

Number: 04/NQ – ĐHĐCĐ

Ninh Binh, April 22, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SHAREHOLDER MEETING

Based on the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022; and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Enterprise Law, effective from July 1, 2025;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;

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 Minutes of the Annual General Meeting of Shareholders 2026 No. 04/BB-ĐHĐCĐ of Hanoi Textile and Garment Joint Stock Corporation dated April 22, 2026 .

RESOLUTION:

Article 1. Approve the 2025 business performance results and the 2026 business plan, the main contents are as follows:

1. Business performance results for 2025

No	ITEMS	Unit	Resolution of the 2025 Annual General Meeting	2025 Implementati on	%Imp/ Resolution of the 2025 Annual General Meeting
1	Charter capital	Millions VND	205,000	205,000	100%
2	Consolidated Revenue- Income	Millions VND	1,192,100	1,242,773	104.3%
	<i>In which: Parent company</i>	<i>Millions VND</i>	<i>948,100</i>	<i>973,734</i>	<i>102.7%</i>
3	Consolidated profit before tax	Millions VND	9,000	17,027	189.2%
	<i>In which: Parent company</i>	<i>Millions VND</i>	<i>1,500</i>	<i>4,362</i>	<i>290.8%</i>
4	Average labor	People	1,981	1,792	90.0%
	<i>In which: Parent company</i>	<i>People</i>	<i>1,596</i>	<i>1,459</i>	<i>91.0%</i>
5	Average income (people/month)	Thousand VND	10.80	11,435	106.0%
	<i>In which: Parent company</i>	<i>Thousand VND</i>	<i>11.00</i>	<i>11,340</i>	<i>103.1%</i>

2. Business production plan for 2026 :

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

(Attached to the report)

The targets for the 2026 plan are as outlined in the established proposal. Depending on the actual situation and market fluctuations, the 2026 Annual General Meeting of Shareholders authorizes the Board of Directors to adjust the plan to suit the reality.

Article 2. Approve the Board of Directors' activity report for 2025 and the Board of Directors' operational plan for 2026.

(Attached to the report)

Article 3. Approval of the Supervisory Board's Report on the review of production and business activities and the audited financial statements for 2025.

(Attached to the report)

Article 4. Approve the Proposal for selecting a unit to review and audit the 2026 financial statements as presented in Proposal No. 09/ TTr-HĐQT dated April 22, 2026, by the Board of Directors.

It is unanimously authorized that the Supervisory Board decide to select one of the following three auditing firms to review and audit the Corporation's financial statements for the year 2026, and that the General Director sign the audit service contract with the selected auditing firm, ensuring quality, efficiency, reasonable costs, and compliance with current laws and regulations.

- KPMG Vietnam Co., Ltd
- An Viet Auditing Co., Ltd
- Ernst & Young Vietnam Co., Ltd

Article 5. Approve Proposals No. 10/TTr-HĐQT dated April 22, 2026, from the Board of Directors regarding the amendment and supplementation of several articles of the

310C
G CÔI
Ổ PH
ỆT N
HÀ N
H PH

Regulations on the operation of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation.

Article 6. Approve the audited separate and consolidated financial statements for the fiscal year ending December 31, 2025, audited by An Viet Auditing Company Limited; the profit distribution for 2025 is presented in Proposal No. 11/TTr-HĐQT dated April 22, 2026, from the Board of Directors with the following basic indicators:

- Consolidated Business Results:

Total Revenue – Income:	1.242.773 million VND
Profit before tax:	17.027 million VND
- Parent Company's Business Results:

Total Revenue – Income:	973.734 million VND
Profit before tax:	4.362 million VND

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

Article 7. Approve the Proposal on salaries and remuneration for the Board of Directors, Supervisory Board, and Board Secretary in 2025, and the plan for salary and remuneration expenditure for the Board of Directors, Supervisory Board, and Board Secretary in 2026, as presented in Proposal No. 12/TTr-HĐQT Resolution of the Board of Directors dated April 22, 2026, with the following basic contents:

- Actual salaries and remuneration paid in 2025 amounted to VND 744.083.526, which is 94% of the planned amount.

- The plan for salary and remuneration payments in 2026 is 795.000.000 VND, including:

	Items	Number of People	Salary, remuneration (VND)	Note
1	Board of Directors	03	312.000.000	
2	Supervisory Board	03	447.000.000	01 executive member
3	Secretary	01	36.000.000	

Article 8. Approve Proposals No. 13/TTr-HĐQT dated April 22, 2026, from the Board of Directors on amending and supplementing several articles of the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation.

Article 9. Approve Proposals No. 14/TTr-HĐQT dated April 22, 2026, from the Board of Directors regarding the amendment and supplementation of several articles of Regulations governing the operation of the Board of Directors of Hanoi Textile and Garment Joint Stock Corporation.

Article 10. Approve Proposals No. 15/TTr-HĐQT dated April 22, 2026, from the Board of Directors on amending and supplementing several articles of the Internal Regulations on Governance of Hanoi Textile and Garment Joint Stock Corporation.

Article 11. Approval of the result of the election of 01 additional member to replace a member of the Supervisory Board for the 2023–2028 term.

Ms. Nguyen Thi Nga has been elected as a member of the Supervisory Board of Hanoi Textile and Garment Joint Stock Corporation for the term 2023-2028.

Article 12: Enforcement Clause.

1. This resolution was approved by the 2026 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation.

2. The Board of Directors, the Supervisory Board, the General Director, the Executive Agency, and all shareholders of Hanoi Textile and Garment Joint Stock Corporation are responsible for implementing this Resolution and organizing its execution within their authority, functions, and duties in accordance with the provisions of the law and the Charter of Organization and Operation of Hanoi Textile and Garment Joint Stock Corporation .

Recipients:

- Board of Directors, Supervisory Board, Executive Board;
- Hanosimex website;
- Archived: Secretary of the Board of Directors, Office.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**



Cao Huu Hieu