excess inventory. The ultimate goal is to increase revenue and profit.

## **2. Solutions for implementing the 2026 business plan:**

### **2.1. Solutions regarding market and production management:**

#### ***a) Market solutions:***

##### **\* Textile Industry:**

- Strengthen transactions to achieve targets regarding order closing times and balance the consumption of yarn exports and domestic sales at a 50/50 ratio. There are times when further consideration is needed regarding yarn exports, as information suggests the VND will depreciate against the US Dollar in the near future.
- Conduct a reassessment and reclassification of existing customers. Continue gathering information from new customers to propose the optimal product mix for each factory and plan for earlier production, extending order durations to avoid frequent technology changes per month.
- Prepare suitable raw materials for production, and develop a plan to calculate the percentage of American cotton to be used in the production line to meet customer requirements.
- Continue searching for new markets and new products with higher added value .
- Closely monitor seasonal demand for each market and each customer within the existing customer base to quickly identify the optimal product mix.
- Take advantage of the opportunity presented by Vietnam having lower tariffs than China on US goods and services to develop the export market for yarn, as well as the domestic yarn market.

##### **\* Garment Industry:**

- Seek out additional customers to avoid the risk of focusing on only one or a group of customers .
- The marketing department, the production and manufacturing department, and the accounting department will review the production costs of the two factories and find solutions to reduce costs starting from the beginning of 2026.
- Focus on ensuring sufficient orders to support expansion and increase labor productivity. Develop outsourcing plans to increase revenue for the garment industry when market conditions are favorable.

- Effectively control cash flow, reduce and strictly control production costs and sales costs, innovate the method of cost allocation for retail outlets, and review and reorganize indirect labor.
- Invest in production management software and automation equipment to increase labor productivity and reduce reliance on worker skills.
- Research into expanding the closed-loop packaging area in Nghi Loc is necessary, and in the long term, investment in expanding the finished goods warehouse in Nghi Loc is required. This is an existing issue that Target has raised.

**\* Towel Textile Industry:**

- Maintain stable core customers in the Japanese market while continuing to develop new customers to increase export volume to this market, ensuring output for production.
- Intensify domestic sales efforts. Increase domestic production market share to  $\geq 5\%$  with new customers. Maximize production output. Make good use of newly invested equipment.
- Flexible pricing to increase order volume, thereby reducing production costs and increasing profits.

***b) Solutions regarding production management:***

**\* Textile Industry**

- Implement training and retraining campaigns for workers to improve their skills and ensure that one person can operate more machines.
- Better equipment maintenance, ensuring equipment operates at its optimal level, reducing breaks and dead pins in production to lessen the workload for on-call workers.
- Strictly control the input of raw materials, optimize the recovery rate, and train and supervise workers' operations.
- Continue testing and expanding the production of single-component dyed yarn to improve quality and meet the demands of high-end customers.
- Implement specific solutions to reduce electricity costs by approximately 3% compared to 2025, with the effectiveness already calculated. The solutions focus primarily on electricity saving in the yarn spinning machine area, which has the highest electricity consumption.
- Regularly reduce maintenance costs to partially offset the cost of replacement parts such as brush needles, rubber rollers, etc., without increasing the cost of this item compared to 2025.
- Better control of the production process to reduce the rate of defective, cut, and rejected yarn, thereby increasing efficiency and reducing waste.

- Investment activities: Continue researching and evaluating to gradually implement investment programs aimed at automation in the near future, reducing the use of a large workforce .

**\* *Garment industry:***

- Increase workforce size: each factory aims to add 100 more workers.

- Continue to improve the salary system and policies to ensure transparency, fairness, and alignment with the unit's production results: Standardize job titles, build competency frameworks for positions. Evaluate work performance and pay based on results; provide supplementary benefits; improve the working environment; provide training; and build a corporate culture.

- Effectively manage production, increase labor productivity, stabilize the quality management system, reduce error rates, and promote recycling. Develop a comprehensive plan to increase labor productivity through production management via software and technical improvement solutions .

- Planning work involves coordinated efforts across all stages to effectively leverage the strengths of each factory .

- Technology, engineering, and maintenance work: Update customer standards from the moment of order receipt, and implement them consistently across all departments with the goal of "Doing it right from the start".

- Implement off-line assembly: Based on monthly/weekly production plans, study order specifics, and create an off-line assembly plan for complex orders before proceeding with assembly. Continuously monitor productivity during the assembly time to ensure appropriate scheduling.

- QC focuses on inspecting incoming raw materials: With the criterion that all stages need to be processed in the preparation stage, once the raw materials are transferred to the sewing stage, the sewing workers only need to sew. Therefore, the cutting QC needs to focus on checking the quality and specifications of the raw materials after cutting, and the raw materials undergoing printing/embroidery processing, to quickly resolve any issues before they are sent to the sewing line.

- IE (Industrial Improvement) work: There is consistency and standardization in operations, reducing unnecessary steps. Continued improvement in daily production target assignment and coefficient calculation for direct production departments.

- Quality control: AQL rate  $\leq 0.5\%$ , OQL rate  $\leq 2.1\%$ . Control the rate of defective goods returned to the production line at 10%, and the rate of defective goods returned to the next production line at 2%.

- Solutions aimed at increasing overall productivity. To minimize production management costs by applying garment industry production management software,

thereby reducing indirect labor in warehouses and statistical personnel in factories, and ensuring transparent and accurate production management data.

**\* Towel Textile Industry:**

- Maintain stable and well-controlled product quality.
- Implement solutions to fill the labor shortage for the company's production. Develop appropriate policies and regulations to retain employees and stabilize production.
- Implement cost-saving measures to reduce expenses and prices → increase competitiveness in both export and domestic markets.
- Reduce and tightly control production costs, save money to maximize profits.

**\* Knitting Industry:**

- Maintain good relationships and cooperation in production and business under the new operating model.
- Maintain good management and supervision of leased properties .

**\* Fashion Industry:**

- Actively seek new customers, tightly control inventory, and coordinate production efficiently to avoid increasing inventory levels.
- Review inventory, examine specific product codes to determine appropriate sales methods such as price reductions, increased discounts, changes in print designs, or smaller product sizes... The goal is to reduce inventory and recover capital.
- Actively search for uniforms, gifts, work safety equipment, and explore FOB orders...
- Effectively control cash flow, reduce and strictly control production costs and sales costs, innovate the method of cost allocation for retail outlets, and review and reorganize indirect labor.

**2.2. Solutions for organizing and managing human resources:**

- Implement training plans to improve the quality of the direct labor force; provide training on the use and operation of newly invested machinery and equipment; and provide in-depth training for management staff, senior and middle-level planning staff.
- Standardize job titles for each industry and develop a competency framework. Redesign the salary formula, aiming to apply the 3P salary system to the entire Corporation.
- Innovate the motivational mechanism through individual and team rewards linked to profit results. Implement specific and transparent policies through KPI targets and monthly evaluations to motivate employees.

- Continue to supplement and adjust the regulations and policies for rewarding skilled workers returning to work and new workers. This aims to stabilize the workforce in the textile industry and increase the workforce in the garment industry.
- Develop Hanosimex's Corporate Culture Handbook as a foundation to unify the thinking, behavior, and sense of responsibility of all employees, creating a healthy, humane, and cohesive working environment.

### **2.3. Financial solutions:**

- Balance cash flow to ensure sufficient cash flow for production, business operations, and investment, and repay debts on time, especially balancing USD sources. Depending on the working capital turnover plan, consider short-term loans to obtain lower interest rates.
- Balancing long-term capital sources for the Corporation's investment projects, including arranging long-term bank loans for investment projects in the yarn industry (Bobinray project, office building project, yarn industry automation project, etc.).
- Monitor interest rate and exchange rate developments and forecasts to choose the appropriate borrowing currency, USD or VND, and reduce the risk of exchange rate losses.
- Consider currency swap derivatives such as CCS and AIRS, offering flexible forward USD buying and selling based on exchange rate fluctuations.
- Choose a bank with lower interest rates and transaction fees.
- Cost management, cost analysis, rapid management reporting, risk analysis, and timely action recommendations.

## **II. Investment Plan for 2026:**

### **1. Projects to be implemented by the Corporation in 2026**

#### ***1.1 Continue implementing the Hanosimex multi-purpose building construction project:***

The project has a total floor area of 19,300 m<sup>2</sup>: Investment steps have been implemented, construction is underway, and the project is in progress; the expected completion time is Q2 2027. The total investment is **VND 298 billion**.

#### ***1.2 The garment industry invested approximately VND 12,1 billion, including:***

- Additional investment in automation equipment to improve labor productivity: **approximately 5,6 billion VND**
- Investing in the renovation and expansion of the finished goods warehouse in Nghi Loc, upgrading the product finishing area, cutting area, and production preparation area... Estimated cost: **4,5 billion VND**
- Investment in production management software for a garment factory: **2 billion VND**

### **1.3 Investment in the textile industry:**

- One 110 KW two-stage energy-saving air compressor, one air dryer for workshop 2. The total investment is estimated at approximately **1,2 billion VND. billion**
- Automated packaging system: Estimated total investment is approximately **2,5 billion VND.**
- 05 Bobin Tray pipe machines for Workshop 1: According to the PX1 automation investment program, the total estimated investment is **28 billion VND.**

### **1.4 Other sectors:**

- Investment in fire protection system for the Ninh Binh canteen, serving the factory rental: **0,8 billion VND .**

## **2. Projects to be implemented by the subsidiaries in 2026:**

**Ha Dong Textile Joint Stock Company :** The projected total investment for 2026 is **VND 20,2 billion .**

The details are as follows:

- 8 Air-blown weaving machines : 19 billion VND
- 2 automatic crosscutting machines : 1,2 billion VND

**Distinguished delegates!**

**Dear shareholders!**

The above summarizes the business performance in 2025 and the business plan for 2026 of Hanoi Textile and Garment Joint Stock Corporation. In the context of the ongoing war in the Middle East and the volatile and challenging global and domestic economies in 2026, the collective efforts, unity, and concrete solutions of the employees and workers within the Hanosimex system will strive to achieve the set goals.

**Wishing all delegates and shareholders good health and happiness.**

**Wishing the Meeting great success.**

**Best regards./.**

**GENERAL DIRECTOR**



**Nguyen Tri Son**

*Ninh Binh, April 22, 2026*

Number: 17/BC-HĐQT

## REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND DIRECTIONS FOR ACTIVITIES IN 2026

### I. STATUS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

#### 1. Overall operational situation of the Corporation in 2025

The textile industry operates in a volatile consumer market, with declining raw material prices leading to pressure to lower selling prices. By maintaining stable product quality and effectively implementing cost-saving solutions, the Corporation has upheld product quality standards and ensured its reputation with customers.

The restructuring of the Ninh Binh Branch into a single-tier model has strengthened decentralization and delegation of authority, creating a clear transformation in proactive management and coordination among units, contributing effectively to the overall work of the entire textile industry.

**Garment industry:** proactively monitoring market developments and analyzing data from the Garment Department of the Vietnam Textile and Garment Group to orient production plans in accordance with production capacity, actual conditions, and worker skills. Production organization is flexibly adjusted according to equipment and labor skills, contributing to improved operational efficiency.

Production management has seen positive changes, with factories proactively reviewing and reorganizing their workforce towards a leaner structure, reducing indirect labor, and restructuring their management team to suit the new situation; in particular, the Nghe An Branch transformed its operating model from November 1, 2025, and has initially achieved positive results.

The basic product quality meets customer requirements, and the quality management system continues to be improved and operates stably. At the same time, the Corporation is stepping up investment in factory renovation, upgrading infrastructure and working conditions, contributing to meeting evaluation standards and improving the working environment at garment factories.

**Textile, towel and other related industries :**

**Knitting:** In 2025, Hanosimex Knitting Joint Stock Company will continue its commercial business, leasing out its entire factory and machinery and equipment. The company has reduced losses and improved efficiency.

**Weaving towels:** In 2025, Ha Dong Hanosimex Textile Joint Stock Company had a fairly good production and business performance with orders at full capacity. It optimized production capacity and reduced production costs, proactively negotiating with partners to secure the most suitable orders and prices. The company continued to increase its domestic orders.

- Install and effectively utilize newly invested equipment (Tumble dryer; 4 air-blown weaving machines; 1 joining machine). Increase productivity and product quality, and reduce the number of machine operators.

## 2. Activities of the Board of Directors

In 2025, the Board of Directors implemented numerous innovations in strategic corporate governance and management, organizing, supervising, and directing production and business activities flexibly through weekly and monthly reports, extraordinary and regular Board meetings, thematic meetings, and meetings with the Corporation's business sectors.

The Board of Directors has held 9 meetings, issued 10 resolutions and several decisions. The Board of Directors has provided direction and guidance to the General Corporation's Executive Body.

### *Board of Directors meetings*

No.	Board Member	Number of meetings attended	Proportion	Reasons for not attending
1	Cao Huu Hieu	9/9	100%	
2	Ho Le Hung	4/4	100%	<i>Dismissal effective April 25, 2025</i>
3	Nguyen Ngoc Cach	4/4	100%	<i>Dismissal effective April 25, 2025</i>
4	Nguyen Tri Son	9/9	100%	
5	Nguyen Ba Khanh Tung	5/5	100%	<i>Appointment effective April 25, 2025</i>
6	Hoang Thuy Oanh	4/4	100%	<i>Dismissal effective April 25, 2025</i>

At the Board of Directors' meetings, the following instructions were given to the General Corporation's Executive Body:

**- Organizational and Human Resource Management:** In 2025, the Corporation will implement a transformation of its organizational model towards a leaner, more flexible structure and increased decentralization and delegation of authority. The two branches in Ninh Binh and Nghe An will be restructured synchronously, establishing a new operating mechanism with clear roles, responsibilities, and accountability, thereby enhancing the efficiency and sustainability of the system.

The Board of Directors and the General Director have strengthened empowerment, ensuring that leaders at all levels have sufficient authority and tools to proactively manage production and business operations within their assigned scopes. Simultaneously, 2025 marks a shift in personnel management as the Corporation boldly appoints young executives to key positions, creating momentum for innovation and succession for the next phase of development.

Changes to the capital representatives and board members should be made to better reflect the current situation and to effectively supervise production and business operations amidst a volatile global economy and challenging domestic conditions. Through the capital representatives, strategic direction can be established, production and business plans developed, and member units restructured to ensure alignment with the overall objectives of the Corporation.

**- Business Operations Management:** The organizational restructuring has fostered proactiveness within the units, improved the efficiency of marketing, customer service, and production management; shortened work processing times, improved labor productivity, and gradually increased efficiency in the factories.

**- Financial management:** Cost management and analysis are implemented synchronously; assets are utilized to their maximum potential, inefficient assets are liquidated promptly for reinvestment; capital and cash flow management are improved, ensuring stability for production, business operations, and investment.

**- Quality Management & Improvement:** Industry leaders are committed to improving quality and implementing improvement solutions; investment in technological innovation, equipment, and the working environment is accelerated, contributing to enhanced customer reputation and employee engagement.

**- Risk management and compliance:** Risk management, particularly in finance, accounts receivable, and inventory, is tightly controlled; compliance with laws and standards is rigorously implemented, shifting from a passive to a transparent approach, building trust with regulatory authorities, customers, and employees.

- **Policies and regulations for employees:** ensuring timely payment of salaries and bonuses; improving policies to increase employee income. Coordinating with the Trade Union to organize activities that care for the health, material well-being, and spiritual lives of employees, fostering unity and solidarity among workers in production and business, and ensuring labor stability to meet production requirements.

- **Investment activities:** focusing on implementing investment projects aimed at improving production capacity and management efficiency, with the Hanosimex multi-purpose building project being prioritized and progressing according to schedule.

Investment in the garment and textile industry is prioritized towards automation, productivity optimization, and improved production and working conditions for workers.

### 3. Monitoring activities of the Executive Agency

- Implement a detailed assignment of tasks to each member of the Board of Directors, strengthening the responsibilities, authority, and obligations of the Board members – the General Director – in the working relationship between the Board of Directors and the Executive Body.

- At the quarterly meetings, the General Director presented detailed reports, analyses, and assessments of the overall production and business situation of the entire Corporation and its subsidiaries. The Board of Directors directed the Executive Agency to implement several solutions to address shortcomings, boost production, and improve the business efficiency of the Corporation and its member units.

### 4. Key performance indicators for 2025

No.	Target	Unit	2025		
			Plan	Perform	Plan 2025/ Implemented 2025
1	Registered capital	Million dong	205.000	205.000	100%
2	Consolidated revenue	Million dong	1.192.100	1.242.773	104,3%
	<i>In which, the parent company is:</i>	<i>Million dong</i>	<i>948.100</i>	<i>973.734</i>	<i>102,7%</i>
3	Consolidated after-tax profit		9.000	17.027	189,2%
	<i>In which, the parent company is:</i>	<i>Million dong</i>	<i>1.500</i>	<i>4.362</i>	<i>290,8%</i>

## II. ACTIVITY PLAN OF THE BOARD OF DIRECTORS FOR 2026.

### 1. Orientation for 2026

The Board of Directors has set the key objective for 2026 as: *"Optimizing productivity – Diversifying markets – Increasing product value in a sustainable manner"*.

#### Key business performance indicators for 2026:

No.	Target	Unit	Plan 2026
1	Consolidated revenue	Million dong	1.270.000
	<i>In which, the parent company is:</i>	<i>Million dong</i>	<i>1.002.000</i>
2	Consolidated after-tax profit		20.000
	<i>In which, the parent company is:</i>	<i>Million dong</i>	<i>10.000</i>

#### ❖ Textile industry:

Maintain a strong position in traditional markets, prioritizing the development of niche market segments and high value-added yarn lines. Aim to increase equipment efficiency to  $\geq 2\%$  and tightly control consumption rates.

#### ❖ Garment industry:

Promote market development, build a stable customer base, and expand FOB orders; diversify markets to reduce dependence. Increase investment in equipment and stabilize human resources to meet expansion needs. Ensure sufficient orders for both factories, increase productivity by  $\geq 15\%$ , and expand by adding 4 production lines (Nghi Loc Garment Factory: 2 lines; Nam Dan Garment Factory: 2 lines) from July 2026.

#### ❖ Textile Industry :

Maximize equipment capacity based on the Japan-domestic market axis. Focus on in-depth investment to enhance competitiveness in terms of quality.

#### ❖ Fashion Industry:

Focus on managing existing inventory and preventing new orders; develop orders for uniforms and workwear to increase revenue and profit.

### 2. Solution

#### The key solutions are:

#### ❖ Regarding market and production management

- **Textile industry:** Develop a balanced export-domestic market, proactively leveraging exchange rate fluctuations and global order shifts. Restructure customer and product portfolios based on demand data, seasonality, and factory capacity, thereby stabilizing production plans, extending order lifecycles, and mitigating

technological changes. Simultaneously, develop value-added yarn lines, optimize raw materials, and improve supply chain efficiency to enhance sustainable competitiveness.

- **Garment Industry:** Building a diversified market base, reducing dependence on a single customer and market, and gradually shifting towards high value-added production methods. Closely linking marketing efforts with cost control and production capacity to ensure efficiency from the order placement stage. Simultaneously, promoting digitalization, automation, and improving production and logistics infrastructure to enhance productivity, responsiveness, and transparency in long-term operations.

- **Towel Textile Industry:** Consolidate key markets while expanding to new customers and the domestic market, creating a stable consumption foundation. Manage pricing policies flexibly according to market conditions to optimize production and efficiency. Focus on improving product quality, effectively utilizing invested equipment, and controlling costs, aiming for stable growth and increased added value in the long term.

- **Fashion Industry:** Restructuring operations towards a leaner structure, tight control over inventory and cash flow, and minimizing the risk of inventory accumulation. Focusing on shifting to product lines with stable and high repeat demand such as uniforms, workwear, and corporate gifts, while gradually expanding suitable sales channels.

❖ **Regarding finances :**

- Financial management should be proactive and secure, ensuring a balance between operating cash flow , investment, and debt obligations. The capital structure should be flexible, optimizing capital costs and aligning with the production cycle.

- Proactively manage interest rate and exchange rate risks through forecasting and selecting borrowing currencies, combined with the use of appropriate hedging tools.

- Strengthening cost control and improving the quality of management reporting and financial analysis are crucial for supporting timely operations and enhancing capital efficiency.

❖ **Regarding investment activities:**

- Focus on implementing investment projects aimed at improving production capacity, automation, and infrastructure, with a key focus on continuing construction of the Hanosimex Multi-Purpose Building project (19,300 m<sup>2</sup> of business floor space), expected to be completed in Q2/2027, with a total investment of VND 298 billion.

- For manufacturing industries, investment focuses on automation, digitalization of management, and upgrading production infrastructure: the garment

industry prioritizes automated equipment, warehouse renovation, and the implementation of management software; the yarn industry promotes investment in energy-saving equipment and automated production lines to improve productivity, reduce costs, and minimize reliance on labor.

- At the subsidiaries, investment focuses on expanding production equipment capacity and modernizing technology, contributing to increased output, product quality, and enhanced competitiveness of the entire system.

❖ *Regarding organization and human resources:*

- Training on the use and operation of newly invested machinery and equipment; in-depth training for senior and middle-level management and planning staff.

- Innovate the motivational mechanism through individual and team rewards linked to profit results. Implement specific and transparent policies through KPI targets and monthly evaluations to motivate employees.

O/B. BOARD OF DIRECTORS  
CHAIRPERSON



Cao Huu Hieu

*Ninh Binh, April 22, 2026*

**REPORT OF THE SUPERVISORY BOARD**  
**At the General Shareholders' Meeting of Hanoi Textile and Garment**  
**Joint Stock Corporation 2026**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly;
- Based on the powers and responsibilities of the Supervisory Board as stipulated in the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation;
- Based on the Regulations on the organization and operation of the Supervisory Board of the Corporation;
- Based on the Summary Report on the implementation of the 2025 production and business plan and the tasks and solutions for implementing the 2026 plan of the Corporation;
- Based on the Corporation's 2025 financial statements audited by An Viet Auditing Company Limited.

On behalf of the Supervisory Board, I would like to report to the Annual General Meeting of Shareholders on the results of monitoring the production and business activities of the Corporation for the fiscal year ending December 31, 2025 as follows:

**I. ACTIVITIES OF THE SUPERVISORY BOARD**

In 2025, the Supervisory Board carried out the following activities:

- Collect and evaluate documents and reports on production and business performance, and audited financial statements. Prepare the Supervisory Board's report for 2025 to be presented at the Annual General Meeting of Shareholders in 2026.
- Monitoring the implementation of resolutions of the General Meeting of Shareholders, the progress of production and business plans, and the implementation of resolutions and decisions of the Board of Directors.
- Review the General Director's preliminary and annual reports on business operations, examine quarterly financial statements and independent audit reports on the Corporation's financial statements.
- Participate in several meetings with the Board of Directors and Executive Management regarding company governance, sales performance, inventory, capital management, and expenses.
- Collaborate with the Corporation's departments (Internal Control Department, Safety Department, specialized departments) to control and evaluate units within the Hanosimex system.

**II. RESULTS OF MONITORING THE OPERATIONAL AND FINANCIAL  
SITUATION OF THE CORPORATION**

**A. BUSINESS PERFORMANCE SITUATION IN 2025**

Based on the key targets of the 2025 business plan approved by the Annual General Meeting of Shareholders, the performance in 2025 is as follows:

Indicators	Unit of measurement	2024	2025		% compare	
			Plan	Imp	Imp/Plan	Imp/2023
<b>1. Total revenue</b>	Millions VND	866.394	948.100	973.733	103%	112%
- Net revenue	Millions VND	825.020		957.543		116%
- Financial income	Millions VND	32.665		13.528		41%
- Other income	Millions VND	8.709		2.662		31%
<b>2. Expenses</b>		939.758		969.371		103%
- Cost of goods sold	Millions VND	804.971		869.021		108%
- Financial expenses	Millions VND	74.611		41.019		55%
<i>In which: interest expense</i>	Millions VND	31.140		26.871		86%
- Cost of goods sold	Millions VND	13.140		16.890		129%
- Business management costs	Millions VND	45.876		41.513		90%
- Other expenses	Millions VND	1.229		928		76%
<b>3. Profit</b>						
- Total profit before tax	Millions VND	(73.364)	-	4.362	291%	-
+ Net profit from business operations	Millions VND	(80.844)		2.627		-
+ Other profits	Millions VND	7.480		1.735		23%
- Corporate Income Tax	Millions VND	308		6		2%
- Net profit after corporate income tax	Millions VND	(73.671)		4.356		-

#### GENERAL REMARKS:

The corporation's business operations focus on two main production sectors: yarn spinning and knitted garment manufacturing.

- **Yarn Industry:** In 2025, the consumer market faced many difficulties in both the domestic and export markets. The gradual decrease in raw material prices over time is also one of the important factors affecting yarn prices in the market. Raw material preparation is more favorable than in previous years, creating conditions for stable production.

The Ninh Binh branch has been restructured into a single management level, with greater delegation of authority, creating better motivation for the entire system, improved team coordination, and increased efficiency in handling overall textile industry tasks.

Cost-saving measures in the textile industry are consistently and continuously implemented. This, in turn, enhances competitiveness in the market.

+ Revenue structure of the yarn industry: Export revenue: 55% (2024: 52%), Domestic revenue: 45% (2024: 48%).

+ The main export market for the Corporation in 2025 will still be China: 48% of export volume, 45% of export revenue (in 2024 it was 62% of export volume, 59% of export revenue); South Korea: 33% of export volume, 34% of export revenue; the remainder will be other markets such as Japan, the Philippines, Taiwan... Thus, China remains the main export market for yarn of the Corporation, but its importance has decreased by increasing the proportion of yarn exported to other markets.

+ Domestic market in 2025: Consumption by companies within the internal supply chain (Hanosimex Knitting Company, Ha Dong Company, Fashion Company, Dong Xuan Knitting Company, Vinatex Hong Linh ): 30% of domestic production (2024: 54%) and 35% of domestic revenue (2024: 57%).

- **Garment Industry:** The garment industry focuses on closely monitoring market information, customer data, information from the Group and the Garment Department to plan orders and develop production plans that are suitable for the conditions and skill level of the workers.

Production management improved with the support of Hue Textile and Garment Company. Garment production began to become more efficient.

The factories have proactively reorganized their production models, reducing indirect labor and reassigning management personnel to suit the new situation. The Nghe An branch also changed its operating model from November 1, 2025. The quality of products at the garment factories generally meets customer requirements well.

The Corporation continues to invest in renovating factory workshops, repairing and upgrading many items to serve factory evaluations, and improving the working environment and conditions for workers at garment factories.

+ Garment industry revenue in 2025 is projected to reach 227 billion VND, equivalent to 119% of the plan and 144% compared to 2023. FOB revenue in the garment industry in 2025 will account for 2% of total garment industry revenue (compared to 3% in 2024).

+ Average labor productivity in 2025 is projected to increase by 21% compared to 2024. The average labor productivity of the garment industry within the Corporation in 2025 will reach US\$20,4/person/day (compared to US\$16,7/person/day in 2024). However, labor productivity remains low compared to other units within the Group.

Under the close guidance of the Vietnam Textile and Garment Group, the Board of Directors, the Executive Board of the Corporation, and all employees have strived to find solutions to achieve the 2025 plan targets, specifically as follows:

## 1. MANUFACTURE

- The NE30 equivalent yarn production in 2025 will reach 9.488 tons (average/month: 790 tons/month), equivalent to 89% of the plan and 103% compared to 2024.

- The converted garment production output in 2025 is expected to reach 15,71 million units, equivalent to 111% of the plan and 144% compared to 2024.

## 2. REVENUE

- Revenue from sales and services: 957.543 million VND (116% compared to 2024)

In which:	+ Revenue from yarn:	670.212 million VND
	+ Garment sales revenue:	227.537 million VND
	+ Other commercial revenue:	59.794 million VND

- Financial operating revenue: VND 13.528 million (equivalent to 41% of 2024). Of which, dividend income was VND 2,368 million; interest income from deposits and loans was VND 4.450 million.

- Other income: VND 2.662 million (31% compared to 2024). Of which, fines for breach of factory lease contract amounted to VND 1.510 million.

### 3. EXPENSE

The company has fully accounted for all expenses as required and set aside provisions for risks to ensure financial safety. The total balance of provisions as of December 31, 2025 is VND 124.566 million.

No.	Item	Provision balance as of January 1, 2025	Provision re-entry	Provision for Rev	Provision balance as of December 31, 2025
		(1)	(2)	(3)	(4=1-2+3)
1	Financial investment reserve	29.148	1.492	1.515	29.171
2	Provision for doubtful receivables	78.877		10.871	89.748
3	Inventory reserves			1.394	1.394
4	Short-term provisions (salaries)			4.253	4.253
	<b>Total</b>	<b>108.026</b>	<b>1.492</b>	<b>18.032</b>	<b>124.566</b>

### 4. PROFIT

The corporation also took advantage of the opportunity before the US tariff policies came into effect to maximize exports for the garment and yarn industries, which also significantly improved production and business efficiency, helping the corporation's overall results shift from a loss in 2024 to a profit in 2025 .

- Profit before tax: 4.362 million VND

- Net profit after tax: 4.356 million VND.

In there:

- **Profit from business operations:** 2.627 million VND.
- **Other income:** 1.735 million VND.

### 5. INVESTMENT AND FIXED ASSET PURCHASE ACTIVITIES

- Regarding Fixed Assets

The corporation invested in a number of machines and equipment or necessary construction items to serve production activities, which were recorded as fixed assets with a total value of VND 5.147 million. Specifically:

No.	Asset name	Value
1	Domestic wastewater treatment system	395.000.000
2	Domestic wastewater treatment tank	254.629.630
3	01 Machine for separating large and small betel nuts	55.000.000
4	01 Machine for separating large and small betel nuts and sorting them into two colors of fiber core	110.000.000
5	A yarn twist meter is used to check the quality of yarn.	139.611.722
6	Neps and impurities measuring laboratory equipment used for yarn quality testing. Manufacturer: MEDAN SPA	792.749.172
8	02 used round bale shredders	166.666.667
9	01 Air compressor Model EG 90SP 8V 400V/50HZ	770.000.000
10	01 PRIMAK Model D220 Air Dryer	110.000.000
11	02 used Chinese TMFD81S gluing machines	206.480.000
13	01 Steam supply piping system for the shrinkage removal machine and steam irons at the end of the sewing line	223.100.000

14	01 Wide-format programming machine 1400x950. Model M9-SS-F13-X	160.000.000
15	01 Wide-format programming machine 1400x950. Model M9-SS-F13-X	162.000.000
19	01 Sewing workshop cooling system	300.220.000
20	01 Ceiling fan system for Nam Dan garment factory	342.500.000
21	04 JACK programming machine model MG-80AP+55STYX-F11BF13F25	551.964.000
22	05 Standing air conditioners, folding product packaging area.	204.789.600
23	01 RO water filtration system with a capacity of 500 liters/hour	73.680.000
24	01 RO water filtration system with a capacity of 500 liters/hour	69.180.000
26	01 Dell XPS13 9350 Ultra 7-258V/32GD5/1TSSD laptop	59.435.185
<b>Total</b>		<b>5.147.005.976</b>

During the year, the Corporation liquidated old, damaged, and unused machinery and equipment, reducing the original cost of fixed assets by VND 11.452.801.959, specifically:

- Short-term financial investments, including time deposits and bond investments, had a balance of VND 143.208 million as of December 31, 2025, accounting for 41% of total short-term assets.

Of that amount, the remaining balance of the bond purchase investment is VND 106.600 million (VND 24.810 million will be recovered in 2025), and a provision of VND 81.520 million has been set aside for investments held until maturity (an increase of VND 10.375 million compared to 2024).

- Long-term financial investments: Total investment capital is 69.332 million VND.

Of the 8 units in which the Corporation has invested capital, 2 companies, namely Ha Dong Textile Company and Fashion Company, received dividends in 2025 (2.368 million VND), while the remaining 6 units were operating inefficiently and required provisions. The balance of provisions for long-term investments is 29.170 million VND.

N o.	Unit	December 31, 2025		January 1, 2025	
		Original price	Provisions	Original price	Provisions
<b>I</b>	<b>Subsidiary company</b>	<b>44.746.554.966</b>	<b>(16.062.346.683)</b>	<b>44.746.554.966</b>	<b>(16.344.846.979)</b>
1	Hai Phong Hanosimex Trading Joint Stock Company	5.107.360.406	-	5.107.360.406	-
2	Hanosimex Hai Phong Garment Joint Stock Company	1.250.000.000	(1.250.000.000)	1.250.000.000	(1.250.000.000)
3	Hanosimex Fashion Joint Stock Company	5.850.000.000	-	5.850.000.000	-
4	Hanosimex Ha Dong Textile Joint Stock Company	13.039.194.560	-	13.039.194.560	-
5	Hanosimex Knitting Joint Stock Company	19.500.000.000	(14.812.346.683)	19.500.000.000	(15.094.846.979)
<b>II</b>	<b>Other affiliated and invested companies</b>	<b>24.585.750.000</b>	<b>(13.108.386.696)</b>	<b>24.585.750.000</b>	<b>(12.803.645.215)</b>
1	Indochina Coffee Joint Stock Company	585.750.000	(585.750.000)	585.750.000	(585.750.000)
2	Lien Phuong Textile and Garment Joint Stock Company	18.000.000.000	(8.040.999.858)	18.000.000.000	(6.526.357.220)
3	Textile Raw Materials Joint Stock Company	6.000.000.000	(4.481.636.838)	6.000.000.000	(5.691.537.995)
<b>Total</b>		<b>69.332.304.966</b>	<b>(29.170.733.379)</b>	<b>69.332.304.966</b>	<b>(29.148.492.194)</b>

- Major investment projects currently underway:
- + Hanosimex Multi-Purpose Building Construction Project

The project was approved for investment by the Board of Directors under Decision No. 32/QĐ-ĐMHN-HĐQT dated October 21, 2025: Scale of 19.300 m<sup>2</sup> of commercial floor space; Expected completion time: Q2 - 2027. Total investment: **VND 298 billion**.

+ Investment project for 05 Bobin Tray pipe mills, 50 piles/machine, for Workshop 1: Total investment of VND 24.2 billion; Machines will arrive and be installed in March 2026.

## 6. COMPARISON WITH THE RESOLUTION OF THE GENERAL SHAREHOLDER MEETING

No	Key indicators	Unit	Implemented in 2024	Resolution of the 2025 AGM	2025 Imp	Compare (%)	
						Plan	2024
1	Total revenue and income	Millions VND	866.394	948.100	973.733	103%	112%
2	Profit before tax	Millions VND	(73.364)	1.500	4.362	291%	
3	Labor	People	1.528	1.596	1.425	89%	93%
4	Average income (per person per month)	1000 VND	9.867	11.000	11.609	106%	118%

### Comparison in terms of proportion:

- Total revenue and income targets reached 103% of the plan and increased by 12% compared to 2024.
- Pre-tax profit reached VND 4.632 million, exceeding the plan by 191%.
- The workforce is at 89% of the planned target, and 93% of the 2023 target.
- Average per capita income reached 106% of the target, an 18% increase compared to 2024.

## B. CONTROL AND MONITORING OF FINANCIAL SITUATION

The Corporation's fiscal year begins on January 1, 2025, and ends on December 31, 2025. The Supervisory Board acknowledges that the 2025 financial statements audited by An Viet Auditing Company Limited fairly and accurately reflect the financial position of Hanoi Textile and Garment Joint Stock Corporation as of December 31, 2025, as well as the business results and cash flow for the fiscal year ending on the same date, in accordance with Vietnamese accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations.

The balance sheet as of December 31, 2025 is as follows:

*Unit of measurement: Million VND*

Content	2024 VND	2025 VND	Compare		Proportion	
			Absolute	Relative	2024	2024
A	1	2	3 = 2 - 1	4 = 2 / 1	5	6
A. Short-term assets	344.126	350.922	6.796	102%	35%	37%
I. Cash and cash equivalents	35.857	47.170	11.313	132%	4%	5%
II. Short-term investment	131.991	143.208	11.217	108%	13%	15%
III. Short-term receivables	44.351	33.540	(10.811)	76%	5%	4%
IV. Inventory	126.470	120.255	(6.215)	95%	13%	13%
V. Other short-term assets	5.457	6.749	1.292	124%	1%	1%

Content	2024 VND	2025 VND	Compare		Proportion	
			Absolute	Relative	2024	2024
A	1	2	3 = 2 - 1	4 = 2 / 1	5	6
B. Long - term assets	639,494	589,371	(50,123)	92%	65%	63%
I. Long - term receivables	13,812	13,217	(595)	96%	1%	1%
II. Fixed Assets	511,973	482,928	(49,045)	90%	52%	49%
III. Long-term work-in-progress assets		5,677	5,677			1%
IV. Long - term financial investments	40,183	40,162	(21)	100%	4%	4%
V. Other long - term assets	73,526	67,387	(6,139)	92%	7%	7%
<b>TOTAL ASSETS</b>	<b>983,620</b>	<b>940,293</b>	<b>(43,327)</b>	<b>96%</b>	<b>100%</b>	<b>100%</b>
A. Liabilities	710,920	683,236	(47,684)	93%	72%	71%
I. Short - term liabilities	406,103	355,378	(50,725)	88%	41%	38%
II. Long - term liabilities	304,817	307,858	3,041	101%	31%	33%
B. Owner's Equity	272,700	277,057	4,357	102%	28%	29%
I. Owner's Equity	135,768	140,125	4,357	103%	14%	15%
II. Capital Sources for Construction Projects	136,932	136,932	-	100%	14%	15%
<b>TOTAL SOURCES</b>	<b>983,620</b>	<b>940,293</b>	<b>(43,327)</b>	<b>96%</b>	<b>100%</b>	<b>100%</b>

## GENERAL REMARKS

- The structure and value of total assets/capital in 2025 equal to 96% compared to 2024 (a decrease of VND 43,327 million). The specific asset and capital structure of the Corporation is as follows: Equity accounts for 29% of total capital; Liabilities account for 71% of total capital; Short-term debt accounts for 38% of total capital; Short-term assets account for 37% of total assets.

Items with significant fluctuations in Current Assets include: Short-term financial investments increased by VND 11,217 million (8%), mainly due to deposits to prepare capital for projects to be disbursed in 2026 (Investment in 5 Bobinray pipe machines, Hanosimex multi-purpose building construction project); Inventory value is VND 120,255 million, equivalent to 2024.

Long-term assets do not fluctuate significantly; their value decreases at the rate of annual depreciation.

- Other long-term assets (long-term prepaid expenses) of the Corporation: VND 67,387 million, including VND 55,053 million for land lease at Dong Van Industrial Park; VND 1,087 million for infrastructure and machinery rental from Y Viet Company; VND 7,718 million for land clearance costs for Nghi Loc Garment Factory Project + Nam Dan Garment Factory Project; and the remainder for major repairs of fixed assets + tools and equipment used, allocated over multiple periods.

- Provisions for risks related to doubtful receivables and long-term financial investments have been made in accordance with regulations.

- All loans from banks and credit institutions are repaid on time, with no overdue debts.

## Indicators number basics of business and financial efficiency

Item	Unit	2024	2025	Percentage 2025/2024
<b>1. Solvency ratio</b>				
Current ratio	Time	0,85	0,99	117%
Quick ratio	Time	0,54	0,65	121%

Item	Unit	2024	2025	Percentage 2025/2024
<b>2. Performance indicators</b>				
Asset Turnover Ratio (Revenue/Total Assets)	Round	0,84	1,02	121%
<b>3. Debt and Capital Balance Ratios</b>				
Liabilities/Equity	Time	2,61	2,39	92%
<b>4. Business Performance Index</b>				
Net Profit / Total Revenue	%	-8,93%	0,45%	-
Return on Assets (ROA)	%	-7,49%	0,46%	-
Return on Equity (ROE)	%	-27,02%	1,57%	-

#### COMMENT:

- The company's short-term debt solvency ratio is 0,99 (up 17% compared to 2024), and its quick ratio increased from 0,54 to 0,65 (up 21%) -> The corporation is able to ensure its solvency.

- Operational performance indicators: Asset turnover in 2025 will increase from 0,84 to 1,02 (a 21% increase compared to 2024), with each unit of assets generating 1,02 units of revenue (from 2012-2024 this ratio was < 1).

- The debt-to-equity ratio in 2025 is 2,39 times, a decrease of 8% compared to 2024.

- Regarding business performance indicators: after two consecutive years of significant losses, the company recorded a net profit of VND 4.356 million in 2025. Compared to the scale of revenue, total assets, and equity, the company's business performance index remains low.

### III. RESULTS OF MONITORING THE BOARD OF DIRECTORS AND THE EXECUTIVE BODY

- In 2025, the Board of Directors issued 10 resolutions focusing on directing and supervising the activities of the Executive Office. The main areas of supervision and direction included: personnel organization, investment, market operations, and finance; evaluating quarterly business performance and implementation solutions; and developing the 2026 business plan.

- The management team has made efforts to manage production and business operations, conducting operational management analysis to provide a basis for the Board of Directors and the General Director's office to direct cost reduction, focus, and stability for all activities in accordance with the functions, duties, and powers stipulated in the Corporation's Charter.

- Through monitoring the management and operational activities of the Board of Directors, the Executive Board, and the management departments of the Corporation, the Supervisory Board has not found anything unusual in the activities of the Board of Directors.

- The resolutions and decisions of the Board of Directors are within the authority of the Board of Directors and comply with the provisions of the law and the Corporation's Charter.

- The Board of Directors has complied with the legal requirements for reporting and disclosing information as a public company.

#### **IV. ASSESSMENT OF COORDINATION BETWEEN THE SUPERVISORY BOARD, THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD, AND SHAREHOLDERS**

- The Board of Directors and the executive body have strictly complied with the requirements for providing information and facilitating access to information and documents for the Supervisory Board to verify their accuracy. Members of the Supervisory Board have been provided with complete and timely information, minutes, and financial reports.

- The Supervisory Board, the Board of Directors, and the management staff have maintained a close working relationship and coordination based on the principle of serving the interests of the Corporation, its shareholders, and in accordance with the law and the Corporation's internal governance regulations.

#### **V. PROPOSALS AND RECOMMENDATIONS**

- By 2025, the garment industry's customer base focused on only 5 export customers and 4 domestic customers (compared to 14 export customers and 13 domestic customers in 2024). The corporation needs to strengthen its marketing efforts to find new customers and diversify its export customer base and markets, thereby reducing its dependence on Singtex.

- Both the textile and garment industries are facing difficulties in recruiting workers, so the Corporation is increasing its level of automation by investing in converting old equipment to more automated equipment.

- Continue restructuring inefficient investments, focusing capital on automation projects in the textile and garment industries and the Hanosimex multi-purpose building project.

#### **VI. DIRECTIONS AND TASKS OF THE SUPERVISORY BOARD IN 2026**

In 2026, the Supervisory Board will focus on carrying out the following important tasks:

1. Monitoring the implementation of resolutions and decisions of the General Meeting of Shareholders, the implementation of the production and business plan, and the implementation of regulations, rules, resolutions, and decisions of the Board of Directors.

2. Conduct an audit of the Corporation's 2026 reports, and prepare and submit the Supervisory Board's report at the 2027 Annual General Meeting of Shareholders.

The above is the Supervisory Board's 2025 report submitted to the General Shareholders' Meeting for approval.

Best regards./.

**O/B. BOARD OF SUPERVISORS  
PREFECT**



**Do Minh Son**

**HANOI TEXTILE AND GARMENT  
JOINT STOCK CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No: 09 /TTr - HDQT

*Ninh Binh, April 22, 2026*

**SUBMISSIONS**

**Reg. Approve the selection of the firm to review and audit the 2026 Financial Statements.**

To: The General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation

Based on the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam (14th Legislature) on June 17, 2020, effective from January 1, 2021, and its guiding documents for implementation;

Based on the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation, which was approved by the General Meeting of Shareholders;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and its implementing regulations.

The Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation (the Corporation) respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval the following plan for selecting a list of independent auditing firms to review and audit the Corporation's financial statements for 2026:

1. KPMG Vietnam Company Limited.
2. An Viet Auditing Company Limited.
3. Ernst & Young Vietnam Company Limited.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for authorization the Supervisory Board to select one of the three aforementioned auditing firms to review and audit the Corporation's financial statements for 2026 and to authorize the General Director to sign the audit service contract with the selected auditing firm, ensuring quality, efficiency, reasonable costs, and compliance with current laws and regulations.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best regards ./.

**O/B. BOARD OF SUPERVISORS  
PREFECT**



**Do Minh Son**

No: *10* /TTr - HĐQT

*Ninh Binh, April 22, 2026*

**SUBMISSIONS**

**Reg. Amendments and additions to certain articles of  
The Operating Regulations of the Board of Supervisors of Hanoi Textile and  
Garment Joint Stock Corporation**

To: The General Meeting of Shareholders of Hanoi Textile and Garment  
Joint Stock Corporation

The Regulations on the Operation of the Supervisory Board of Hanoi Textile and Garment Joint Corporation ("Regulations of the Supervisory Board") are developed and promulgated on the basis of the Enterprise Law of 2020, the Securities Law of 2019, and the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation ("Corporation") which was approved by the Annual General Meeting of Shareholders ("GMS") in 2021.

To ensure the consistency and compatibility of the Corporation's Supervisory Board's Operating Regulations with the new Draft Charter, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and additions to the Corporation's Supervisory Board's Operating Regulations. Specifically, as follows:

1. Approve the amendments and supplements to certain articles of the Regulation on the Operation of the Supervisory Board of the Corporation (*Explanatory Report on the amendments and supplements to certain articles of the Regulation attached hereto*).
2. Based on the contents specified in Clause 1 above, the General Meeting of Shareholders assigns the Head of the Supervisory Board to organize and finalize the amendments and supplements to the Regulation on the Operation of the Supervisory Board of the Corporation; to sign for promulgation and disclose information regarding the Regulation on the Operation of the Supervisory Board of the Corporation.
3. Approve the Regulation on the Operation of the Supervisory Board of the Corporation after being amended and supplemented in accordance with Clauses 1 and 2 above. The new Regulation on the Operation of the Supervisory Board shall take effect upon approval by the General Meeting of Shareholders and shall replace the Regulation on the Operation of the Supervisory Board previously approved by the General Meeting of Shareholders on April 28, 2021.



**SUMMARY TABLE OF SOME KEY AMENDMENTS AND SUPPLEMENTS TO THE  
OPERATIONAL REGULATIONS OF THE SUPERVISORY BOARD OF HANOI  
TEXTILE AND GARMENT JOINT STOCK CORPORATION**

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
1	<b>Article 4. Term of office and number of members of the Supervisory Board</b>		
	1. The Supervisory Board consists of <del>3 members</del> . The term of office for <del>a member of the Supervisory Board</del> is no more than 5 years and they may be re-elected for an unlimited number of terms.	1. <i>The number of members of the Supervisory Board of the Corporation is three (03) Supervisors</i> , the term of <i>the Supervisor is not more than 05 years and can be re -</i> elected for an unlimited number of terms.	Correcting wording errors to conform with Clause 1, Article 168 of the 2020 Enterprise Law and Clause 1, Article 37 of the Draft Charter of the Corporation.
	2. <del>Members of the Supervisory Board do not necessarily have to be shareholders</del> of the Corporation.	2. <i>The Board of Supervisor member</i> does not necessarily have to be a shareholder of the Corporation.	Correct any grammatical errors.
	3. More than <del>half of the members</del> of the Supervisory Board must be residents of Vietnam.	3. The Supervisory Board must have more than <i>one-half (1/2) of its Supervisors</i> residing in Vietnam.	Correct any grammatical errors.
	4. <del>In cases where members of the Supervisory Board have their terms ending at the same time, and a new member of the Supervisory Board has not yet been elected, the member whose term has ended shall continue to exercise their rights and obligations until a new member of the Supervisory Board is elected and assumes their duties.</del>	4. In the case where <i>a Supervisor</i> has the same term of office but a new <i>Supervisor</i> has not yet been elected, <i>the Supervisor</i> whose term has ended shall continue to exercise the rights, obligations <i>and responsibilities</i> until a new <i>Supervisor</i> is elected and takes office. <i>In the case of supplementary election (due to an increase in the number of Supervisors) or replacement election of a Supervisor who has been dismissed or removed from office, the term of office of the</i>	Correcting wording errors to conform with Clause 1, Article 37 of the Draft Charter of the Corporation.

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
		<i>Supervisor elected supplementary or replacement shall be equal to the remaining time of the five (05) year term of the previous Supervisor.</i>	
2	<b>Article 7. Nomination and candidacy of Supervisors</b>		
	<p>1. Shareholders or groups of shareholders owning 10% or more of the total number of common shares, or a smaller percentage as stipulated in the Corporation's Charter, have the right to nominate candidates for the Supervisory Board. Unless otherwise stipulated in the Corporation's Charter, the nomination process for the Supervisory Board shall be as follows:</p> <p><del>a-) Common shareholders forming a group to nominate candidates for the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;</del></p> <p><del>b-) Based on the number of members of the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Supervisory Board. If the number of candidates</del></p>	<p>Shareholders or groups of shareholders owning 10% <i>(ten percent)</i> or more of the total number of common shares, or a smaller percentage as stipulated in the Corporation's Charter, have the right to nominate individuals to the Supervisory Board in <i>accordance with Clause 5, Article 115 of the Enterprise Law</i>. Unless otherwise stipulated in the Corporation's Charter, the nomination of individuals to the Supervisory Board shall be carried out as follows:</p> <p>1. Ordinary shareholders forming a group to nominate candidates for the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders. <i>The nomination of candidates for the Supervisory Board by a shareholder or group of shareholders shall be carried out in accordance with Clause 4, Article 12 of the Corporation's Charter.</i></p> <p>2. <i>If the number of candidates nominated by shareholders or groups of shareholders is insufficient, the incumbent</i></p>	<p>Correcting errors in wording and to conform with Clause 4, Article 12 of the Draft Charter of the Corporation.</p>

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	<p><del>nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates will be nominated by the Board of Directors, the Supervisory Board, and other shareholders.</del></p> <p><del>2. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the General Corporation's Charter, the Internal Regulations on Corporate Governance, and the Supervisory Board's Operating Regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.</del></p>	<p><b>Board of Directors or Supervisory Board may nominate additional candidates, which must be approved by the General Meeting of Shareholders before the election takes place.</b></p>	

**HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**



## **REGULATIONS**

### **ACTIVITIES OF THE SUPERVISORY BOARD**

*(Issued together with the Resolution of the Annual General Meeting of  
Shareholders 2026)  
April 22, 2026*



*April 2026*

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## **OPERATING REGULATIONS BY THE SUPERVISORY BOARD OF HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**

*Based on the Securities Law dated November 26, 2019 and any amending, supplementing, or replacing laws (if any) at each point in time;*

*Based on the Enterprise Law dated June 17, 2020 and any amending, supplementing, or replacing laws (if any) at each point in time;*

*Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*

*Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations for the implementation of a number of articles of the Securities Law;*

*Based on the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation;*

*Based on Resolution No. /NQ-DHĐCĐ of the Annual General Meeting of Shareholders 2026 dated April 22, 2026.*

*The Supervisory Board has issued the Regulations on the Operation of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation.*

*The operating regulations of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation include the following contents:*

### **Chapter I : GENERAL PROVISIONS**

#### **Article 1. Scope of Regulation and Applicable Subjects**

1. Scope of application: The regulations governing the operation of the Supervisory Board stipulate the organizational structure, personnel, standards, conditions, rights and obligations of the Supervisory Board and its members as prescribed in the Enterprise Law, the General Corporation's Charter, and other relevant regulations.

2. Scope of Application: The Regulations on the Operation of the Supervisory Board apply to the Supervisory Board and its members.

#### **Article 2. Principles of operation of the Supervisory Board**

The Supervisory Board operates on the principle of collective decision-making. Members of the Supervisory Board are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the

work and decisions of the Supervisory Board.

## **Chapter II : MEMBERS OF THE SUPERVISORY BOARD (SUPERVISORS)**

### **Article 3. Rights, obligations and responsibilities of the Supervisor**

1. Strictly adhere to the law, the Corporation's Charter , resolutions of the General Meeting of Shareholders, and professional ethics in exercising assigned rights and obligations.

2. To exercise assigned rights and obligations honestly, carefully, and to the best of our ability in order to ensure the maximum legitimate interests of the Corporation.

3. Be loyal to the interests of the Corporation and its shareholders; do not abuse your position, title, or use the Corporation's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as stipulated by the Enterprise Law and the Corporation's Charter .

5. In the event of a violation of the provisions of Clauses 1, 2, 3, and 4 of this Article that causes damage to the Corporation or other parties, the members of the Supervisory Board shall be held personally or jointly liable for compensation for such damage. Any income and other benefits obtained by the members of the Supervisory Board as a result of the violation must be returned to the Corporation.

6. If a member of the Supervisory Board is found to have violated their assigned rights and obligations, a written notification must be sent to the Supervisory Board, requesting the person committing the violation to cease the violation and remedy the consequences.

### **Article 4. Term of office and number of members of the Supervisory Board**

1. The number of members of the Supervisory Board of the Corporation is three (03) Supervisors, the term of the Supervisor is not more than 05 years and can be re-elected for an unlimited number of terms.

2. The Board of Supervisor Member does not necessarily have to be a shareholder of the Corporation.

3. The Supervisory Board must have more than one- half (1/2) of its Supervisors residing in Vietnam.

4. In the case where a Supervisor has the same term of office but a new Supervisor has not yet been elected, the Supervisor whose term has ended shall continue to exercise the rights, obligations and responsibilities until a new Supervisor is elected and takes office. In the case of supplementary election (due to an increase in the number of Supervisors) or replacement election of a Supervisor who has been dismissed or removed from office, the

term of office of the Supervisor elected supplementary or replacement shall be equal to the remaining time of the five (05) year term of the previous Supervisor.

#### **Article 5. Standards and conditions for Supervisors**

1. The inspector must meet the following standards and qualifications :
  - a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
  - b) Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the Corporation's business operations;
  - c) Not a family member of a member of the Board of Directors, the General Director, or other managers;
  - d) Not being a manager of the Corporation, not necessarily a shareholder or employee of the Corporation, unless otherwise stipulated in the Corporation's Charter;
  - d) Not allowed to work in the accounting or finance department of the Corporation;
  - e) Must not be a member or employee of an auditing firm approved to audit the Corporation's financial statements for the three consecutive years preceding the audit;
  - g) Other standards and conditions as prescribed by relevant laws and the Corporation's Charter.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, Board of Supervisor Member of a public company shall not be a family member of a business manager of the parent company or the General Corporation; a representative of the enterprise's capital share; or a representative of the state's capital share in the parent company or the General Corporation.

#### **Article 6. Head of the Supervisory Board**

1. The Head of the Supervisory Board must possess a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise, unless the General Corporation's Charter stipulates a higher standard.

2. The Head of the Supervisory Board is elected by the Supervisory Board from among its Supervisors; the election, dismissal, and removal are governed by a majority vote .

3. The rights and obligations of the Head of the Supervisory Board are stipulated in the Corporation's Charter.

#### **Article 7. Nomination and candidacy of Supervisors**

Shareholders or groups of shareholders owning 10% (ten percent) or more of the total number of common shares, or a smaller percentage as stipulated in the Corporation's Charter, have the right to nominate individuals to the Supervisory Board in accordance

with Clause 5, Article 115 of the Enterprise Law. Unless otherwise stipulated in the Corporation's Charter, the nomination of individuals to the Supervisory Board shall be carried out as follows:

1. Ordinary shareholders forming a group to nominate candidates for the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders. The nomination of candidates for the Supervisory Board by a shareholder or group of shareholders shall be carried out in accordance with Clause 4, Article 12 of the Corporation's Charter.

2. If the number of candidates nominated by shareholders or groups of shareholders is insufficient, the incumbent Board of Directors or Supervisory Board may nominate additional candidates, which must be approved by the General Meeting of Shareholders before the election takes place.

#### **Article 8. Procedures for electing, dismissing, and removing the Supervisory Board**

1. The election, dismissal, and removal of the Board of Supervisor Member falls under the authority of the General Meeting of Shareholders.

2. Unless otherwise stipulated in the Corporation's Charter, the election of Supervisory Board members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Supervisory Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Corporation's Charter is reached. If two or more candidates receive the same number of votes for the last member of the Supervisory Board, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations or the Corporation's Charter.

#### **Article 9. Cases of dismissal or removal of the Supervisor**

1. The General Meeting of Shareholders shall dismiss the Board of Supervisor Member in the following cases:

a) No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Article 169 of the Enterprise Law;

b) A resignation letter has been submitted and accepted;

c) Other cases as stipulated in the Corporation's Charter.

2. The General Meeting of Shareholders dismisses the Board of Supervisor Member in the following cases:

a) Failure to complete assigned tasks or duties;

b ) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c ) Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law and the Corporation's Charter;

d ) Other cases as decided by the General Meeting of Shareholders.

#### **Article 10. Notification of election, dismissal, and removal of the Supervisory Board**

1. In cases where candidates for the Supervisory Board have been identified, the Corporation must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Corporation's website so that shareholders can learn about these candidates before voting. Candidates for the Supervisory Board must provide a written commitment regarding the truthfulness and accuracy of the published personal information and must commit to performing their duties honestly, diligently, and in the best interests of the company if elected as a member of the Supervisory Board. The information related to candidates for the Supervisory Board that is published includes:

a) Full name, date of birth (day, month, year);

b) Professional qualifications;

c) Work experience;

d) Other managerial positions;

d) Interests related to the Corporation and its related parties;

e) Other information (if any) as stipulated in the Corporation's Charter;

g) The Corporation shall be responsible for disclosing information about the companies in which the candidate holds management positions and any related interests of the Supervisory Board candidate with the Corporation (if any).

2. The announcement of the results of the election, dismissal, and removal of the Supervisory Board members shall be made in accordance with the regulations and guidelines on information disclosure.

### **Chapter III : The Supervisory Board**

#### **Article 11. Rights, obligations and responsibilities of the Supervisory Board**

1. The Supervisory Board supervises the Board of Directors and the General Director in the management and operation of the Corporation.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality, and accuracy of the Corporation's annual and semi-annual business performance reports, financial statements, and management evaluation reports of the Board of Directors, and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. Review, examine, and evaluate the effectiveness and efficiency of the Corporation's internal control, internal audit, risk management, and early warning systems.

5. To review the accounting books, accounting records, and other documents of the Corporation, as well as the management and operation of the Corporation, when deemed necessary or in accordance with a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law.

6. Upon request from a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law, the Supervisory Board shall conduct an inspection within 7 working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Supervisory Board must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Supervisory Board as stipulated in this Clause shall not hinder the normal operation of the Board of Directors or disrupt the business operations of the Corporation.

7. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the Corporation's business activities.

8. Upon discovering that a member of the Board of Directors or the General Director is involved ... Violations of the provisions of Article 165 of the Enterprise Law must be immediately notified in writing to the Board of Directors, requiring the person committing the violation to cease the violation and take measures to remedy the consequences.

9. Attend and participate in discussions at the General Meeting of Shareholders, the Board of Directors, and other meetings of the Corporation.

10. Utilize independent consultants and the Company's internal audit department to perform assigned tasks.

11. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

12. Examine each specific issue related to the management and operation of the Corporation as requested by shareholders.

13. Request the Board of Directors to convene an extraordinary general meeting

of shareholders.

14. Replace the Board of Directors in convening a General Meeting of Shareholders within 30 days if the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Enterprise Law.

15. Request the Chairman of the Board of Directors convene a meeting of the Board of Directors.

16. Review, extract, or copy part or all of the content of the declaration of the list of related persons and related interests as stipulated in Clauses 1 and 2 of Article 164 of the Enterprise Law.

17. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; and the list of auditing firms approved to conduct inspections of the Company's operations when deemed necessary.

18. Be accountable to shareholders for your supervisory activities.

19. Monitoring the financial situation of the Corporation, and ensuring compliance with the law by members of the Board of Directors, the General Director, and other managers in their operations.

20. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.

21. In the event of discovering any violation of the law or the Corporation's Charter by a member of the Board of Directors, the General Director, or other business executives, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

22. Develop the operating regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

23. Witness the Board of Directors conducting the vote counting and prepare the vote counting report if requested by the Board of Directors in the case of obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders.

24. The Head of the Supervisory Board shall preside over the meeting to the General Meeting of Shareholders to elect a chairperson in the event that the Chairman is absent or temporarily incapacitated and the remaining members of the Board of Directors are unable to elect a chairperson. In this case, the person with the highest number of votes shall preside over the meeting.

25. Exercise other rights and obligations as prescribed by the Enterprise Law, the Corporation's Charter, and resolutions of the General Meeting of Shareholders.

#### **Article 12. Right of the Supervisory Board to receive information**

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as to members of the Board of Directors, including :

a) Notice of meeting, ballot for soliciting opinions from Board members, and accompanying documents;

b) Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

c) Reports from the General Director to the Board of Directors or other documents issued by the Corporation.

2. Supervisory Member has the right to access the records and documents of the Corporation kept at the head office, branches and other locations; and has the right to visit the workplaces of the Corporation's managers and employees during working hours.

3. The Board of Directors, its members, the General Director, and other managers must provide complete, accurate, and timely information and documents on the management, operation, and business activities of the Corporation as requested by the Board of Supervisor Member or the Supervisory Board.

#### **Article 13. Responsibilities of the Supervisory Board in convening extraordinary general meetings of shareholders.**

1. The Supervisory Board is responsible for replacing the Board of Directors in convening a General Meeting of Shareholders within 30 days if the Board of Directors fails to convene a General Meeting of Shareholders in the following cases:

a) The number of remaining members of the Board of Directors and Supervisory Board is less than the number of members stipulated by law;

b) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law;

c) When the Supervisory Board requests the convening of an extraordinary General Meeting of Shareholders but the Board of Directors fails to do so, except in cases where the Corporation's Charter stipulates otherwise.

2. If the Supervisory Board fails to convene a General Meeting of Shareholders as required, the Supervisory Board shall compensate the Corporation for any resulting damages .

3. The costs of convening and conducting the General Meeting of Shareholders as stipulated in Clause 1 of this Article will be reimbursed by the Corporation.

#### **Chapter IV : The Supervisory Board Meeting**

#### **Article 14. Meetings of the Supervisory Board**

1. The Supervisory Board must meet at least two (02) times a year, with the number of members attending the meeting being at least two-thirds (2/3) of the Supervisory Board members.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

#### **Article 15. Minutes of the Supervisory Board Meeting**

The minutes of the Supervisory Board meeting must be detailed and clear. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. The minutes of the Supervisory Board meetings must be kept on file to determine the responsibilities of each Supervisory Board member.

### **Chapter V : REPORTING AND DISCLOSING BENEFITS**

#### **Article 16. Submission of Annual Reports**

The Supervisory Board's reports at the Annual General Meeting of Shareholders include the following contents:

1. Report on the business results of the Corporation, on the performance of the Board of Directors and the General Director, to be submitted to the General Meeting of Shareholders for approval at the annual General Meeting of Shareholders .

2. Self-assessment report on the performance of the Supervisory Board and its members.

3. Remuneration, operating expenses, and other benefits of the Supervisory Board and each member of the Supervisory Board .

4. Summary of the Supervisory Board's meetings and its conclusions and recommendations; results of monitoring the Company's operations and finances .

5. Assessment report on transactions between the Corporation, its subsidiaries, and other companies in which the Corporation holds control of more than fifty percent (50%) of the charter capital with members of the Board of Directors, the General Director, and related parties of those members; transactions between the Corporation and companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction.

6. Results of monitoring the Board of Directors, the CEO, and other business executives.

7. Results of the assessment of the coordination of activities between the Supervisory Board, the Board of Directors, the General Director, and the shareholders .

8. Propose and recommend to the General Meeting of Shareholders the approval of

the list of auditing firms approved to audit the Corporation's financial statements; and the list of auditing firms approved to conduct inspections of the Corporation's operations when deemed necessary .

#### **Article 17. Wages and other benefits**

Unless otherwise stipulated in the Corporation's Charter, the salaries, remuneration, bonuses, and other benefits of the members of the Supervisory Board shall be implemented according to the following regulations:

1. Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board .

2. Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. The salaries and operating expenses of the Supervisory Board shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Corporation's annual financial statements .

#### **Article 18. Disclosure of related interests**

1. The Corporation's controller must declare to the Corporation their related interests, including:

a) Name, business registration number, head office address, business sector, and type of business of the enterprise in which they own or have a stake or shareholding; percentage and time of ownership of that stake or shareholding;

b) The name, business registration number, head office address, and business lines of the enterprise in which their related parties own, co-own, or individually own more than 10% of the charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Corporation within 7 working days from the date of the corresponding amendments or additions.

3. The Board of Supervisor Members and their associates may only use information obtained through their positions to serve the interests of the Corporation .

4. The Supervisory Board is obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Corporation, its subsidiaries, and other companies in which the Corporation holds control of more than fifty percent (50%)

of the charter capital, and members of the Supervisory Board or related parties of the Supervisory Board as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Corporation must disclose information on these resolutions in accordance with the securities law on information disclosure.

5. Controllers and their associates are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions .

## **Chapter VI : RELATIONSHIPS OF THE AUDIT COMMITTEE**

### **Article 19. Relationship between the Supervisors**

The Supervisors have an independent and non-dependent relationship with each other, but they coordinate and collaborate in their work to ensure the effective fulfillment of the responsibilities, rights, and duties of the Supervisory Board as stipulated by law and the Corporation's Charter. The Head of the Supervisory Board coordinates the overall work of the Supervisory Board but does not have the authority to control the Supervisors.

### **Article 20. Relationship with the Executive Board**

The Supervisory Board has an independent relationship with the Company's executive board and is responsible for overseeing the executive board's activities.

### **Article 21. Relationship with the Board of Directors**

The Supervisory Board has an independent relationship with the Company's Board of Directors and is responsible for overseeing the Board's activities.

## **Chapter VII : IMPLEMENTATION PROVISIONS**

### **Article 22. Effective Date**

The operating regulations of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation consist of 7 chapters and 22 articles, and came into effect on April 22, 2026.

These regulations may be amended or supplemented based on the suggestions of the Board of Supervisor Member and/or the Board of Directors, the General Director, or when there are adjustments to the law regarding relevant contents.

**O/B. BOARD OF SUPERVISORS**  
**PREFECT**  
(Signature, full name, and seal)  
**CÔNG TY**  
**CƠ PHÂN**  
**ĐỆM MAY**  
**HÀ NỘI**  
**Đo Minh Sơn**

Number: *M* /TTr - HDQT

*Ninh Binh, April 22, 2026*

## **SUBMISSIONS**

**Regarding the approval of the audited separate and consolidated financial statements for the fiscal year ended December 31, 2025; and the distribution of profits for 2025**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation, which was approved by the General Meeting of Shareholders;

Based on the separate financial statements and the consolidated financial statements for 2025 of Hanoi Textile and Garment Joint Stock Corporation, which have been audited by An Viet Auditing Company Limited;

The Board of Directors of the Corporation respectfully submits to the General Meeting the audited separate and consolidated financial statements for the year 2025 of Hanoi Textile and Garment Joint Stock Corporation, including:

- Report of Board of Managements;
- Independent audit report No. 40 /2026/KT-AV3-TC regarding the separate financial statements;
- Independent audit report No. 49/2026/KT-AV3-TC regarding the consolidated financial statements;

### **I. Separate Financial Statements for 2025**

#### **1. Balance Sheet**

*Unit: Million VND*

No	Items	31/12/2025	01/01/2025
<b>1</b>	<b>Total Assets</b>	<b>940.293</b>	<b>983.621</b>
1.1	Current assets	350.922	344.127
	- Cash and cash equivalents	47.170	35.857
	- Short-term financial investments	143.208	131.992
	- Short-term receivables	33.540	44.351
	- Inventories	120.255	126.470
1.2	Non-current assets	589.371	639.494
	- Fixed assets	462.928	511.973
	- Long-term financial investments	40.162	40.184
	- Other non-current assets	67.387	73.526
<b>2</b>	<b>Total Capital</b>	<b>940.293</b>	<b>983.621</b>
2.1	Liabilities	663.236	710.920
	- Short-term debt	355.378	406.103
	- Long-term debt	307.858	304.817
2.2	Equity	277.057	272.701
	- Owner's equity contribution	205.000	205.000
	- Capital investment for construction projects	136.932	136.932

## 2. Income statement

		Unit: Million VND	
TT	Target	2025	2024
1	<b>Total revenue – income</b>	<b>973.734</b>	<b>866.394</b>
	- Net revenue from sales and service provision	957.543	825.020
	- Financial income	13.528	32.665
	- Other income	2.662	8.710
2	<b>- Profit before tax</b>	<b>4.362</b>	<b>(73.364)</b>
3	<b>- Net profit after tax</b>	<b>4.356</b>	<b>(73.672)</b>

## II. Consolidated Financial Statements for 2025

### 1. Consolidated Balance Sheet

		Unit: Million VND	
TT	Target	31/12/2025	01/01/2025
1	<b>Total Assets</b>	<b>1,156,020</b>	<b>1,205,646</b>
1.1	<b>Current assets</b>	<b>482,223</b>	<b>486,272</b>
	- Cash and cash equivalents	59,996	53,921
	- Short-term financial investments	164,208	145,442
	- Short-term receivables	40,878	48,285
	- Inventories	206,425	225,327
1.2	<b>Non-current assets</b>	<b>673,797</b>	<b>719,374</b>
	- Fixed assets	550,478	592,589
	- Long-term financial investments	11,477	11,782
	- Other non-current assets	92,948	101,185
2	<b>Total Capital</b>	<b>1,156,020</b>	<b>1,205,646</b>
2.1	<b>Liabilities</b>	<b>760,468</b>	<b>820,155</b>
	- Short-term debt	439,795	508,103
	- Long-term debt	320,673	312,053
2.2	<b>Equity</b>	<b>395,552</b>	<b>385,490</b>
	- Owner's equity contribution	205,000	205,000
	- Capital investment for construction projects	136,932	136,932
	- Benefits for non-controlling shareholders	67,289	65,072

### 2. Consolidated Income Statement

		Unit: Million VND	
TT	Target	2025	2024
1	<b>Total revenue – income</b>	<b>1,242,773</b>	<b>1,173,218</b>
	- Net revenue from sales and service provision	1,224,178	1,114,886
	- Financial income	13,979	46,614
	- Other income	4,615	11,719
2	<b>- Profit before tax</b>	<b>17,027</b>	<b>(72,954)</b>
3	<b>- Net profit after tax</b>	<b>13,280</b>	<b>(78,260)</b>

The above reports have been published in accordance with regulations and are also fully posted on the Corporation's website at hanosimex.com.vn.

### III. Regarding profit distribution in 2025

- Since the Corporation still has accumulated losses as of December 31, 2025, we will not distribute profits for the year 2025.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

O/B. BOARD OF DIRECTORS <sup>KS</sup>

CHAIRPERSON



Cao Hữu Hiếu



Number: *12* /TTr - HĐQT

*Ninh Binh, April 22, 2026*

**REPORT**

**Regarding the approval of salaries and remuneration for the Board of Directors, Supervisory Board, and Board's Secretary for 2025, and the plan for salary and remuneration expenditure for the Board of Directors, Supervisory Board, and Board's Secretary for 2026**

To: The General Meeting of Shareholders of  
Hanoi Textile and Garment Joint Stock Corporation

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation, which was approved by the General Meeting of Shareholders;

The Board of Directors of Hanoi Textile and Garment Joint Stock Corporation (the Corporation) respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the salaries and remuneration of the Board of Directors, the Supervisory Board, and the Secretary of the Board of Directors for 2025, and the plan for payment of salaries and remuneration. The Board of Directors, Supervisory Board, and Board's Secretary for 2026 are as follows:

1. Report on actual payments of salaries and remuneration for the Board of Directors, Supervisory Board, and Board's Secretary in 2025: 744.083.526 VND, equivalent to 94% of the plan. Specifically, as follows:

No	Items	Number of People	Salaries, remuneration for 2025		Ratio (%)	Note
			Plan	Implementation		
1	Board of Directors	3	312.000.000	328.000.000	105%	The Board of Directors had 5 members in the first 4 months of the year.
2	Supervisory Board	3	447.000.000	380.083.526	85%	01 Non-executive member
3	Board's Secretary	1	36.000.000	36.000.000	100%	
Total		7	795.000.000	744.083.526	94%	

2. Plan for paying salaries and remuneration to the Board of Directors, Supervisory Board, and Board's Secretary in 2026: 795 million VND. Specifically, as follows:

No	Manager	Number	Plan for 2026 (Mil Dong)		
			Salary	Remuneration	Total
1	Non-executive Chairman of the Board (10 million VND/month x 12 months)	01		120	120
2	Non-executive Board Member (8 million VND/month x 12 months)	02		192	192
3	Head of the Supervisory Board (25 million VND/month x 15 months)	01	375		375
4	Non-executive members of the Supervisory Board (3 million VND/month x 12 months)	02		72	72
5	Board's Secretary (3 million VND/month x 12 months)	01		36	36
<b>Total</b>		<b>7</b>	<b>375</b>	<b>420</b>	<b>795</b>

The planned salary and remuneration fund for the Board of Directors, Supervisory Board, and Board's Secretary in 2026 will be settled based on the actual number of members and the amount actually disbursed.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval!

Best regards./,

O/B. BOARD OF DIRECTORS  
CHAIRPERSON



Cao Huu Hieu

No: *13* /TTr- HDQT

*Ninh Binh, April 22, 2026*

**SUBMISSIONS**

**Reg. Amendments and additions to certain articles of  
Charter of Organization and Operation of the Corporation**

To: The General Meeting of Shareholders of Hanoi Textile and Garment  
Joint Stock Corporation

The Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation ("the Corporation") has been developed on the basis of the provisions of the Enterprise Law of 2020 and the Securities Law of 2019 and other guiding documents for their implementation.

However, periodic review of the Charter is necessary to update new legal regulations, as well as to further enhance the effectiveness and efficiency of the Corporation's governance. Therefore, the Board of Directors ("BOD") has reviewed and amended several articles and clauses in the Corporation's current Charter. The BOD respectfully submits the following to the General Meeting of Shareholders ("GMS") for consideration and approval:

1. Approve the amendments and supplements to certain provisions of the Charter on Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation (*Explanatory Report on the amendments and supplements to certain contents of the Charter on Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation attached hereto*).
2. Based on the contents specified in Clause 1 above, the General Meeting of Shareholders assigns the legal representative of the Corporation to organize and finalize the amendments and supplements to the Charter (including matters relating to formality); to sign for promulgation of the new Charter; and to register and/or submit the new Charter to competent authorities and relevant parties.
3. Approve the new Charter of Hanoi Textile and Garment Joint Stock Corporation after being amended and supplemented in accordance with Clauses 1 and 2 above. The new Charter shall take effect upon approval by the General Meeting of Shareholders and shall replace the Charter on Organization and Operation previously approved by the General Meeting of Shareholders on April 28, 2021.



Respectfully submitted to the General Meeting of Shareholders for consideration and approval./ Chau

O/B. BOARD OF DIRECTORS  
CHAIRPERSON



Chau  
Cao Hieu Hieu

**SUMMARY TABLE OF SOME KEY AMENDMENTS AND SUPPLEMENTS TO THE  
CHARTER OF ORGANIZATION AND OPERATION OF HANOI TEXTILE AND  
GARMENT JOINT STOCK CORPORATION**

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
<b>1</b>	<b>Article 1. Explanation of Terms</b>		
	<p>1.2. Voting capital is share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders ;</p> <p>1.3. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and any amending, supplementing, or replacing laws (if any) at any given time ;</p> <p>1.4. "Securities Law" refers to Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.</p> <p>1.7. Not yet regulated</p> <p>1.11. Not yet specified</p>	<p>1.2. <i>Remove this content.</i></p> <p>1.3. "Securities Law" refers to Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, <i>and any amendments, supplements, or replacements (if any) to the Laws at any given time ;</i></p> <p>1.4. "Securities Law" refers to Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, <i>and any amendments, supplements, or replacements (if any) at any given time ;</i></p> <p>1.7. <i>"Business Managers" include the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, Executive Director, and Chief Accountant of the Corporation ;</i></p> <p>1.11. <i>"Shareholder" is an individual or organization that</i></p>	<p>Amendments and additions are in accordance with the provisions of the Enterprise Law and its amendments.</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<p>1.112 "Major shareholders" are shareholders as defined in Clause 18, Article 4 of the Securities Law ;</p> <p>1.17 . "Associate company" is a company in which the parent company contributes less than 50% of the charter capital or shares ;</p> <p>1.21. "Market price of a share" is the price at which it is traded on the stock market or the price determined by a professional valuation organization ;</p> <p>1.27. "Representative of State capital in a joint-stock corporation" is a person nominated by a competent authority to run for or participate in the management board of the joint-stock corporation ;</p> <p>Not yet regulated</p>	<p><i>owns at least one share of the Corporation ;</i></p> <p>1.12. "Major shareholder" is a shareholder <i>owning five percent (05)% or more of the voting shares of the Corporation ;</i></p> <p>1.17. " Affiliated company" is a company <i>in which the parent company owns shares or capital contributions, excluding the cases specified in point 1.16, clause 1 of this Article, and is bound by rights and interests with the parent company according to the proportion of capital contributed or according to the affiliation contract signed between that company and the parent company. An affiliated company may be organized in the form of a joint-stock company, a limited liability company with two or more members, or a company operating abroad ;</i></p> <p>1.21: <i>Removed as not used in these Regulations;</i></p> <p>1.27: <i>Discard because it is no longer relevant.</i></p> <p>1.23. " <i>Beneficial owner of the Corporation</i>" is an individual</p>	

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	Not yet regulated	<p>who meets one of the following conditions:</p> <ul style="list-style-type: none"> <li>- Individuals who directly own twenty-five percent (25%) or more of the total number of voting shares ;</li> <li>- Individuals who indirectly own, through other organizations, twenty-five percent (25%) or more of the total number of voting shares.</li> </ul> <p>1.24. "Laws" refers to all legal normative documents stipulated in Article 4 of Law No. 64/2025/QH15 on the Promulgation of Legal Normative Documents, adopted by the National Assembly on February 19, 2025, and any amending, supplementing, or replacing laws (if any) at any given time.</p>	
2	<p><b>Article 2. Name, form, and address of head office, branches, and representative offices.</b></p> <p>1.6. Head office address: No. 25, Lane 13, Linh Nam Street, <del>Mai Dong Ward, Hai Ba Trung District</del>, Hanoi City, Vietnam</p> <p>5.4 . <del>Unless the corporation ceases operations prematurely as stipulated in Clause 2 of Article 52 or extends its operations as stipulated in Article 53 of these Charters, the operating period of the corporation shall be indefinite from the date of issuance of the legally prescribed Business Registration Certificate.</del></p>	<p>1.6. Head Office: No. 25, Lane 13 , Linh Nam Street, <b>Vinh Tuy Ward</b> , Hanoi City, Vietnam</p> <p>5.4 . <b>The Corporation's operating period is indefinite unless the General Meeting of Shareholders stipulates otherwise .</b></p>	Modified according to the new place name.
3	<b>Article 3. Legal representative of the Corporation</b>		

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	<del>1. The Corporation has a legal representative: –Chairman of the Board of Directors, or; –General Director</del>	<i>1. The Corporation has one (01) legal representative who is the General Director.</i>	According to Clause 2, Article 12, the Charter must clearly state this.
4	<b>Article 6. Charter capital, shares, founding shareholders</b>		
	<del>5. The names, addresses, number of shares, and other information about the founding shareholders as stipulated by the Enterprise Law are listed in the attached appendix. This appendix is part of these Articles of Association.</del>	<i>5. Remove this regulation.</i>	After 3 years of establishment, information about founding shareholders does not need to be recorded in the Articles of Association.
5	<b>Article 12. Rights of Shareholders</b>		
	2. Ordinary shareholders have the following rights:  2.10. Not yet regulated	2. Ordinary shareholders have the following rights:  2.10. To be treated equally; to have their legitimate rights and interests protected ; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;	Supplemented according to the model regulations stipulated in Circular 116/2020/TT-BTC.
6	<b>Article 13. Obligations of Shareholders</b>		
	<del>4. Make full and timely payment for the registered shares, as per regulations.</del>	<i>4. Provide complete information and make full and timely payment for the registered shares; provide complete and accurate information about the beneficial owners of the Corporation as prescribed by law to the Corporation within 05 (five) working days from the date of becoming or having a change in information about the beneficial</i>	This is supplemented according to the regulations on beneficial owners of enterprises as stipulated in Clause 2, Article 1 of the amended and supplemented

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	<p><del>5. Provide an accurate address when registering to purchase shares.</del></p> <p>Not yet regulated</p>	<p>owners of the Corporation;</p> <p>5. Capital contributed in the form of common shares may not be withdrawn from the Corporation except in cases where the shares are repurchased by the Corporation or another party. If a portion or all of the capital is withdrawn in violation of this provision, the shareholder and any related parties within the Corporation shall be jointly liable for the Corporation's debts and financial obligations to the extent of the value of the withdrawn shares and any resulting damages ;</p> <p>8. Be personally liable for costs incurred when directly or indirectly requesting the convening of a Shareholders' General Meeting for inappropriate reasons or causes;</p> <p>9. Other obligations as stipulated by law and these Articles of Association.</p>	<p>Enterprise Law of 2025.</p> <p>Supplemented according to Clause 2, Article 119 of the 2020 Enterprise Law.</p> <p>Clearly define responsibilities.</p>
7	Article 14. General Meeting of Shareholders		
	<p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the benefit of the Corporation ;</p> <p>b. Quarterly, six-month or annual audited financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period;</p> <p>c. The number of remaining members of the Board of Directors, <i>independent members of the Board of Directors,</i></p>	<p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>3.1. The Board of Directors deems it necessary for the benefit of the Corporation ;</p> <p><i>Remove this regulation.</i></p> <p>3.2 . The number of remaining members of the Board of</p>	<p>According to Clause 1, Article 140 of the 2020 Enterprise Law.</p>

No.	Current content ( <i>Italics, bold, or strikethrough indicate content that has been omitted, modified, or added</i> )	Draft content ( <i>Italics and bold indicate added or modified content</i> )	Reason
	<p><del>Supervisory Board, and non-executive members of the Board of Directors is less than the number of members stipulated by law, or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter;</del></p> <p>d. Shareholders or groups of shareholders request the convening of a General Meeting of Shareholders in accordance with Clause 3.1, Article 12 of these Charters; <del>the request to convene a General Meeting of Shareholders must be in writing in accordance with Clause 4, Article 115 of the Enterprise Law, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;</del></p> <p>4. Convene an extraordinary general meeting of shareholders.</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, <del>independent members of the Board of Directors</del>, or Supervisory Board members is less than the number of members as prescribed in point c, clause 3 of this Article or upon receiving the request as prescribed in points d and e, clause 3 of this Article.</p> <p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Supervisory</p>	<p>Directors, Supervisory Board, and non-executive members of the Board of Directors is less than the number of members required by French regulations ;</p> <p>3.3. Shareholders or groups of shareholders request the convening of a General Meeting of Shareholders in accordance with Clause 3.1, Article 12 of these Charters;</p> <p>4. Convene an extraordinary general meeting of shareholders.</p> <p>4.1. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, <i>non-executive members of the Board of Directors</i> , or Supervisory Board members is less than the number of members as stipulated in point 3.2 of clause 3 of this Article or upon receiving the request as stipulated in points 3.3 and 3.4 of this Article</p> <p>4.2. If the Board of Directors fails to convene a General Meeting of</p>	<p>Amendments to conform with Clause 2, Article 140 of the 2020 Enterprise Law.</p> <p>Supplemented according to Clause 3, Article 140 of the 2020 Enterprise Law.</p>

No.	<b>Current content</b> <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	<b>Draft content</b> <i>(Italics and bold indicate added or modified content)</i>	<b>Reason</b>
	Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed..	Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, <i>the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in this Article. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in this Charter, the Chairman of the Board of Directors and members of the Board of Directors shall be liable before the Law and compensate for damages to the Corporation (if any );</i>	
<b>8</b>	<b>Article 15. Rights and obligations of the General Meeting of Shareholders</b>		
	<p>1. The General Meeting of Shareholders has the following rights and obligations;</p> <p>a. Through the development orientation of the Corporation ;</p> <p>b. Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share ;</p> <p>c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board ;</p> <p><b>Not yet regulated</b></p>	<p>1. The General Meeting of Shareholders has the following rights and obligations;</p> <p>1.1. Through the development orientation of the Corporation; <i>annual business plan; changes and additions to the Corporation's business lines and activities ;</i></p> <p>1.2. Deciding on the types of shares and the total number of shares of each type authorized for sale; <i>issuing convertible bonds and bonds with warrants allowing holders to purchase shares at a predetermined price;</i> determining the annual dividend rate for each type of share ;</p> <p>1.3. <i>Deciding on the number of members of the Board of Directors and the Supervisory Board ; electing, dismissing, and removing members of the Board of Directors and the Supervisory Board ;</i></p> <p><i>1.13. Through the Board of Directors' report on governance</i></p>	<p>Supplement according to the Model Regulations:</p> <p>Supplemented as stipulated in</p>

No.	<b>Current content</b> <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	<b>Draft content</b> <i>(Italics and bold indicate added or modified content)</i>	<b>Reason</b>
		<p><i>and performance of the Board of Directors and each member of the Board of Directors; the self-assessment report on performance of the Supervisory Board and the Supervisors; the Supervisory Board's report on the business results of the Corporation; and the performance of the General Director ;</i></p> <p><i>1.14. Approve contracts and transactions as stipulated in Clause 3 and Point 4.2 (a) of Clause 4, Article 43 of these Regulations;</i></p>	<p>Clause 2, Article 15 of the Model Regulations.</p> <p>Supplement as stipulated in points r and s, clause 2, Article 15 of the Model Regulations.</p>
<b>9</b>	<b>Article 16. Authorization to attend the</b>	<b>General Meeting of Shareholders.</b>	
	<p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.</p>	<p>1. Shareholders, or authorized representatives of shareholders who are organizations, may directly attend meetings or authorize one or more other individuals or organizations to attend, or attend through one of the forms specified in Clause 3, Article 144 of the Enterprise Law.</p> <p><i>Shareholders who are organizations owning at least ten percent (10%) of the total number of common shares may appoint a maximum of three (03) authorized representatives. The appointment, termination, or change of authorized representatives must be notified in writing to the Corporation as soon as possible, and this notification must include the following information:</i></p> <p><i>1.1. Name, business registration number or establishment decision number of the shareholder that is an organization ;</i></p> <p><i>1.2. Number of shares, shareholding, and shareholder</i></p>	<p>Additional information</p> <p>Point (b) Clause 2 and Clause 4 of Article 14 of the 2020 Enterprise Law.</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		<p><i>registration date at the Corporation ;</i>  <i>authorized representative ;</i>  <b>1.4. Duration of the authorized representation (specify the commencement date of the authorization) ;</b>  <b>1.5. Full name and signature of the authorized representative and the legal representative of the shareholder that is an organization .</b></p>	
<b>10</b>	<b>Article 18. Convening, agenda and notice of the General Meeting of Shareholders</b>		
	<p>3. The notice inviting shareholders to the General Meeting shall be sent to all shareholders by a method that ensures it reaches the registered contact address of the shareholder ; and shall also be published on the website of the Corporation and the State Securities Commission, and the stock exchange where the Corporation's shares are listed or registered for trading.</p>	<p>1. The notice inviting shareholders to the General Meeting will be sent to all shareholders by <b><i>post, email, text message, fax, and/or other means of communication</i></b> to ensure it reaches the registered contact address of the shareholder; it will also be published on the website of the Corporation and the State Securities Commission, and the stock exchange where the Corporation's shares are listed or registered for trading.</p>	
	<p>4. Shareholders or groups of shareholders as stipulated in Clause 3. Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the General Corporation no later than <b><i>( 03) days</i></b> after the opening of the General Meeting of Shareholders. Proposals must include <b><i>the full name of the shareholder, the name, enterprise code or legal documents of the organization, the head-office address for shareholders who are organizations;</i></b> the number and type of shares that the shareholder holds, and the content of the proposal to be included in the agenda.</p>	<p>4. Shareholders or groups of shareholders as stipulated in Clause 3. Article 12 of these Charters have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Corporation no later than the deadline. <b><i>five (05) working days</i></b> before the opening date of the General Meeting of Shareholders, the number and type of shares that the shareholder holds, and the content of the proposal to be included in the meeting agenda.</p>	<p>Supplemented according to Article 2 of the 2020 Enterprise Law :</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4	5. The person convening the General Meeting of Shareholders <b>has the right to refuse a proposal as stipulated in Clause 4. At least two (02) working days before the opening date of the General Meeting of Shareholders, they must respond in writing and state the reasons to the shareholder who submitted the proposal. The person convening the General Meeting of Shareholders may only refuse a proposal if it falls under one of the following cases:</b>	
11	<b>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</b>		
	2. When registering shareholders, the Corporation issues each shareholder or authorized representative with voting rights a voting card, which includes the registration number, the shareholder's full name, the name of the authorized representative, and the number of votes cast by that shareholder. During the general meeting, voting cards supporting the resolution are collected first, followed by those supporting the resolution. Finally, the total number of votes in favor or against is counted to determine the decision. The results of the vote count are announced by the Chairman immediately before the closing of the meeting. The General Meeting <del>elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders</del>	2. When registering shareholders, the Corporation issues each shareholder or authorized representative with voting rights one <i>(01)</i> voting card, on which the registration number, the full name of the shareholder, the full name of the authorized representative of the shareholder, and the number of votes of that shareholder are recorded. <b><i>The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by vote in favor, against, and abstention.</i></b> When voting at the meeting, the voting cards in favor of the resolution are collected first, followed by the voting cards against the resolution, and finally the total number of votes in favor or against is counted to make a decision. The results of the vote	Amendments and additions in accordance with Article 146 of the Enterprise Law;

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	<del>based on the proposal of the Chairman of the meeting.</del>	count are announced by the Chairman immediately before the closing of the meeting.	
	Not yet regulated	<i>4.3. The General Meeting shall elect one or more persons responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.</i>	Supplementing according to points c and d, clause 2, Article 146 of the 2020 Enterprise Law.
	7. The presiding officer of the meeting may adjourn the meeting upon the unanimous agreement or request of the General Meeting of Shareholders, provided that the required number of delegates have been present as stipulated in Clause 8, Article 146 of the Enterprise Law.	<p><i>7. The Chairperson has the right to postpone the General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than three (03) working days from the date the meeting is scheduled to commence and may only postpone the meeting or change the meeting place in the following cases :</i></p> <p><i>7.1. The meeting venue does not have enough seating convenient for all attendees ;</i></p> <p><i>7.2. The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote ;</i></p> <p><i>7.3. Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.</i></p> <p><i>In case the Chairman postpones or suspends the General Meeting of Shareholders in violation of this regulation, the General Meeting of Shareholders shall elect one (01) other person from among the attendees to replace the Chairman</i></p>	Supplemented according to Article 146 of the Enterprise Law:

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		<i>by majority rule to conduct the meeting until it ends; all resolutions passed at that meeting shall be effective.</i>	
12	Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders		
	<p>1. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.</p> <p>d. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Corporation's most recent audited financial statements.</p>	<p>1. Resolutions on the following matters shall be adopted if approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of all shareholders <i>present and voting</i>, except as provided in Clauses 2, 3 and 4 of this Article and <i>Clause 1 of Article 17 of these Charters:</i></p> <p><i>1.4.</i> Project Investments or sales of assets valued at 35% or more of the total asset value recorded in the Corporation's most recent audited <i>Separate Financial Statements.</i></p> <p><i>4. In cases where shareholders are consulted in writing to pass a resolution of the General Meeting of Shareholders, the resolution of the General Meeting of Shareholders shall be passed when it is approved by a number of shareholders representing more than fifty percent (50%) of the total number of shares with voting rights.</i></p>	<p>The amendment is in accordance with the provisions of Clause 5, Article 7 of Law No. 02/2022/QH 15.</p> <p>Correct the wording error to conform with point d. clause 1. Article 148 of the 2020 Enterprise Law.</p> <p>Moved from Clause 8 of Article 22 to align with the article title and create consistency.</p>
	5. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and these Charters.	5. Resolutions of the General Meeting of Shareholders passed by <i>one hundred percent (100%)</i> of the total voting shares are legal and effective even if the procedures for convening the meeting and passing the resolution <i>are not carried out in accordance with the provisions of the Enterprise Law and the Corporation's Charter.</i> <i>In the event that a shareholder or</i>	

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		<i>group of shareholders requests a court or arbitration tribunal to annul a resolution of the General Meeting of Shareholders as stipulated in Article 24 of these Charters, that resolution shall remain in effect until the judgment of the court or arbitration tribunal becomes enforceable, except in cases where interim injunctive measures are applied as prescribed by a competent authority.</i>	
13	<b>Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</b>		
	<p>6. The vote count minutes must be <del>sent to shareholders within fifteen (15) days from the date of the end of the vote count. If the Corporation has a website, sending the vote count minutes may be replaced by posting</del> them on the Corporation's website within twenty-four (24) hours from the time of the end of the vote count.</p> <p>8. Resolutions adopted through written shareholder consultation must be approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and shall have the same validity as resolutions adopted at the General Meeting of Shareholders.</p>	<p><i>6. The vote counting minutes must be posted on the Corporation's website within twenty-four (24) hours from the time the vote counting ends.</i></p> <p><i>8. Resolutions adopted by shareholder consultation in writing have the same validity as resolutions adopted by a General Meeting of Shareholders.</i></p>	Adjust to comply with regulations.
14	<b>Article 23. Resolutions and minutes of the General Meeting of Shareholders</b>		
	1. Shareholders' General Meetings must be recorded in minutes and may also be audio-recorded or recorded and stored electronically. The minutes must be in Vietnamese and may also be in a foreign language, and must include the following main contents:	1. Shareholders' General Meetings must be recorded in minutes, which may also be audio-recorded or recorded and stored electronically. Minutes must be prepared in both Vietnamese and English, each with equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the Vietnamese version shall prevail and shall include the	Adjustments to comply with current regulations.

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		following key points:	
15	Article 24. Request for annulment of a decision of the General Meeting of Shareholders		
		<i>Within thirty (30) days from the date the General Meeting of Shareholders' resolution is annulled, the person authorized to convene the General Meeting of Shareholders may consider and decide to reorganize the General Meeting of Shareholders or obtain the Shareholders' opinion in writing according to the procedures prescribed by the Enterprise Law and this Charter .</i>	Additional provisions according to the Enterprise Law:
16	Article 25. Nomination and candidacy of Board of Directors members		
	g. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law.	<p>1.7. The nomination of candidates for election to the Board of Directors shall be carried out in accordance with Clause 4, Article 12 of these Charters.</p> <p>2. Members of the Board of Directors must meet the following standards and conditions:</p> <p><i>2.1. Must meet the qualifications and conditions for membership in the Board of Directors as stipulated in Article 155 of the Enterprise Law ;</i></p> <p><i>2.2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Corporation ;</i></p> <p><i>2.3. Members of the Board of Directors of the Corporation may only simultaneously be members of the Board of Directors and members of the Board of Members in a maximum of five (05) other companies;</i></p> <p><i>2.4. Members of the Board of Directors do not necessarily have to be Shareholders of the Corporation .</i></p>	Amendments in accordance with the 2020 Enterprise Law.

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
17	Article 26. Composition and term of office of the Board of Directors members		
	<p>1. The number of Board of Directors members ranges from three (03) to eleven (05) members.</p> <p>3. The board of directors' structure must ensure that at least one-third of the board members are non-executive members.</p>	<p>1. The number of Board of Directors members ranges from three (03) to eleven (05) members. <i>The specific number is decided by the General Meeting of Shareholders .</i></p> <p><i>3. The number of non-executive members of the Corporation's Board of Directors must ensure:</i></p> <p><i>3.1. There must be at least one (01) non-executive member in case the number of Board of Directors members is from three (03) to five (05) members;</i></p>	<p>Amended in accordance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP</p>
		<p><i>4.2. A member of the Board of Directors submits a written resignation letter to the head office of the Corporation. The Board of Directors receives the letter, publishes the information in accordance with the law, and reports to the General Meeting of Shareholders at the nearest meeting. In this case, that member is not entitled to discuss and vote on decisions of the Board of Directors from the date the Corporation receives the resignation letter ;</i></p>	<p>Please clarify the regulations.</p>
18	Article 27. Powers and obligations of the Board of Directors		
		<p><i>2.4. Proposal to issue convertible bonds and bonds with warrants allowing buyers to own shares at a predetermined price; except for the two types of bonds mentioned above, the Board of Directors has the right to decide on the issuance of other types of bonds, the total value of bonds and the issuance time, but must report to the</i></p>	<p>Additions and modifications</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<p>d. Deciding on the offering price of shares and bonds of the Corporation ;</p> <p>e. Decision to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law ;</p> <p>f. Deciding on investment options and investment projects within the authority and limits prescribed by law ;</p> <p>h. Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Corporation , <b>and</b> contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 128, and clauses 1 and 3, Article 167 of the Enterprise Law.</p>	<p><b>General Meeting of Shareholders at the next meeting ;</b> Modify: 2.5. Determining the offering price of shares, <b>bonds, and convertible securities of the Corporation ;</b> 2.6. The decision to repurchase <i>shall not exceed ten percent (10%) of the total number of shares of each class sold within twelve (12) months; the repurchase price shall be determined in accordance with Clauses 2 and 3 of Article 133 of the Enterprise Law ;</i> 2.7. Decisions to invest in or sell assets whose value is less than thirty-five percent (35%) of the total asset value recorded in the Corporation's most recent audited separate financial statements ; 2.8. Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent <b>audited separate financial statement</b> of the Corporation , <b>excluding</b> contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 128, and clauses 1 and 3, Article 167 of the Enterprise Law.</p>	
	<p>3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed <del>in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</del> and this Charter .</p>	<p><b>3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities in accordance with the law and these Charters .</b></p>	
19	Article 35. Appointment, dismissal, duties and powers of the General Director		

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	4. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions prescribed by law and the Corporation's Charter.	<i>4. Standards and conditions for becoming General Director:</i> <i>4.1. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law ;</i> <i>4.2. Applicants must not be related to the business managers, Board of Supervisor member of the Corporation and VNC, or representatives of the Corporation and VNC's capital stake;</i> <i>4.3. Possess professional qualifications and experience in the company's business management.</i>	



**SUMMARY TABLE OF SOME KEY AMENDMENTS AND SUPPLEMENTS TO THE  
CHARTER OF ORGANIZATION AND OPERATION OF HANOI TEXTILE AND  
GARMENT JOINT STOCK CORPORATION**

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
<b>1</b>	<b>Article 1. Explanation of Terms</b>		
	<p>1.2. Voting capital is share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders ;</p> <p>1.3. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and any amending, supplementing, or replacing laws (if any) at any given time ;</p> <p>1.4. "Securities Law" refers to Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.</p> <p>1.7. Not yet regulated</p> <p>1.11. Not yet specified</p>	<p>1.2. <del>Remove this content.</del></p> <p>1.3. "Securities Law" refers to Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019. <b>and any amendments, supplements, or replacements (if any) to the Laws at any given time ;</b></p> <p>1.4. "Securities Law" refers to Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, <b>and any amendments, supplements, or replacements (if any) at any given time ;</b></p> <p>1.7. <b>"Business Managers" include the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, Executive Director, and Chief Accountant of the Corporation ;</b></p> <p>1.11. <b>"Shareholder" is an individual or organization that</b></p>	<p>Amendments and additions are in accordance with the provisions of the Enterprise Law and its amendments.</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<p>1.112 "Major shareholders" are shareholders as defined in Clause 18, Article 4 of the Securities Law ;</p> <p>1.17 . "Associate company" is a company in which the parent company contributes less than 50% of the charter capital or shares ;</p> <p>1.21. "Market price of a share" is the price at which it is traded on the stock market or the price determined by a professional valuation organization ;</p> <p>1.27. "Representative of State capital in a joint-stock corporation" is a person nominated by a competent authority to run for or participate in the management board of the joint-stock corporation ;</p> <p>Not yet regulated</p>	<p><i>owns at least one share of the Corporation ;</i></p> <p>1.12. "Major shareholder" is a shareholder <i>owning five percent (05)% or more of the voting shares of the Corporation ;</i></p> <p>1.17. " Affiliated company" is a company <i>in which the parent company owns shares or capital contributions, excluding the cases specified in point 1.16, clause 1 of this Article, and is bound by rights and interests with the parent company according to the proportion of capital contributed or according to the affiliation contract signed between that company and the parent company. An affiliated company may be organized in the form of a joint-stock company, a limited liability company with two or more members, or a company operating abroad ;</i></p> <p>1.21: <i>Removed as not used in these Regulations;</i></p> <p>1.27: <i>Discard because it is no longer relevant.</i></p> <p>1.23. " Beneficial owner of the Corporation" is an individual</p>	

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	Not yet regulated	<p><i>who meets one of the following conditions:</i></p> <ul style="list-style-type: none"> <li>- <i>Individuals who directly own twenty-five percent (25%) or more of the total number of voting shares ;</i></li> <li>- <i>Individuals who indirectly own, through other organizations, twenty-five percent (25%) or more of the total number of voting shares.</i></li> </ul> <p><i>1.24. "Laws" refers to all legal normative documents stipulated in Article 4 of Law No. 64/2025/QH15 on the Promulgation of Legal Normative Documents, adopted by the National Assembly on February 19, 2025, and any amending, supplementing, or replacing laws (if any) at any given time.</i></p>	
2	<p><b>Article 2. Name, form, and address of head office, branches, and representative offices.</b></p> <p>1.6. Head office address: No. 25, Lane 13, Linh Nam Street, <del>Mai Dong Ward, Hai Ba Trung District</del>, Hanoi City, Vietnam</p> <p>5.4 . <del>Unless the corporation ceases operations prematurely as stipulated in Clause 2 of Article 52 or extends its operations as stipulated in Article 53 of these Charters, the operating period of the corporation shall be indefinite from the date of issuance of the legally prescribed Business Registration Certificate.</del></p>	<p>1.6. Head Office: No. 25, Lane 13, Linh Nam Street, <b>Vinh Tuy Ward</b>, Hanoi City, Vietnam</p> <p>5.4 . <i>The Corporation's operating period is indefinite unless the General Meeting of Shareholders stipulates otherwise .</i></p>	Modified according to the new place name.
3	<b>Article 3. Legal representative of the Corporation</b>		

No.	Current content ( <i>Italics, bold, or strikethrough indicate content that has been omitted, modified, or added</i> )	Draft content ( <i>Italics and bold indicate added or modified content</i> )	Reason
	<del>1. The Corporation has a legal representative: -Chairman of the Board of Directors, or: -General Director</del>	<i>1. The Corporation has one (01) legal representative who is the General Director.</i>	According to Clause 2, Article 12, the Charter must clearly state this.
4	<b>Article 6. Charter capital, shares, founding shareholders</b> <del>5. The names, addresses, number of shares, and other information about the founding shareholders as stipulated by the Enterprise Law are listed in the attached appendix... This appendix is part of these Articles of Association.</del>	<i>5. Remove this regulation.</i>	After 3 years of establishment, information about founding shareholders does not need to be recorded in the Articles of Association.
5	<b>Article 12. Rights of Shareholders</b> 2. Ordinary shareholders have the following rights:  2.10. Not yet regulated	2. Ordinary shareholders have the following rights:  2.10. To be treated equally; to have their legitimate rights and interests protected ; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;	Supplemented according to the model regulations stipulated in Circular 116/2020/TT-BTC.
6	<b>Article 13. Obligations of Shareholders</b> <del>4. Make full and timely payment for the registered shares, as per regulations.</del>	<i>4. Provide complete information and make full and timely payment for the registered shares; provide complete and accurate information about the beneficial owners of the Corporation as prescribed by law to the Corporation within 05 (five) working days from the date of becoming or having a change in information about the beneficial</i>	This is supplemented according to the regulations on beneficial owners of enterprises as stipulated in Clause 2, Article 1 of the amended and supplemented

11/10/2020  
16.08.2020  
11/10/2020

No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
	<p><del>5. Provide an accurate address when registering to purchase shares.</del></p> <p>Not yet regulated</p>	<p>owners of the Corporation;</p> <p>5. Capital contributed in the form of common shares may not be withdrawn from the Corporation except in cases where the shares are repurchased by the Corporation or another party. If a portion or all of the capital is withdrawn in violation of this provision, the shareholder and any related parties within the Corporation shall be jointly liable for the Corporation's debts and financial obligations to the extent of the value of the withdrawn shares and any resulting damages ;</p> <p>8. Be personally liable for costs incurred when directly or indirectly requesting the convening of a Shareholders' General Meeting for inappropriate reasons or causes;</p> <p>9. Other obligations as stipulated by law and these Articles of Association.</p>	<p>Enterprise Law of 2025.</p> <p>Supplemented according to Clause 2, Article 119 of the 2020 Enterprise Law.</p> <p>Clearly define responsibilities.</p>
7	<p><b>Article 14. General Meeting of Shareholders</b></p> <p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the benefit of the Corporation ;</p> <p>b. Quarterly, six-month or annual audited financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period;</p> <p>c. The number of remaining members of the Board of Directors, <i>independent members of the Board of Directors,</i></p>	<p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>3.1. The Board of Directors deems it necessary for the benefit of the Corporation ;</p> <p><i>Remove this regulation.</i></p> <p>3.2 . The number of remaining members of the Board of</p>	<p>According to Clause 1, Article 140 of the 2020 Enterprise Law.</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<p><del>Supervisory Board, and non-executive members of the Board of Directors is less than the number of members stipulated by law, or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter;</del></p> <p>d. Shareholders or groups of shareholders request the convening of a General Meeting of Shareholders in accordance with Clause 3.1, Article 12 of these Charters; <del>the request to convene a General Meeting of Shareholders must be in writing in accordance with Clause 4, Article 115 of the Enterprise Law, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;</del></p> <p>4. Convene an extraordinary general meeting of shareholders.</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, <del>independent members of the Board of Directors</del>, or Supervisory Board members is less than the number of members as prescribed in point c, clause 3 of this Article or upon receiving the request as prescribed in points d and e, clause 3 of this Article.</p> <p>b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Supervisory</p>	<p><i>Directors, Supervisory Board, and non-executive members of the Board of Directors is less than the number of members required by French regulations ;</i></p> <p><i>3.3. Shareholders or groups of shareholders request the convening of a General Meeting of Shareholders in accordance with Clause 3.1, Article 12 of these Charters;</i></p> <p>4. Convene an extraordinary general meeting of shareholders.</p> <p>4.1. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, <i>non-executive members of the Board of Directors</i> , or Supervisory Board members is less than the number of members as stipulated in point 3.2 of clause 3 of this Article or upon receiving the request as stipulated in points 3.3 and 3.4 of this Article</p> <p>4.2. If the Board of Directors fails to convene a General Meeting of</p>	<p>Amendments to conform with Clause 2, Article 140 of the 2020 Enterprise Law.</p> <p>Supplemented according to Clause 3, Article 140 of the 2020 Enterprise Law.</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed .	Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in <i>this Article. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in this Charter, the Chairman of the Board of Directors and members of the Board of Directors shall be liable before the Law and compensate for damages to the Corporation (if any );</i>	
8	<b>Article 15. Rights and obligations of the General Meeting of Shareholders</b>		
	<p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a. Through the development orientation of the Corporation ;</p> <p>b. Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share ;</p> <p>c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board ;</p> <p>Not yet regulated</p>	<p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>1.1. Through the development orientation of the Corporation; <i>annual business plan; changes and additions to the Corporation's business lines and activities ;</i></p> <p>1.2. Deciding on the types of shares and the total number of shares of each type authorized for sale; <i>issuing convertible bonds and bonds with warrants allowing holders to purchase shares at a predetermined price;</i> determining the annual dividend rate for each type of share ;</p> <p>1.3. <i>Deciding on the number of members of the Board of Directors and the Supervisory Board ; electing, dismissing, and removing members of the Board of Directors and the Supervisory Board ;</i></p> <p><i>1.13. Through the Board of Directors' report on governance</i></p>	<p>Supplement according to the Model Regulations:</p> <p>Supplemented as stipulated in</p>

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		<p><i>and performance of the Board of Directors and each member of the Board of Directors; the self-assessment report on performance of the Supervisory Board and the Supervisors; the Supervisory Board's report on the business results of the Corporation; and the performance of the General Director ;</i></p> <p><i>1.14. Approve contracts and transactions as stipulated in Clause 3 and Point 4.2 (a) of Clause 4, Article 43 of these Regulations;</i></p>	<p>Clause 2, Article 15 of the Model Regulations.</p> <p>Supplement as stipulated in points r and s, clause 2, Article 15 of the Model Regulations.</p>
9	<b>Article 16. Authorization to attend the</b>	<b>General Meeting of Shareholders</b>	
	<p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.</p>	<p>1. Shareholders, or authorized representatives of shareholders who are organizations, may directly attend meetings or authorize one or more other individuals or organizations to attend, or attend through one of the forms specified in Clause 3, Article 144 of the Enterprise Law.</p> <p><i>Shareholders who are organizations owning at least ten percent (10%) of the total number of common shares may appoint a maximum of three (03) authorized representatives. The appointment, termination, or change of authorized representatives must be notified in writing to the Corporation as soon as possible, and this notification must include the following information:</i></p> <p><i>1.1. Name, business registration number or establishment decision number of the shareholder that is an organization ;</i></p> <p><i>1.2. Number of shares, shareholding, and shareholder</i></p>	<p>Additional information</p> <p>Point (b) Clause 2 and Clause 4 of Article 14 of the 2020 Enterprise Law.</p>

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		<p>registration date at the Corporation ;            authorized representative ;            1.4. Duration of the authorized representation (specify the commencement date of the authorization) ;            1.5. Full name and signature of the authorized representative and the legal representative of the shareholder that is an organization .</p>	
10	<b>Article 18. Convening, agenda and notice of the General Meeting of Shareholders</b>		
	<p>3. The notice inviting shareholders to the General Meeting shall be sent to all shareholders by a method that ensures it reaches the registered contact address of the shareholder ; and shall also be published on the website of the Corporation and the State Securities Commission, and the stock exchange where the Corporation's shares are listed or registered for trading.</p>	<p>1. The notice inviting shareholders to the General Meeting will be sent to all shareholders by <i>post, email, text message, fax, and/or other means of communication</i> to ensure it reaches the registered contact address of the shareholder; it will also be published on the website of the Corporation and the State Securities Commission, and the stock exchange where the Corporation's shares are listed or registered for trading.</p>	
	<p>4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the General Corporation no later than ( <del>03</del> ) days after the opening of the General Meeting of Shareholders. Proposals must include <del>the full name of the shareholder, the name, enterprise code or legal documents of the organization, the head-office address for shareholders who are organizations,</del> the number and type of shares that the shareholder holds, and the content of the proposal to be included in the agenda.</p>	<p>4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of these Charters have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Corporation no later than the deadline. <i>five (05) working days</i> before the opening date of the General Meeting of Shareholders, the number and type of shares that the shareholder holds, and the content of the proposal to be included in the meeting agenda.</p>	<p>Supplemented according to Article 2 of the 2020 Enterprise Law :</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4 .	5. The person convening the General Meeting of Shareholders has the right to refuse a proposal as stipulated in Clause 4. <i>At least two (02) working days before the opening date of the General Meeting of Shareholders, they must respond in writing and state the reasons to the shareholder who submitted the proposal. The person convening the General Meeting of Shareholders may only refuse a proposal if it falls under one of the following cases:</i>	
11	<b>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</b>		
	2. When registering shareholders, the Corporation issues each shareholder or authorized representative with voting rights a voting card, which includes the registration number, the shareholder's full name, the name of the authorized representative, and the number of votes cast by that shareholder. During the general meeting, voting cards supporting the resolution are collected first, followed by those supporting the resolution. Finally, the total number of votes in favor or against is counted to determine the decision. The results of the vote count are announced by the Chairman immediately before the closing of the meeting. The General Meeting <del>elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders</del>	2. When registering shareholders, the Corporation issues each shareholder or authorized representative with voting rights one <i>(01)</i> voting card, on which the registration number, the full name of the shareholder, the full name of the authorized representative of the shareholder, and the number of votes of that shareholder are recorded. <i>The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by vote in favor, against, and abstention.</i> When voting at the meeting, the voting cards in favor of the resolution are collected first, followed by the voting cards against the resolution, and finally the total number of votes in favor or against is counted to make a decision. The results of the vote	Amendments and additions in accordance with Article 146 of the Enterprise Law:

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<del><i>based on the proposal of the Chairman of the meeting.</i></del>	count are announced by the Chairman immediately before the closing of the meeting.	
	Not yet regulated	<i>4.3. The General Meeting shall elect one or more persons responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.</i>	Supplementing according to points c and d, clause 2, Article 146 of the 2020 Enterprise Law.
	7. The presiding officer of the meeting may adjourn the meeting upon the unanimous agreement or request of the General Meeting of Shareholders, provided that the required number of delegates have been present as stipulated in Clause 8, Article 146 of the Enterprise Law.	<i>7. The Chairperson has the right to postpone the General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than three (03) working days from the date the meeting is scheduled to commence and may only postpone the meeting or change the meeting place in the following cases :</i> <i>7.1. The meeting venue does not have enough seating convenient for all attendees ;</i> <i>7.2. The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote ;</i> <i>7.3. Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.</i> <i>In case the Chairman postpones or suspends the General Meeting of Shareholders in violation of this regulation, the General Meeting of Shareholders shall elect one (01) other person from among the attendees to replace the Chairman</i>	Supplemented according to Article 146 of the Enterprise Law:

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		<i>by majority rule to conduct the meeting until it ends; all resolutions passed at that meeting shall be effective .</i>	
12	<b>Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</b>		
	<p>1. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders , except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.</p> <p>d. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Corporation's most recent audited financial statements.</p>	<p>1. Resolutions on the following matters shall be adopted if approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of all shareholders <b><i>present and voting</i></b> , except as provided in Clauses 2, 3 and 4 of this Article and <b><i>Clause 1 of Article 17 of these Charters:</i></b></p> <p><b><i>1.4. Project Investments or sales of assets valued at 35% or more of the total asset value recorded in the Corporation's most recent audited Separate Financial Statements.</i></b></p> <p><b><i>4. In cases where shareholders are consulted in writing to pass a resolution of the General Meeting of Shareholders, the resolution of the General Meeting of Shareholders shall be passed when it is approved by a number of shareholders representing more than fifty percent (50%) of the total number of shares with voting rights .</i></b></p>	<p>The amendment is in accordance with the provisions of Clause 5, Article 7 of Law No. 02/2022/QH 15.</p> <p>Correct the wording error to conform with point d, clause 1, Article 148 of the 2020 Enterprise Law.</p> <p>Moved from Clause 8 of Article 22 to align with the article title and create consistency.</p>
	5. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and these Charters.	5. Resolutions of the General Meeting of Shareholders passed by <b><i>one hundred percent (100%)</i></b> of the total voting shares are legal and effective even if the procedures for convening the meeting and passing the resolution <b><i>are not carried out in accordance with the provisions of the Enterprise Law and the Corporation's Charter .</i></b> <b><i>In the event that a shareholder or</i></b>	

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		<i>group of shareholders requests a court or arbitration tribunal to annul a resolution of the General Meeting of Shareholders as stipulated in Article 24 of these Charters, that resolution shall remain in effect until the judgment of the court or arbitration tribunal becomes enforceable, except in cases where interim injunctive measures are applied as prescribed by a competent authority.</i>	
13	<b>Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</b>		
	6. The vote count minutes must be <del>sent to shareholders within fifteen (15) days from the date of the end of the vote count. If the Corporation has a website, sending the vote count minutes may be replaced by posting</del> them on the Corporation's website within twenty-four (24) hours from the time of the end of the vote count. 8. Resolutions adopted through written shareholder consultation must be approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and shall have the same validity as resolutions adopted at the General Meeting of Shareholders.	6. <i>The vote counting minutes must be posted on the Corporation's website within twenty-four (24) hours from the time the vote counting ends.</i>  8. <i>Resolutions adopted by shareholder consultation in writing have the same validity as resolutions adopted by a General Meeting of Shareholders.</i>	Adjust to comply with regulations.
14	<b>Article 23. Resolutions and minutes of the General Meeting of Shareholders</b>		
	1. Shareholders' General Meetings must be recorded in minutes and may also be audio-recorded or recorded and stored electronically. The minutes must be in Vietnamese and may also be in a foreign language, and must include the following main contents:	1. Shareholders' General Meetings must be recorded in minutes, which may also be audio-recorded or recorded and stored electronically. Minutes must be prepared in both Vietnamese and English, each with equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the Vietnamese version shall prevail and shall include the	Adjustments to comply with current regulations.

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
		following key points:	
15	Article 24. Request for annulment of a	decision of the General Meeting of Shareholders	
		<i>Within thirty (30) days from the date the General Meeting of Shareholders' resolution is annulled, the person authorized to convene the General Meeting of Shareholders may consider and decide to reorganize the General Meeting of Shareholders or obtain the Shareholders' opinion in writing according to the procedures prescribed by the Enterprise Law and this Charter .</i>	Additional provisions according to the Enterprise Law:
16	Article 25. Nomination and candidacy	of Board of Directors members	
	g. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law.	<p>1.7. The nomination of candidates for election to the Board of Directors shall be carried out in accordance with Clause 4, Article 12 of these Charters.</p> <p>2. Members of the Board of Directors must meet the following standards and conditions:</p> <p><i>2.1. Must meet the qualifications and conditions for membership in the Board of Directors as stipulated in Article 155 of the Enterprise Law ;</i></p> <p><i>2.2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Corporation ;</i></p> <p><i>2.3. Members of the Board of Directors of the Corporation may only simultaneously be members of the Board of Directors and members of the Board of Members in a maximum of five (05) other companies;</i></p> <p><i>2.4. Members of the Board of Directors do not necessarily have to be Shareholders of the Corporation .</i></p>	Amendments in accordance with the 2020 Enterprise Law.

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No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
<b>17</b>	<b>Article 26. Composition and term of office of the Board of Directors members</b>		
	<p>1. The number of Board of Directors members ranges from three (03) to eleven (05) members.</p> <p>3. The board of directors' structure must ensure that at least one-third of the board members are non-executive members.</p>	<p>1. The number of Board of Directors members ranges from three (03) to eleven (05) members. <i>The specific number is decided by the General Meeting of Shareholders.</i></p> <p>3. <i>The number of non-executive members of the Corporation's Board of Directors must ensure:</i>  <i>3.1. There must be at least one (01) non-executive member in case the number of Board of Directors members is from three (03) to five (05) members;</i></p>	<p>Amended in accordance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP</p>
		<p>4.2. <i>A member of the Board of Directors submits a written resignation letter to the head office of the Corporation. The Board of Directors receives the letter, publishes the information in accordance with the law, and reports to the General Meeting of Shareholders at the nearest meeting. In this case, that member is not entitled to discuss and vote on decisions of the Board of Directors from the date the Corporation receives the resignation letter ;</i></p>	<p>Please clarify the regulations.</p>
<b>18</b>	<b>Article 27. Powers and obligations of the Board of Directors</b>		
		<p>2.4. <i>Proposal to issue convertible bonds and bonds with warrants allowing buyers to own shares at a predetermined price; except for the two types of bonds mentioned above, the Board of Directors has the right to decide on the issuance of other types of bonds, the total value of bonds and the issuance time, but must report to the</i></p>	<p>Additions and modifications</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	<p>d. Deciding on the offering price of shares and bonds of the Corporation ;</p> <p>e. Decision to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law ;</p> <p>f. Deciding on investment options and investment projects within the authority and limits prescribed by law ;</p> <p>h. Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Corporation , <del>and</del> contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 128, and clauses 1 and 3, Article 167 of the Enterprise Law.</p>	<p><b>General Meeting of Shareholders at the next meeting ;</b> Modify:</p> <p>2.5. Determining the offering price of shares, <b>bonds, and convertible securities of the Corporation ;</b></p> <p>2.6. The decision to repurchase <b>shall not exceed ten percent (10%) of the total number of shares of each class sold within twelve (12) months; the repurchase price shall be determined in accordance with Clauses 2 and 3 of Article 133 of the Enterprise Law ;</b></p> <p>2.7. Decisions <b>to invest in or sell assets whose value is less than thirty-five percent (35%) of the total asset value recorded in the Corporation's most recent audited separate financial statements ;</b></p> <p>2.8. Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent <b>audited separate financial statement</b> of the Corporation , <b>excluding</b> contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 128, and clauses 1 and 3, Article 167 of the Enterprise Law.</p>	
	<p>3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed <del>in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</del> and this Charter .</p>	<p><b>3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities in accordance with the law and these Charters .</b></p>	
19	Article 35. Appointment, dismissal, duties and powers of the General Director		

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	4. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions prescribed by law and the Corporation's Charter.	<b>4. Standards and conditions for becoming General Director:</b> <b>4.1. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law ;</b> <b>4.2. Applicants must not be related to the business managers, Board of Supervisor member of the Corporation and VNC, or representatives of the Corporation and VNC's capital stake;</b> <b>4.3. Possess professional qualifications and experience in the company's business management.</b>	

No: 14 /TTr - HĐQT

Ninh Binh, April 22, 2026

**SUBMISSIONS**

**Reg. Amendments and additions to certain articles of  
The Operating Regulations of the Board of Directors of Hanoi Textile and Garment  
Joint Stock Corporation**

To: The General Meeting of Shareholders of Hanoi Textile and Garment  
Joint Stock Corporation

The Operating Regulations of the Board of Directors of Hanoi Textile and Garment Joint Stock Corporation ("**Regulations**") are developed and promulgated on the basis of the Enterprise Law of 2020, the Securities Law of 2019, Circular No. 116/2020/TT-BTC, the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation ("**Corporation**") and guiding documents for implementation.

To ensure consistency and conformity of the Regulations with the new Draft Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders ("**GMS**") for consideration and approval the amendments and additions to the Operating Regulations of the Board of Directors of the Corporation. Specifically as follows:

1. Approve the amendments and supplements to the Regulation on the Operation of the Board of Directors of the Corporation (*Explanatory Report on the amendments and supplements to certain contents of the Regulation on the Operation of the Board of Directors attached hereto*).
2. Based on the contents specified in Clause 1 above, the General Meeting of Shareholders assigns the Chairman of the Board of Directors to organize and finalize the amendments and supplements to the Regulation (including matters relating to formality); to sign for promulgation and disclose information regarding the Regulation on the Operation of the Board of Directors of the Corporation.
3. Approve the Regulation on the Operation of the Board of Directors of the Corporation after being amended and supplemented in accordance with Clauses 1 and 2 above. The new Regulation on the Operation of the Board of Directors shall take effect upon approval by the General Meeting of Shareholders and shall replace the Regulation on the Operation of the Board of Directors previously approved by the General Meeting of Shareholders on April 28, 2021.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS



Cao Huu Hieu



**SUMMARY TABLE OF SOME KEY AMENDMENTS AND SUPPLEMENTS TO THE  
OPERATIONAL REGULATIONS OF THE BOARD OF DIRECTORS OF HANOI  
TEXTILE AND GARMENT JOINT STOCK CORPORATION**

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
<b>1</b>	<b>Article 5. Term and number of members of the Board of Directors</b>		
	<p>2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. <del>An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms.</del> If all members of the Board of Directors complete their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, <del>unless otherwise stipulated in the Corporation's Charter.</del></p> <p>3. There are no regulations yet.</p> <p>4. The Corporation's charter specifies the number, rights, obligations, organizational structure, and coordination of activities of the <del>independent members of the Board of Directors.</del></p>	<p>2. The term of office of a Board of Directors member shall not exceed 05 years and may be re-elected for an unlimited number of terms. If all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work. In the case of <i>supplementary election (due to an increase in the number of Board of Directors members) or replacement election of a Board of Directors member who has been dismissed or removed from office, the term of office of the supplementary or replacement member shall be equal to the remaining time of the five (05) year term of the previous member.</i></p> <p>3. <i>The number of non-executive members of the Board of Directors of the Corporation must ensure: There must be at least one (01) non-executive member in case the number of Board of Directors members is from three (03) to five (05) members;</i></p> <p>4. The Corporation's charter specifies the number, rights, obligations, organizational structure, and coordination of activities of the members of the Board of Directors.</p>	<p>Supplementing to comply with the provisions of Clause 1, Article 154 of the 2020 Enterprise Law; amendments according to Article 26 of the Draft Charter.</p>



No.	Current content (Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)	Draft content (Italics and bold indicate added or modified content)	Reason
2	Article 6. Standards and Conditions for Members of the Board of Directors		
	<p><del>1.1. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;</del></p> <p>1.3. Members of the Corporation's Board of Directors <del>may also be members of other companies.</del></p> <p><del>2. Independent members of the Board of Directors as stipulated in point b, clause 1, Article 137 of the Enterprise Law must meet the following standards and conditions:</del></p> <p><del>a) Not currently employed by the Corporation, its parent company, or its subsidiary; not previously employed by the Corporation, its parent company, or its subsidiary, at least three consecutive years prior to that;</del></p> <p><del>b) Not a person currently receiving salary or remuneration from the Corporation, except for allowances that members of the Board of Directors are entitled to according to regulations;</del></p> <p><del>c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or</del></p>	<p><i>1.1 . Being a person who meets the qualifications and conditions to be a member of the Board of Directors according to Article 155 of the Enterprise Law .</i></p> <p>1.3. A member of the Board of Directors of the Corporation <i>may only simultaneously be a member of the Board of Directors or a member of the Board of Members in a maximum of five (05) other companies.</i></p> <p>2. Remove this regulation.</p>	<p>Supplemented according to Clause 78, Article 1 of Decree No. 245/2025/ND-CP ;</p> <p>As stipulated in Clause 2, Article 25 of the Draft Charter</p>

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	<p><del>biological sibling is a major shareholder of the Corporation; or is a manager of the Corporation or its subsidiaries;</del></p> <p><del>d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Corporation;</del></p> <p><del>d) Not a person who has previously served as a member of the Board of Directors or the Supervisory Board of the Corporation for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms;</del></p> <p><del>e) Other standards and conditions as stipulated in the Corporation's Charter.</del></p> <p>3. An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6 months from the date of receiving the notification from the relevant independent member of the Board of Directors.</p>	<p><b>3. Remove this regulation.</b></p>	

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
3	<b>Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors</b>		
	<p>1.1. Failure to meet the standards and conditions for membership in the Board of Directors as stipulated in Article 155 of the Enterprise Law or.</p> <p>2.2. No regulations yet.</p>	<p>1.1. Failure to meet the standards and conditions for membership in the Board of Directors as stipulated in Article 155 of the Enterprise Law, or <i>being prohibited by law from being a member of the Board of Directors;</i></p> <p>2.2. <i>A member of the Board of Directors who has lost or has limited civil capacity, or who has committed a violation of the law and has been temporarily detained or imprisoned by a competent state authority ;</i></p>	<p>Amendments in accordance with Clause 4.3, Article 26 of the Draft Charter</p>
4	<b>Article 11. Rights and obligations of the Board of Directors</b>		
	<p>2.4 <i>Not yet specified:</i></p> <p>2.6. Decision to repurchase shares as stipulated in Clauses 2 and 3 of Article 133 of the Enterprise Law;</p>	<p>2.4. <i>Proposal to issue convertible bonds and bonds with warrants allowing buyers to own shares at a predetermined price; except for the two types of bonds mentioned above, the Board of Directors has the right to decide on the issuance of other types of bonds, the total value of bonds and the issuance time, but must report to the General Meeting of Shareholders at the next meeting;</i></p> <p>2.6. The decision to repurchase <i>shall not exceed ten percent (10%) of the total. Shares of each class sold within twelve (12) months, determine the repurchase price of shares</i> as stipulated in Clauses 2 and</p>	<p>Amendments in accordance with Clause 2, Article 27 of the Draft Charter</p>

No.	Current content ( <i>Italics, bold, or strikethrough indicate content that has been omitted, modified, or added</i> )	Draft content ( <i>Italics and bold indicate added or modified content</i> )	Reason
	<p>2.7. Deciding on <i>investment options and investment projects within the authority and limits prescribed by law</i>;</p> <p>2.9. Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Corporation's most recent financial statement, and contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Enterprise Law ;</p> <p>2.10. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and <i>other key managers as stipulated in the Corporation's Charter</i>; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives <i>to participate in the Board of Directors or the General Meeting of Shareholders</i> in other companies, and</p>	<p>3 of Article 133 of the Enterprise Law ;</p> <p>2.7. Decisions <i>to invest in or sell assets whose value is less than thirty-five percent (35%) of the total value recorded in the Corporation's most recent audited separate financial statements</i>;</p> <p>2.9. Through purchase, sale, loan, lending and other contracts and transactions with a value of <i>35 percent or more</i> of the total asset value recorded in the most recent <i>audited separate financial statements</i> of the Corporation and <i>its subsidiaries</i> . Contracts and transactions <i>stipulated in Clause 3 and Point 4.2(b) of Clause 4, Article 43 of the Charter, excluding</i> contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Enterprise Law;</p> <p>2.10. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and Managers <i>under the authority of the Board of Directors</i>; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives <i>to exercise ownership rights over shares or capital contributions of the Corporation</i>. In other companies,</p>	

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	<p>deciding on the remuneration and other benefits of those representatives;</p> <p>2.12. Deciding on the organizational structure and internal management regulations of the Corporation, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;</p> <p>2.13. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;</p> <p>2.15. Propose the dividend rate to be paid; decide on the term. and procedures for paying dividends or handling losses incurred during business operations;</p> <p>2.17. Decision to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders;</p>	<p>they decide on the compensation and other benefits for those people;</p> <p>2.12. Deciding on the organizational structure; <i>issuing the operating regulations of the Board of Directors after approval by the Shareholders' General Meeting; issuing regulations on information disclosure and other</i> internal management regulations. of the Corporation, <i>decision to establish, reorganize, dissolve, or terminate the operations of wholly-owned</i> subsidiaries of the parent company , branches, representative offices, and capital contributions, share purchases, or <i>equity stakes</i> in other businesses;</p> <p>2.13. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or obtaining <i>shareholder opinions in writing</i> to pass resolutions of the General Meeting of Shareholders;</p> <p>2.15. Proposing the dividend rate to be paid; deciding on the timeframe, <i>deciding on interim dividend payments, deciding on the timeframe</i> and procedures for paying dividends or handling losses incurred during business operations;</p> <p><i>2.17. Remove this regulation.</i></p>	

No.	Current content ( <i>Italics, bold, or strikethrough indicate content that has been omitted, modified, or added</i> )	Draft content ( <i>Italics and bold indicate added or modified content</i> )	Reason
	<p>Regulations on information disclosure of the Corporation;</p> <p>2.18. Decisions on investment plans and investment projects (including investment forms as prescribed by law: business investment, financial investment, construction investment projects, etc.) with a value less than 35% (thirty-five percent) of the total value recorded in the most recent audited financial statements of the Corporation.</p>	<p>2.18. Decisions on investment plans and investment projects (including investment forms as prescribed by law: business investment, financial investment, construction investment projects, etc.) with a value less than 35% (thirty-five percent) of the total value recorded in the <i>separate financial statements</i>. The most recent audited report of the Corporation</p>	
<b>5</b>	<b>Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.</b>		
	<p>1. The Board of Directors approves contracts and transactions with a value less than 35% or transactions resulting in a total transaction value within 12 months from the date of the first transaction with a value less than 35% of the total asset value recorded in the most recent financial statement between the Corporation and one of the following entities:</p>	<p>1. The Board of Directors approves contracts and transactions with a value less than 35% or transactions resulting in a total transaction value within 12 months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent <i>audited separate financial statements</i> between the Corporation and one of the following entities:</p>	<p>Clearly explain the content of the implementation.</p>
<b>6</b>	<b>Article 15. Board Meetings</b>		
	<p>3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>3.1. Upon the recommendation of the Supervisory Board <i>or an independent member of the Board of Directors</i>;</p>	<p>3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>3.1. Based on a proposal from the Supervisory Board.</p>	<p>Amendments and additions according to Article 30 of the Draft Charter</p>

No.	Current content <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft content <i>(Italics and bold indicate added or modified content)</i>	Reason
	3.4. <del>Other cases as stipulated in the General Corporation's Charter.</del>	3.4. <i>At the request of the independent auditor, the Chairman of the Board of Directors shall convene a meeting of the Board of Directors to discuss the audit report and the situation of the Corporation.</i>	

No: 15 /TTr - HĐQT

Ninh Binh, April 22, 2026

**SUBMISSIONS**

**Reg. Amendments and additions to certain articles of  
Internal regulations on corporate governance**

To: The General Meeting of Shareholders of Hanoi Textile and Garment  
Joint Stock Corporation

The internal regulations on corporate governance ("**Regulations**") are developed and promulgated on the basis of the 2020 Enterprise Law, the 2019 Securities Law, Circular No. 116/2020/TT-BTC, and the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation ("**Corporation**") and guiding documents for implementation.

To ensure the consistency and compatibility of the Corporation's internal governance regulations with the draft of the new Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and approval the amendments and additions to the Corporation's internal governance regulations. Specifically as follows:

1. Approve the amendments and supplements to certain articles of the Internal Corporate Governance Regulation of the Corporation (*Explanatory Report on the amendments and supplements to certain contents of the Internal Corporate Governance Regulation attached hereto*).
2. Based on the contents specified in Clause 1 above, the General Meeting of Shareholders assigns the Chairman of the Board of Directors to organize and finalize the amendments and supplements to the Internal Corporate Governance Regulation of the Corporation (including matters relating to formality); to sign for promulgation and disclose information regarding the Internal Corporate Governance Regulation of the Corporation.
3. Approve the Internal Corporate Governance Regulation of the Corporation after being amended and supplemented in accordance with Clauses 1 and 2 above. The new Internal Corporate Governance Regulation of the Corporation shall take effect upon approval by the General Meeting of Shareholders and shall replace the Internal Corporate Governance Regulation previously approved by the General Meeting of Shareholders on April 28, 2021.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

O/B. BOARD OF DIRECTORS




Cao Huu Hieu



**SUMMARY TABLE OF SOME KEY AMENDMENTS AND SUPPLEMENTS TO THE  
INTERNAL GOVERNANCE REGULATIONS OF HANOI TEXTILE AND GARMENT  
JOINT STOCK CORPORATION**

No.	Current regulations <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft regulations for amendment and supplementation. <i>(Italics and bold indicate added or modified content)</i>	Reason
<b>1</b>	<b>Article 2. Role, rights and obligations of the General Meeting of Shareholders .</b>		
	<p>2. The General Meeting of Shareholders has the following rights and obligations:</p> <p>2.1. Approve the development orientation of the Corporation;</p> <p>2.2. Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share;</p> <p>2.3. Election, dismissal, and removal of members of the Board of Directors and Supervisory Board;</p> <p>2.4. Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Corporation's most recent financial statement;</p>	<p>2. The General Meeting of Shareholders has the following rights and obligations:</p> <p>2.1. Approve the Corporation's development orientation; annual business plan; changes and additions to the Corporation's business lines and activities;</p> <p>2.2. Deciding on the types of shares and the total number of shares of each type authorized for sale; issuing convertible bonds and bonds with warrants allowing holders to purchase shares at a predetermined price; determining the annual dividend rate for each type of share;</p> <p>2.3. Deciding on the number of members of the Board of Directors and the Supervisory Board ; electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;</p> <p>2.4. Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Corporation's most recent audited separate financial statement;</p>	<p>Supplemented according to Clause 1, Article 15 of the Draft Charter</p>

No.	Current regulations ( <i>Italics, bold, or strikethrough indicate content that has been omitted, modified, or added</i> )	Draft regulations for amendment and supplementation. ( <i>Italics and bold indicate added or modified content</i> )	Reason
	<p>2.6. Approve annual financial reports ;</p> <p>2.13. Not yet specified</p> <p>2.14. Not yet specified</p>	<p>2.6 Approve audited annual financial reports; annual profit distribution;</p> <p>2.13. Approve the Board of Directors' report on governance and performance of the Board of Directors and each member of the Board of Directors; the self-assessment report on the performance of the Supervisory Board and the Supervisors; the Supervisory Board's report on the business results of the Corporation; and the General Director's performance.</p> <p>2.14 Approve contracts and transactions as stipulated in Clause 3 and Point 4.3(a) of Clause 4, Article 43 of the Charter.</p>	
2	<b>Article 7. Program and content of the Shareholders' General Meeting</b>		
	<p>2. Shareholders or groups of shareholders mentioned in Clause 2, Article 12 of the General Corporation's Charter have the right to propose issues to be included in the General Meeting of Shareholders. <i>Proposals</i> must be in writing and must be sent to the General Corporation at least <i>three (03)</i>—working days before the opening date of the General Meeting of Shareholders. <i>The proposal</i> must</p>	<p>Shareholders or groups of shareholders mentioned in Clause 2, Article 12 of the General Corporation's Charter have the right to propose issues to be included in the General Meeting of Shareholders. Proposals must be in writing and must be sent to the General Corporation at least five (05) working days before the opening date of the General Meeting of Shareholders. Proposals must</p>	<p>Amendments in accordance with Clause 4, Article 18 of the Draft Charter</p>

No.	Current regulations <i>(Italics, bold, or strikethrough indicate content that has been omitted, modified, or added)</i>	Draft regulations for amendment and supplementation. <i>(Italics and bold indicate added or modified content)</i>	Reason
	include the shareholder's full name, the number and type of shares held by that person, and the proposed issue to be included in the meeting agenda.	include the full name of the shareholder, the number and type of shares held by that person, and the proposed issue to be included in the meeting agenda.	
<b>3</b>	<b>Article 27. Structure, standards and conditions for members of the Board of Directors</b>		
	<p>1. Board of Directors Structure: The minimum number of non-executive members on the Board of Directors must be <del>1/3 of the total number of</del> Board members.</p> <p>2. Standards and conditions for members of the Board of Directors: as stipulated in Clause 1, Article 155 of the Enterprise Law.</p>	<p>1. Board of Directors structure: The minimum number of non-executive members of the Board of Directors is one (01) Board of Directors member.</p> <p>2. Standards and conditions for members of the Board of Directors: as stipulated in Clause 1, Article 155 of the Enterprise Law; and Clause 2, Article 25 of the Corporation's Charter.</p>	<p>Amendments are in accordance with Article 26 of the Draft Charter.</p> 

Number: *16* /TTr - HDQT

*Ninh Binh, April 22, 2026*

**PROPOSALS**

**Regarding the dismissal and election of additional members of the  
Supervisory Board of the Corporation.**

To: The General Meeting of Shareholders of  
Hanoi Textile and Garment Joint Stock Corporation

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019,  
amended by Law No. 56/2024/QH15 dated November 29, 2024;

Based on the Charter of Organization and Operation of Hanoi Textile and  
Garment Joint Stock Corporation, which was approved by the General Meeting of  
Shareholders;

Based on the resignation letter from Ms. Nguyen Thi Nhung dated 22/03/2026,  
from her position as a member of the Supervisory Board, citing a change in her work  
assignment;

Based on Official Letter No. 09/CV-VNC dated March 25, 2026 of Northern  
Textile and Garment Corporation – Vinatex Co., Ltd. regarding the nomination of  
personnel to participate in the Supervisory Board of the Corporation.

Therefore, the Board of Directors respectfully submits to the General Meeting of  
Shareholders for approval the dismissal of Ms. Nguyen Thi Nhung from her position as  
a member of the Supervisory Board. At the same time, to ensure the required number  
of Supervisory Board members, the Board of Directors respectfully submits to the  
General Meeting of Shareholders for approval the election of additional Supervisory  
Board members as follows:

- Number of additional candidates: 1 person

- The candidate for the by-election to fill a position on the Supervisory Board is  
Ms. Nguyen Thi Nga (Deputy Head of the Finance and Accounting Department of  
Vietnam Textile and Garment Group, Supervisor of Northern Textile and Garment  
Corporation – Vinatex Co., Ltd.) - who meets the qualifications and conditions to  
become a member of the Supervisory Board and has all the necessary supporting  
documents.

Respectfully submitted! *[Signature]*

**O/B. BOARD OF DIRECTORS  
CHAIRPERSON**



**Cao Huu Hieu**

*Ninh Binh, April 22, 2026*

**ELECTION REGULATIONS**  
**REPLACE MEMBERS OF THE SUPERVISORY BOARD**  
**TERM 2023-2028**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam, effective from January 1, 2021, and any amending, supplementing, or replacing laws (if any) at each point in time;

- Based on the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation, approved by the General Meeting of Shareholders on April 28, 2021.

- Based on Resolution No. 01/NQ-HDQT-DMHN dated March 2, 2026, of the Board of Directors of Hanoi Textile and Garment Joint Stock Corporation regarding the organization of the 2026 Annual General Meeting of Shareholders.

The regulations for electing replacement members of the Supervisory Board for the 2023-2028 term, to be presented at the 2026 Annual General Meeting of Shareholders, are as follows:

**I. ELECTION OF MEMBERS OF THE SUPERVISORY BOARD  
(SUPERVISORS)**

**1. Number of additional Supervisors to be elected:** 01 member

**2. Term of the Supervisor:** 2023 - 2028

**3. Requirements to become a Supervisor**

The criteria for candidates nominated to the Supervisory Board are stipulated in the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation.

The Supervisory Board member must meet the following standards and qualifications:

- Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law .
- Must have received training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field relevant to the Corporation's business operations.

- Not a family member <sup>1</sup> of a member of the Board of Directors, the CEO, or other managers.

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<sup>1</sup> Family members as defined in Clause 22, Article 4 of the 2020 Enterprise Law include: spouse, biological parents, adoptive parents, parents-in-law, biological children, adopted children, sons-in-law, daughters - in-law, siblings, brothers-in-law, sisters-in-law, and siblings of the spouse.

- Not allowed to work in the accounting or finance department of the Corporation.
- Must not be a member or employee of an auditing firm approved to audit the Corporation's financial statements for the three consecutive years prior to the audit.
- Other standards and conditions as prescribed by relevant laws and the Corporation's Charter.

## **II. RIGHT TO NOMINATE AND CANDIDATE FOR THE POSITION OF CONTROLLER**

Shareholders who meet the criteria and the Supervisory Board have the right to nominate or be nominated for positions on the Supervisory Board of the Corporation.

Nomination of candidates for the Board of Directors: Shareholders have the right to combine their individual voting rights to nominate candidates for the Board of Directors.

Shareholders or groups of shareholders (according to the shareholder list as of the record date of March 23 , 2026) owning 10 % or more of the total number of common shares have the right to nominate candidates for the Supervisory Board, with the number of nominations as follows:

- If you own between 10% and less than 20%, you are entitled to nominate a maximum of 1 candidate;
- If you own between 20% and less than 30%, you are entitled to nominate a maximum of 2 candidates;
- If you own between 30% and less than 40%, you are entitled to nominate a maximum of 3 candidates;
- If you own between 40% and less than 50%, you are entitled to nominate a maximum of 4 candidates;
- If you own between 50% and less than 60%, you are entitled to nominate a maximum of 5 candidates;
- If you own between 60% and less than 70%, you are entitled to nominate a maximum of 6 candidates;
- If you own between 70% and less than 80%, you are entitled to nominate a maximum of 7 candidates;
- If you own between 80% and less than 90%, you are entitled to nominate a maximum of 8 candidates;

## **III. APPLICATION DOCUMENTS FOR NOMINATION AND CANDIDATESHIP TO THE SUPERVISORY BOARD**

The application and nomination documents for candidates to the Supervisory Board include:

- Application or nomination form for candidates to join the Supervisory Board (according to the template);
- The candidate's self-written resume (using the provided template);
- Copies of Citizen Identity Card/National ID Card or passport and diplomas/certificates certifying educational and professional qualifications.
- Certificate of share ownership as of the shareholder list closing date of 23/03/2026 for attendance at the General Meeting of Shareholders.

#### **IV. PRINCIPLES OF ELECTING REGULATORS**

1. Conduct secret ballot and cumulative voting, whereby each shareholder has a total number of authorized votes corresponding to the total number of shares owned (or delegated) multiplied by the number of Supervisory Board members elected .

a) Election of the Supervisory Board: The total number of votes allowed for each shareholder is equal to the total number of shares owned (or authorized) multiplied by 01 (one).

2. Shareholders have the right to cast all of their votes for one candidate or to divide their votes among several candidates.

3. The total number of votes cast by a shareholder for any of its candidates shall not exceed the total number of votes permitted for that shareholder.

#### **V. CONDUCTING ELECTIONS**

1. Ballot: This is a ballot that includes the delegate code, the number of shares owned and/or represented, and bears the seal of the Corporation .

Each delegate will be given one (01) Auditor Voting Form .

2. Voting: Shareholders cast their votes for the Supervisory Board into a sealed ballot box.

3. Fill out the ballot:

- Shareholders should write the number of votes they wish to cast for a particular candidate in the "Number of Votes" column.

- If shareholders do not vote for one or more candidates, leave the field blank.

- Shareholders may divide their total number of authorized votes among all candidates, or concentrate all votes on one or more candidates, but the total number of votes for all candidates must not exceed their total number of authorized votes.

4. Invalid ballot:

- The receipt does not conform to the prescribed form and lacks the seal of the parent company.

- Ballots that are crossed out, altered, have additions, or contain incorrect names, or names not included in the list of candidates approved by the General Meeting of Shareholders before the voting takes place.

- A ballot containing the total number of votes cast by a shareholder for their candidate exceeds the total number of votes allowed for that shareholder (including both owned and proxy votes).

- The number of candidates chosen by shareholders is greater than the number of candidates needed.

5. After the voting is completed, the vote count will be conducted under the supervision of the Supervisory Board or a shareholder representative.

#### **VI. VOTING COMMITTEE, PRINCIPLES OF VOTING AND VOTE COUNTING**

##### **1. Vote Counting Committee:**

The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders. Members of the vote counting committee may not be on the list of nominees or candidates for the Supervisory Board .

The Vote Counting Committee is responsible for:

- Introduce the content, instructions for filling out the ballot, and how to distribute

ballots;

- Supervising the election and conducting the vote count;
- Announce the election results before the Congress.

**2. Principles of voting and vote counting:**

- The Ballot Counting Committee conducts an inspection of the ballot box in the presence of the shareholders;
- Voting begins when the distribution of ballots is complete and ends when the last shareholder casts their vote into the ballot box;
- The vote count must begin immediately after the voting ends;
- The vote count results are documented and announced by the Head of the Vote Counting Committee to the General Meeting, after which the ballots are sealed and can only be opened upon a decision of the General Meeting of Shareholders.

**VII. PRINCIPLES OF ELECTION AND ANNOUNCEMENT OF ELECTION RESULTS**

1. The elected Supervisors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is reached.

2. In the event that two (02) or more candidates receive the same number of votes for the last member of the Supervisory Board, a separate election will be held between the candidates with the equal number of votes to select the person with the higher number of votes.

If a re-election still fails to select a final member, the person who owns/represents the owner of the most shares at the time the shareholder list is finalized will be chosen.

3. If the first round of elections does not result in the required number of members, a second round of elections will be held among the remaining nominees or candidates who were not elected in the first round. If the required number of Supervisors is still not elected, the General Assembly will decide on the next round of elections, either by holding another round or by selecting the person/representative owning more shares.

4. Based on the vote counting record, the election results for the Supervisory Board member will be announced by the Vote Counting Committee immediately at the Congress. These results will be recorded in the Congress Resolution.

5. Any complaints regarding the election results will be considered immediately at the General Meeting; shareholders may not challenge this validity at any other time. In case of disagreement regarding the procedure or election results, the Vote Counting Committee will re-examine the matter and seek the General Meeting's decision.

**VIII. EFFECTIVENESS**

2026 Annual General Meeting of Shareholders and applies only to the election of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation for the term 2023-2028.



Cao Huu Hieu

## GUIDELINES FOR ELECTING EXAMINER FOR THE 2023-2028 TERM

### For example:

Suppose the General Meeting of Shareholders votes to choose 03 Supervisory Board member.

Shareholder Nguyen Van A holds (including ownership and authorization) 1.000 voting shares.

Then the total number of voting rights of shareholder A is:  $(1.000 \times 3) = 3.000$  rights

Shareholder Nguyen Van A can cast cumulative votes using the following method:

*Case 1: Shareholder Nguyen Van A divides his voting rights equally among 3 candidates.*

Full name candidate	Number of voting rights elected
1. Candidate 1	1.000
2. Candidate 2	1.000
3. Candidate 3	1.000
4. Candidate 4	
5. Candidate 5	
6. Candidate 6	
...	
<b>Total number of votes cast</b>	<b>3.000</b>

*Case 2: Shareholder Nguyen Van A casts his vote for 3 candidates unequally.*

Full name candidate	Number of voting rights elected
1. Candidate 1	1.500
2. Candidate 2	
3. Candidate 3	800
4. Candidate 4	700
5. Candidate 5	
6. Candidate 6	
...	
<b>Total number of votes cast</b>	<b>3.000</b>

*Case 3: Shareholder Nguyen Van A allocates all of his voting rights to one candidate.*

Full name candidate	Number of voting rights elected
1. Candidate 1	0
2. Candidate 2	3.000
3. Candidate 3	0
4. Candidate 4	0
5. Candidate 5	0
6. Candidate 6	
...	
<b>Total number of votes cast</b>	<b>3.000</b>

*Case 4: Shareholder Nguyen Van A divides his voting rights among several candidates.*

Full name candidate	Number of voting rights elected
1. Candidate 1	0
2. Candidate 2	2.000
3. Candidate 3	1.000
4. Candidate 4	0
5. Candidate 5	0
6. Candidate 6	
...	
<b>Total number of votes cast</b>	<b>3.000</b>



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Ninh Binh, April 22, 2025

**MINUTES OF VOTE COUNTING**  
**ELECTION OF MEMBERS OF THE BOARD OF SUPERVISORS FOR THE TERM 2023 - 2028**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The 2026 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation was held at the Conference Hall of the Hanoi Textile and Garment Joint Stock Corporation Branch in Dong Van II Industrial Park, Duy Ha Ward, Ninh Binh Province.

Today, April 22, 2026, at 11:00 am.

**Vote counting committee consists of:**

- |                          |           |
|--------------------------|-----------|
| 1- Mr. Do Minh Son       | - Prefect |
| 2- Ms. Nguyen Thi Phuong | - Member  |
| 3- Ms. Nguyen An Hai     | - Member  |

The Vote Counting Committee has examine the votes for the election of members of the Board of Supervisors of Hanoi Textile and Garment Corporation for the 2023-2028 term.

**The results are as follows**

**1- Board of Supervisors election vote count:**

No.	Interpretation	Number of shareholders		Number of votes	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Total number of shares	291	100%	20 500 000	100%
2	Number of shareholders and authorized representatives attending the meeting	13	4,47%	16 601 900	80,98%
2.1	Number of ballots issued	13	100,00%	16 601 900	100,00%
2.2	Number of ballots collected	13	100,00%	16 601 900	100,00%
a	Total valid ballots	13	100,00%	16 601 900	100,00%
b	Total invalid ballots		0,00%		0,00%

**2- The vote results are as follows:**

No.	Full name	Number of votes	Proportion ( %)
1	Mr Nguyen Thi Nga	16 601 900	100,00%

**3- Based on the announced election regulations and vote counting results, the Vote Counting Committee announces the election results of members of the Board of Supervisors of Hanoi Textile and Garment Corporation for the 2023-2028 term as follows:**

- 1) Ms Nguyen Thi Nga

This record was completed at 11:00 a.m. the same day and was unanimously approved by the General Meeting of Shareholders./.

**MEMBER OF VOTE COUNTING COMMITTEE:**

- Nguyen Thi Phuong: 

- Nguyen An Hai: 

**O/B. VOTE COUNTING COMMITTEE  
PREFECT**



**Do Minh Son**



Ninh Binh, April 22, 2025



**MINUTES OF VOTE COUNTING**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The 2026 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation was held at the Conference Hall of Hanoi Textile and Garment Joint Stock Corporation Branch in Dong Van II Industrial Park, Duy Ha Ward, Ninh Binh Province.

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|--------------------------|-----------|
| 1- Mr. Do Minh Son       | - Prefect |
| 2- Ms. Nguyen Thi Phuong | - Member  |
| 3- Ms. Nguyen An Hai     | - Member  |

The vote counting committee has counted the votes for 11 voting contents at the General Meeting of Shareholders.

**The results are as follows:**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Total number of shares	291	100,0%	20 500 000	100,00%
2	Number of shareholders and authorized representatives attending the meeting	13	4,5%	16 601 900	80,98%

**I Content No. 01: Approval of the Report on Business Performance Results in 2025 and Plan for 2026**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio =*

**100,00%**

**II Content No. 02: Approval of the Report on the activities of the Board of Directors in 2025 and directions and solutions for 2026**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,00%*

**III Content No. 03: Approval of the Report on the supervision and review of business operations and financial performance in 2025 by the Supervisory Board**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,00%*

**IV Content No. 04: Approval of the Proposal on the selection of the auditing firm for the 2026 financial statements**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,00%*

**V Content No. 05: Approval of the Proposal on amendments and supplements to the Operating Regulations of the Supervisory Board**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%

	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,00%*

**VI Content No. 06: Approval of the Separate and consolidated financial statements for 2025 as audited; Profit distribution for 2025**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,0%*

**VII Content No. 07: Approval of the Proposal on salaries and remuneration of the Board of Directors, Supervisory Board and Board Secretary for 2025, and the payment plan of the Board of Directors, Supervisory Board, and Board Secretary for 2026**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,00%*

**VIII Content No. 08: Approval of the Proposal on amendments and supplements to the Charter of Organization and Operation of the Corporation**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,0%*

**IX Content No. 09: Approval of the Proposal on amendments and supplements to the Operating Regulations of the Board of Directors of the Corporation**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,0%*

**X Content No. 10: Approval of the Proposal on amendments and supplements to the Internal Corporate Governance Regulations of the Corporation**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,0%*

**XI Content No. 11: Approval of the Proposal on the dismissal and election of a replacement member of the Supervisory Board of the Corporation for the 2023–2028 term**

No.	Interpretation	Number of shareholders		Number of shares owned	
		Quantity	Proportion (%)	Quantity	Proportion (%)
1	Number of ballots issued	13	100,0%	16 601 900	100,00%
2	Number of ballots collected	13	100,0%	16 601 900	100,00%
	Total valid ballots	13	100,0%	16 601 900	100,00%
	Total invalid ballots		0,0%		0,00%
a	Total Ballots for Approval	13	100,0%	16 601 900	100,00%
b	Total Ballots for Disapproval		0,0%		0,00%
c	Total Ballots for Abstain		0,0%		0,00%

*Conclusion: Pursuant to the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation*

*This content is approved with the ratio = 100,0%*

*With the above vote counting results, 11/11 contents have been approved by the General Meetings.  
We hereby commit that the above vote counting results are completely accurate.*

**This record was completed at 11:00 a.m. the same day and was unanimously approved by the General Meeting of Shareholders./.**

**MEMBER OF VOTE COUNTING COMMITTEE:**

- Nguyen Thi Phuong: 

- Nguyen An Hai: 

**O/B. VOTE COUNTING COMMITTEE  
PREFECT**



**Do Minh Son**

