

DONG HAI ONE MEMBER
LIMITED COMPANY
**DET MAY 7 JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 91 /BC-DM7

Tan Binh, April 10, 2026

ANNUAL REPORT 2025

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

I. GENERAL INFORMATION

1. Enterprise information

Enterprise name: DET MAY 7 JOINT STOCK COMPANY

English name: DET MAY 7 JOINT STOCK COMPANY

Abbreviated name: Detmay 7 JSC

Enterprise Registration Certificate No.: 0300509782

Tel.: (84 28) 3842.5372 Fax: (84 28) 3810.0489

Head office: 109A Tran Van Du Street, Tan Binh Ward, Ho Chi Minh City

Registered Capital: VND 154,111,000,000

Stock Code: DM7

Business lines: Garment manufacturing (except fur garments); Yarn production; Woven fabric production; Textile finishing; Knitted fabric, crocheted fabric and other non-woven fabric production; Ready-made garment production; Carpet, blanket, mattress production; Rope and netting production (not operating at the head office); Other textile product manufacturing not elsewhere classified; Fur product manufacturing; Knitted and crocheted apparel manufacturing; Luggage, handbag and similar item manufacturing, saddle and harness manufacturing; Printing; Metal component manufacturing (not operating at the head office); Metal forging, stamping, pressing and rolling; Metal powder metallurgy (not operating at the head office); Mechanical processing; Metal treatment and coating (not operating at the head office); Machinery and equipment repair (not operating at the head office); Steam, hot water, air conditioning production and distribution, and ice production (not operating at the head office); Wholesale of machinery, equipment and other machine parts; Wholesale of solid, liquid, gaseous fuels and related products (except trading of liquefied petroleum gas and residual lubricants); Other specialized wholesale not elsewhere classified (details: wholesale of scrap and waste (not operating at the head office) and other goods not elsewhere classified); Retail sale of fabric, wool, yarn, thread and other textiles in specialized stores; Retail sale of clothing, footwear, leather and imitation leather goods in specialized stores; Real estate

business, land use rights owned, used or leased; Warehousing and storage of goods.

2. History of establishment and development

- On February 28, 1992, the General Staff issued Decision No. 53/QD-TM establishing P7 Dyeing and Weaving Enterprise (commonly known in the military as Military Region 7 Military Uniform Enterprise), and February 28 became the traditional day of the entity.

- The enterprise was renamed from P7 Dyeing and Weaving Enterprise to Det May 7 Company under Government's Notice No. 1119/DMDN dated March 13, 1996, and Decision No. 493/QD dated February 18, 1996, of the Minister of National Defense; Business Registration Certificate No. 4106000314 issued on July 19, 1996.

- On July 22, 2010, Det May 7 Company was renamed to Det May 7 One Member Limited Liability Company under Decision No. 2640/QD-BQP of the Ministry of National Defense; Enterprise Registration Certificate No. 0300509782, first registered on December 8, 2010.

- On March 29, 2017, the Minister of National Defense issued Decision No. 943/QD-QP on approval of the plan and converting Det May 7 One Member Limited Liability Company, under Dong Hai One Member Limited Company/Military Region 7, into a joint stock company named Det May 7 Joint Stock Company. On June 20, 2017, the company organized its first General Meeting of Shareholders, establishing Det May 7 Joint Stock Company.

- On July 3, 2017, the company officially operated as a joint stock company with Enterprise Registration Certificate No. 0300509782 issued by the Department of Planning and Investment of Ho Chi Minh City.

- On October 24, 2017, the Company's registration application as a public company was approved under Official Letter No. 7144/UBCK-GSDC of the State Securities Commission of Vietnam.

- On December 6, 2017, the company carried out equitization under Decision No. 5224/QD-BQP on equitization of Det May 7 One Member Limited Liability Company, under Dong Hai One Member Limited Company/Military Region 7.

3. Recognized achievements

- Formerly Det May 7 One Member Limited Liability Company, with over 34 years of establishment, development, and on-going efforts, the Company has proactively risen, seeking markets and business partners. To date, Det May 7 Joint Stock Company has gradually affirmed its brand.

- In the course of production and business activities, the company has achieved the following specific awards and recognitions for its products and services:

+ Third-Class War Medal

+ First-class National Defense Service Medal.

- + Third-class National Defense Service Medal.
- + First-Class Labor Order Medal.
- + Certificate of Merit from the Prime Minister for achievements in occupational safety and health and fire prevention and fighting during the period 2009–2011, contributing to the cause of building socialism and defending the Fatherland.
- + Emulation Flags and Certificates of Merit from the Ministry of National Defense; Emulation Flags from the Military Region 7 Command over many consecutive years.
- + Emulation Flags from the Ministry of Labour, Invalids and Social Affairs and the Vietnam General Confederation of Labour for outstanding achievements in occupational safety and health over many consecutive years.
- + In 2022, the Company was awarded an Emulation Flag by the Military Region Command as an excellent unit in the Determined-to-Win emulation movement, and was awarded a Trade Union Emulation Flag by the Vietnam General Confederation of Labour for a strong grassroots trade union with outstanding emulation achievements.
- + In 2023, the Company was awarded an Emulation Flag by the Vietnam General Confederation of Labour for outstanding achievements in the workers–civil servants–labor movement and trade union activities in 2023.
- + In 2024 and 2025, the Company was awarded the title of Outstanding Collective in the Determined-to-Win emulation movement by the Military Region Command, and was awarded a Trade Union Emulation Flag by the General Department of Politics of the Vietnam People’s Army for a strong grassroots trade union with outstanding emulation achievements.

4. Development orientation

a) Main operational objectives of the Company

- Det May 7 Joint Stock Company always aims to continuously innovate and diversify products and services; and to fulfill the objectives set by the General Meeting of Shareholders. The Company focuses on market research and development in order to enhance the value of its supply chain. In addition, market research helps the Company update the latest market trends, promptly develop appropriate business and production plans, and meet the tastes and demands of the majority of domestic customers in a timely manner. The Company focuses on transforming and effectively applying corporate governance methods, gradually implementing digitalization in business and production activities to improve efficiency, competitiveness, and product value.

- The Company always prioritizes the efficient use of capital in business and production activities to maximize profits through maintaining and developing core business lines in the textile and garment sector, expanding markets, creating stable employment, improving employees’ living standards, increasing returns for

shareholders, contributing to the State budget, and building sustainable development of the Company.

- The Company continuously improves the efficiency of business and production activities and develops innovation in machinery and equipment together with environmental considerations. It applies modern technology along with developing human resources to enhance employee performance and strengthen the Company's development.

b) Medium- and long-term development strategy

- Objective: To build the DET MAY 7 brand with stable and sustainable development in the domestic market and to expand internationally, acting as a provider of high-quality products and services in the fields of textile production, dyeing-printing, and garment manufacturing, and to become one of the leading companies in the textile and garment industry, striving to become one of the top brands in Viet Nam.

- The Company will firmly stabilize the domestic market and gradually expand into regional markets, build its brand, and seek export opportunities to Europe, the United States, and Japan.

- The Company will cooperate in investment through joint ventures and partnerships with units in the same industry to leverage capabilities and expand production. The Company will develop additional domestic business methods and other business lines when conditions permit. The Company will proactively implement direct FOB production to be proactive in production and increase profits for the Company.

- The Company will continue to innovate and focus on promoting research and development of its key products, while diversifying its product portfolio to introduce new and best products to the market, meeting the increasingly high demands of customers. Leveraging the Company's advantages of having a closed production chain from weaving, dyeing, printing to garment manufacturing; improving production processes and increasing labor productivity will enable the Company to keep up with and supply products in line with domestic market trends in particular and export markets in general.

- The Company will promote the application of information technology and digital transformation in its business and production activities; invest in, supplement, and upgrade advanced technologies for key products, combined with investment in supporting business and production programs to enhance production capacity and product quality, optimize production and management processes, meet diverse market demands, and improve customer satisfaction. At the same time, it will minimize production costs and increase profits.

- The Company will continue to streamline and strengthen its management structure, enhance the operational capacity of its units, improve governance systems, and develop human resources, increase labor productivity, encourage employee initiatives and innovations, and enhance competitiveness.

- The Company will strictly comply with State laws, military discipline, and the Company's regulations, internal rules, and policies, thereby building stable and sustainable development.

c) Product quality objectives

Product quality is vital to the survival of the DET MAY 7 brand. Taking quality as a core value, the Company aims to satisfy customer needs through a strong commitment to quality. The Executive Board decisively directs business and production activities through synchronized and scientific solutions to ensure quality objectives in accordance with the requirements of customers both within and outside the military.

5. Risk Factors

a) Economic risks

- The global economy in 2025 continued to face major challenges, with complex developments and many unfavorable factors, particularly escalating military conflicts in certain countries with unpredictable developments, increasing in intensity and risk of spreading, causing losses of life and property, negatively impacting the business environment, disrupting global supply chains, and reducing the flexibility of economies in adapting to changes.

- Strategic competition among major powers such as the United States, China, and other countries has also intensified, increasing instability in international trade. Trade protectionism policies and trade barriers have been increasingly established, affecting the freedom of trade among countries.

- The textile and garment market faced several major challenges, with intense competition from other textile-producing countries such as China, India, and Bangladesh. The prices of raw materials and fuels serving business and production activities were unstable due to the impact of the USD exchange rate, gold prices, and domestic fuel prices, which strongly affected production costs; orders decreased, and consumption demand declined. These conditions adversely affected the Company's organization, operations, and business and production efficiency. However, the Company's advantage of having a closed production chain serving the military and participating in the market helped reduce negative impacts from the market.

- Economic growth rate is one of the important factors affecting the growth of all sectors and fields of the economy. Economic growth in general increases social consumption demand, promotes the growth of industrial output, and helps enterprises expand their product consumption markets.

- Inflation is a factor that directly affects the financial situation of enterprises. According to the OECD economic report, inflation increased due to rising energy and commodity prices; the normalization of monetary policies in developed economies widened interest rate gaps, further increasing inflationary pressure in Viet Nam. This negatively affected the Company's operations. High inflation leads to increased operating costs such as fuel, raw materials, thereby creating financial pressure on the Company. To respond to inflation, the Board of

Directors and the Board of General Directors developed a reasonable financial plan, reduced operating costs, and promoted debt recovery to ensure the Company's business and production activities.

- In the international context, as Viet Nam's economy has increasingly integrated into the global economy, opportunities for the textile and garment industry have been accompanied by significant challenges. "Greening" requirements such as sustainable and environmentally friendly production have become increasingly stringent, while tariff policies and trade barriers from importing countries remain challenges. Therefore, to ensure the ability to seize opportunities in the coming period, Det May 7 Joint Stock Company needs to conduct thorough research and preparation on international legal matters so that the Company's operations can achieve the highest efficiency.

b) Industry-specific risks

- In the context of ongoing global inflation as well as the impacts of the Russia-Ukraine conflict, the United States-Iran tensions, and escalating military conflicts in certain countries with unpredictable developments, supply chains and raw material prices face the risk of unpredictable fluctuations, directly affecting the Company's business and production activities. To mitigate this risk, the Company has developed plans, prepared necessary capital in the context of volatile prices, and sought reputable and reliable partners to stabilize the supply of goods for production activities.

- 2025 was a year of many difficulties for Viet Nam's textile and garment industry due to significant pressures and challenges from trade wars, the Russia-Ukraine conflict, the United States-Iran tensions, and unpredictable market price fluctuations such as rising input material and fuel prices, shortages of experienced labor, declining orders, and reduced consumer demand for products.

- Market risk: The Company continues to face intense competition from other textile and garment companies. These manufacturers are strongly supported in terms of experience, financial resources, human resources, technology, raw materials, and brand and market development activities. Therefore, in the fierce market competition, the Company is under significant pressure. In addition, counterfeit production and illegal trading of military uniforms have caused confusion with the Company's products. The Board of Directors and the Board of General Directors have proactively directed the strengthening of control over the quality of input materials and output products in accordance with regulations, ensuring the maintenance of the DM7 brand reputation in the market.

- From the above conditions, textile and garment enterprises in general and Det May 7 Joint Stock Company in particular need to place greater emphasis on developing the domestic market to ensure more sustainable long-term business and production. At the same time, it is necessary to promote brand development and strengthen supply chain linkages within the industry. In particular, it is essential to enhance corporate governance efficiency in the new context, and

strengthen the management and operation of business and production activities to ensure effectiveness in accordance with the planned objectives.

c) Human resource risks

- The textile and garment industry is one of the industries requiring a very large labor force in Viet Nam. Currently, the labor supply for the textile and garment industry is gradually decreasing due to many factors; in addition, competition for low-cost labor from other countries in the region and other industrial sectors is also attracting workers with various incentives and better working environments.

- The textile and garment industry is currently facing the risk of being most affected by the Fourth Industrial Revolution; results show that the industry is facing challenges in labor qualification structure, technological skills, and pressure for workforce training and upgrading. Recruitment is facing many difficulties; although income in the textile and garment industry has continuously increased annually, it remains a less attractive sector in the labor market due to low income and long working hours. The Company is also facing many difficulties in recruiting labor due to commuting conditions, accommodation, and high living costs.

- The human resources of Viet Nam's textile and garment industry currently face a shortage of unskilled labor due to shifts to other sectors, a lack of high-quality human resources to meet digital/green transformation requirements, and increasing labor costs. Delays in training compared to the pace of automation also threaten productivity and the ability to fulfill complex orders.

- The labor market is continuously fluctuating; to ensure sufficient human resources for production in the coming period, the Company focuses on mobilizing resources and prioritizing investment in modern industrial machinery in a targeted and practical manner, applying a leapfrogging approach, and completing a closed production chain covering weaving, dyeing-printing, and garment manufacturing to provide customers and partners with the best and most reputable products and services. At the same time, the Company implements incentive policies to retain employees: applying wage schemes beneficial to employees, productivity bonuses, bonuses for holidays and Tet, year-end performance bonuses, allowances, and other benefits. In addition, to minimize risks, the Company coordinates well with the grassroots trade union to take care of and ensure the material and spiritual well-being of employees. The Company also develops appropriate remuneration, welfare, and salary and bonus policies to retain employees.

- The issue of sourcing a stable, skilled workforce and having qualified human resources within the management structure is always a matter of concern for the Company's leadership and is identified as one of the decisive conditions for long-term, sustainable development as well as for achieving the Company's objectives.

d) Policy and legal risks

- Laws play a guiding role in directing and regulating business operations, ensuring fairness, transparency, and safety for the market. The Company operates as a joint stock company and is registered for trading on the Hanoi Stock Exchange (HNX), therefore it is subject to legal regulations such as the Law on Enterprises, the Law on Securities, the Labor Code, the Law on Corporate Income Tax, regulations of the Stock Exchange, and other relevant regulations related to the securities market.

- The Company's main business is the production of textile, dyeing, printing and garment products, so the Company is also governed by relevant laws such as the Law on Investment, the Law on Bidding, the Law on Environmental Protection, etc.

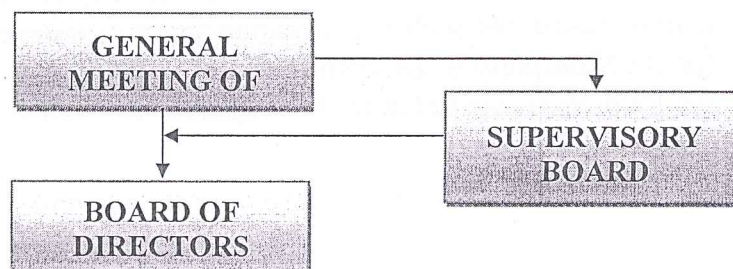
- The stability of the political, legal, and policy system has a significant impact on the stability and development capacity of economic sectors in general and the textile and garment industry in particular. Viet Nam is in the process of integration and development, so changes or adjustments to the legal system to align with practical conditions are inevitable. This creates difficulties for enterprises in general and the Company in particular in their business and production activities. To control and mitigate legal risks, and in line with the policies of the Party and the State regarding the implementation of the two-tier local government model, which has also affected business and production activities, the Company has promptly updated such changes and developed appropriate plans to ensure that its business and production activities comply with the law.

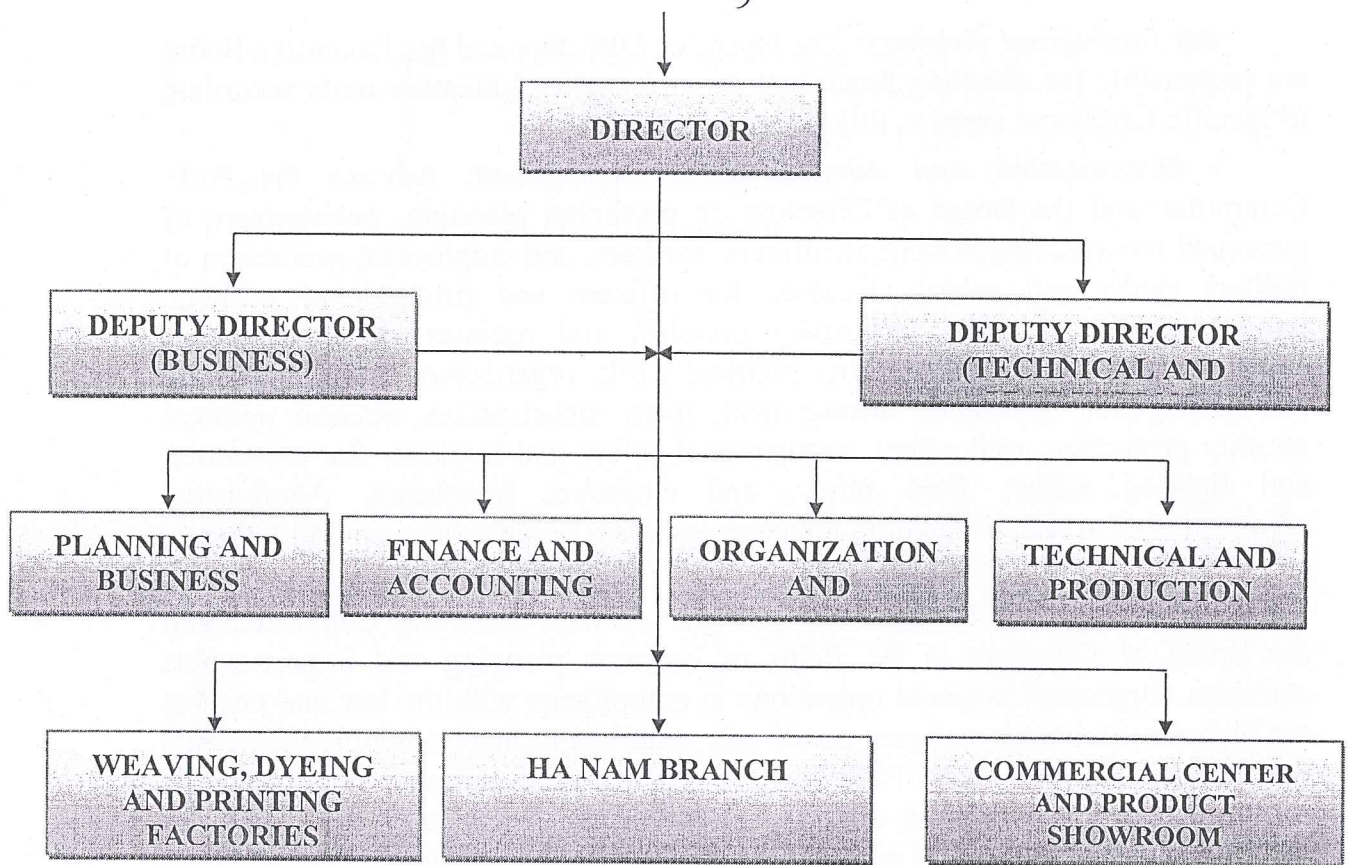
e) Other risks

- In addition to the risks mentioned above, other risks may also arise in force majeure situations, including unforeseeable risks such as natural disasters, storms, floods, epidemics, fires, wars, etc. These risks have a very low probability of occurrence but are difficult to predict and have a significant impact on the Company's business and production activities. Therefore, the Company always has preventive and risk mitigation plans in place to ensure timely and effective responses when such situations occur. In addition, training sessions on fire prevention and fighting, occupational safety and hygiene, etc. are also regularly organized by the Company to improve the awareness and response capabilities of all employees. The Company also pays attention to raising awareness among all employees about environmental protection in their work as well as in daily life.

6. Corporate governance model, business organization, and management structure

ORGANIZATIONAL STRUCTURE OF THE COMPANY





a) General Meeting of Shareholders The General Meeting of Shareholders is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year and must be convened within four months from the end of the financial year. The General Meeting of Shareholders adopts decisions within its authority through voting at meetings or by collecting written opinions.

b) Board of Directors: The Board of Directors is the direct management body of the Company. It exercises rights and obligations assigned by the General Meeting of Shareholders in accordance with the Company's Articles of Association and applicable laws; it has the authority to act on behalf of the Company to exercise its rights and obligations, except for matters under the authority of the General Meeting of Shareholders.

c) Supervisory Board: The Supervisory Board is elected by the General Meeting of Shareholders. It is responsible for examining the legality of management and operation of business activities; appraising the Company's annual financial statements; reporting the results of supervision of the Company's business and production activities to the General Meeting of Shareholders; and performing other duties in accordance with the Company's Articles of Association.

d) Executive Board: The Executive Board manages the Company's daily production activities, operates under the supervision of the Board of Directors, and is responsible to the Board of Directors and before the law for the performance of assigned rights and duties.

dd) Functional divisions: The Board of Directors and the Executive Board are responsible for directing functional departments and member units according to specific functional areas as follows:

- **Organization and Administration Department:** Advises the Party Committee and the Board of Directors on personnel planning, management of personnel records, recruitment of officers, workers, and employees; promotion of military ranks and salary increases for officers and professional soldiers; implementation of labor and salary policies; and regimes and policies for employees. Manages Party affairs, political work, organizational work, training and propaganda, personnel management, mass mobilization, internal political security protection, unit safety, occupational safety and hygiene, fire prevention and fighting safety, food safety, and employee healthcare. Administers administrative affairs of the unit, manages logistics, vehicle fleet, and all facilities and real estate of the Company.

- **Planning and Business Department:** Advises the Party Committee and the Board of Directors in the fields of business planning and import-export activities. Organizes business operations in compliance with the law and ensures the highest efficiency; manages goods and materials to meet timely requirements for business and production. Fully records and reports all business and production activities serving production and import-export to the Board of Directors and competent authorities on a periodic basis. Coordinates closely with functional departments and affiliated units to develop business plans, investment plans, construction plans, technical research, labor plans, and marketing strategies on a monthly, quarterly, annual, and long-term basis in line with the Company's strategic orientation. Performs production scheduling according to plans and customer timelines to ensure timely fulfillment of each order. Prepares plans for investment in upgrading machinery, equipment, and factories in accordance with the Company's investment orientation.

- **Finance and Accounting Department:** Advises the Party Committee and the Board of Directors on financial, accounting, internal audit matters, asset management, settlement of contracts, control of operating costs, and management of the Company's capital and assets. Meets financial needs for all production activities in accordance with plans and ensures financial balance. Organizes accounting and statistical work.

- **Technical and Production Department:** Advises the Party Committee and the Board of Directors on technical quality management and supervision, equipment and material management, occupational safety management, and technical design. Researches, proposes, and applies technical improvement initiatives and production technology innovations to enhance equipment operation capacity and labor productivity. Organizes inspections of compliance with technological processes, safe equipment operation methods, and technical standards of machinery and equipment at workshops. Researches and proposes technical safety measures, reduces labor intensity, and improves working conditions for employees, submits for approval, and organizes implementation.

Inspects, controls, and reports on environmental matters, submits to the Chairman of the Board of Directors for approval, and sends reports to competent State authorities in accordance with legal requirements.

- **Weaving Factory:** Specializes in the production and processing of various types of fabrics to meet the Company's business and production needs as well as market demand; manufactures, processes, and repairs machinery parts and components serving production.

- **Dyeing and Printing Factory:** Specializes in dyeing, printing, and finishing of various types of fabrics to meet the Company's production and business needs as well as market demand. Manages, operates, and maintains the entire electrical system, machinery, water supply and drainage; designs and installs electrical and water systems, and constructs small- and medium-scale civil works. Produces and applies electrostatic coating for tent frames, canopies, and other defense and civil products.

- **Garment Factory:** Specializes in the production of military uniforms, office uniforms, and export garments, using production lines and equipment from Japan. Also produces various types of tents serving defense and civil purposes.

- **Commercial Center and Product Showroom:** Displays, introduces, and provides consultation on products and designs manufactured by the Company.

- **Ha Nam Branch:** Conducts business and production activities in the garment sector serving national defense and security tasks, as well as domestic and export markets and other business lines in accordance with its registered business scope.

7. Executive Board and Chief Accountant

No.	Full Name	Position	Date of Birth	Professional Qualification	Number of Shares Represented and Owned (shares)
1	Dinh Quang Nhan	Director	September 26, 1976	Bachelor's Degree	3,942,530
2	Ha Hong Quan	Deputy Director (Technical – Production)	July 24, 1977	Bachelor's Degree	16,400
3	Tran Thi Phuong Hong	Deputy Director (Business)	January 1, 1974	Intermediate	1,779,200
4	Nguyen Thi Duc	Chief Accountant	February 9, 1972	Bachelor's Degree	9,700

8. Financial situation

- Key financial indicators

Indicator	2024	2025	Notes
1. Liquidity ratios			
+ Current ratio	1.53	1.68	
+ Quick ratio	1.13	1.32	
2. Capital structure ratios			
+ Debt/Total assets ratio	0.47	0.44	
+ Debt/Equity ratio	0.89	0.80	
3. Profitability ratios			
+ Net profit/Net revenue ratio	0.06	0.07	
+ Net profit/Equity ratio	0.19	0.18	
+ Net profit/Total assets ratio	0.10	0.10	
+ Operating profit/Net revenue ratio	0.08	0.09	

9. Shareholding structure

a) Shares

- Share name: Shares of Det May 7 Joint Stock Company
- Share type: Ordinary shares
- Par value: VND 10,000/share
- Total number of shares: 15,411,100 shares
- + Outstanding shares: Ordinary shares
- + Freely transferable shares: 15,374,000 shares
- + Restricted shares: 37,100 shares

b) Shareholder structure

Indicator	Number of shareholders	Number of shares held	Value (VND)	Ratio (%)
Domestic shareholders		15,411,100	154,111,000,000	100.00%
- Organizations	3	10,321,994	103,219,940,000	66.98%
- Individuals	121	5,089,106	50,891,060,000	33.02%
Foreign shareholders	-	-	-	-
- Organizations	-	-	-	-
- Individuals	-	-	-	-
Total	124	15,411,100	154,111,000,000	100.00%

(According to shareholder list No. VNDVCAVSDD009844/VSDDM7XX dated January 7, 2026 issued by VSDC)

c) *Changes in owners' equity*: None.

d) *Treasury share transactions and other securities*: None.

10. Report on environmental and social impacts

a) *Environmental policies*

- The textile and garment industry not only uses labor but also consumes energy and other input materials in its production and business activities. The Company is always aware of the importance of ensuring environmental safety requirements and regularly implements measures to control quality and better manage products from input materials to the production stage. Accordingly, the Company focuses on sustainable development, reducing greenhouse gas emissions, while maintaining business and production activities and ensuring environmental safety.

- The main raw materials for the Company's production activities are fabrics and yarns, along with related accessories such as needles and threads. All materials are sourced from reputable and long-term suppliers. However, the Company continuously strives to find standard-compliant sources to meet customer requirements. In addition, the Company carefully reviews and selects input materials to ensure that products delivered to customers meet quality standards. At the same time, the Board of Directors and the Board of General Directors have developed appropriate business strategies and inventory management strategies to adapt to changes in production plans.

- Water is also one of the major factors supporting the Company's operations in business and production activities in particular and the textile and garment industry in general. The use of water resources is always an important issue, as natural water sources are among the most valuable environmental resources. To ensure efficient use of water, enterprises operate with the principle of saving water resources to protect the environment and ensure long-term availability in the future. Det May 7 Joint Stock Company is no exception; the Company always develops production plans prioritizing water-saving and effective reuse to contribute to the protection of this valuable environmental resource.

- In the Company's business activities, energy is heavily used in production and operations. All activities in the supply chain are identified with environmental impact aspects, including solid waste, domestic waste, hazardous waste, natural resources, wastewater, air pollution, dust, and noise. Therefore, the Company has implemented various measures to minimize environmental impacts, including:

+ Improving and investing in modern environmentally friendly technologies; investing in research on designs and quality to produce high-quality products.

+ Improving environmental landscapes and the premises of the Company and its factories to ensure a green, clean, and beautiful environment.

+ Paying close attention to environmental assessment and research; the Company aims to train specialized personnel in this field to acquire expertise and propose measures to minimize emissions during production, comply with environmental protection regulations and standards, and strictly maintain ISO 14001:2015 standards.

+ Proactively inspecting water systems regularly to address leakage and reduce water loss.

+ Actively promoting awareness among employees regarding water conservation, encouraging self-discipline in saving water and enhancing awareness of the importance of water resources, thereby contributing to environmental protection.

+ Regularly updating and strictly complying with legal regulations related to environmental protection in the Company's business and production activities, ensuring that production and discharge processes are carried out in accordance with regulations and do not adversely affect the surrounding environment.

b) Policies for employees

The total number of employees of the Company is currently: 467 persons.

Of which:

- Employees with university and postgraduate qualifications: 118 persons
- Employees with college and intermediate qualifications: 174 persons
- Unskilled labor: 175 persons

Qualification	Number of employees (persons) (As at December 31, 2025)	Percentage %
By labor category		
Direct labor	376	80.5%
Indirect labor	91	19.5%
By qualification level		
University and above	118	25.3%
College, intermediate	174	37.3%
Technical workers, elementary labor	175	37.4%

c) Report on responsibilities toward the local community

In addition to organizing efficient production and business activities, the Company actively participated in social policy activities, demonstrating its positive values toward local communities in particular and society in general. The Company effectively implemented the campaign "All people unite to build

cultural life” in association with the emulation movement “Armed Forces of the Military Region join hands to build new rural areas,” the movement “The whole country joins hands for the poor – leaving no one behind,” as well as gratitude and social policy activities and rear support policies for the military. In 2025, the Company supported the construction of 04 gratitude houses for military and civilians and other social policy support in the area, with a total value of VND 1.4 billion.

11. Training, salary, bonus and allowance policies

a) Working regime

- Working hours: The Company organizes a 48-hour working week. Shift working regime applies to direct labor (production division). Office-hour working regime applies to indirect labor (office division).

- Working time regulations:

- + Administrative working hours: Morning from 7:30 to 11:30; afternoon from 12:30 to 16:30.

- + For direct production workers: Shift-based production, 8 hours per shift.

b) Salary, bonus and welfare policies

- Salary policy: The Company develops its own salary policy in line with the characteristics of its business sector and ensures that employees fully enjoy all benefits in accordance with State regulations, suitable to each individual's qualifications, capacity, and job. The Company currently applies a salary system by department, where salary is linked to the performance results of each employee and the tasks of each department and collective within the Company (based on productivity, quality, and work efficiency).

- Forms of salary and bonus payment:

- + Direct piece-rate salary: Payment based on output achieved, with defined time norms and unit prices for each specific job.

- + Salary for indirect divisions: Payment to departments and units of the indirect division, where the monthly salary fund is determined based on the ratio of the indirect salary fund to the total salary fund of each unit as approved by the Company.

- + Insurance and welfare: The Company has always fully complied with legal regulations on salary, bonus, social insurance (SI), health insurance (HI), and unemployment insurance (UI). Contributions to social insurance, health insurance, and unemployment insurance have been made in accordance with the law. In addition, the Company has purchased 24/24 accident insurance for 100% of its employees. Welfare regimes include bonuses on holidays, 13th-month salary, year-end performance bonuses; hazardous allowance directly added to mid-shift meals; periodic health check-ups and annual occupational disease examinations; provision of uniforms and labor protection equipment. Furthermore, the Company ensures good implementation of policies, benefits, and both material and spiritual well-being for employees; organizes cultural, sports, and social activities on International Women's Day (March 8) and October 20;

organizes activities for employees' children on International Children's Day (June 1); arranges travel and vacation programs for employees to enhance long-term commitment to the Company; supports the care of 05 orphaned children affected by the COVID-19 pandemic, with an average support of VND 1 million per child until they reach 18 years old; and conducts various cultural and mass activities with a total expenditure of VND 3.1 billion.

- The Company has implemented timely reward policies for individuals and collectives making significant contributions to its production and business activities, and has applied disciplinary measures against individuals whose actions adversely affect the Company's interests and reputation.

c) Recruitment and training policies

Recruitment activities have always been emphasized by the Board of Directors and the Executive Board. Recruitment campaigns have been conducted publicly and fairly, creating trust for candidates with qualifications and capabilities when deciding to apply to the Company.

12. Production and business performance

In 2025, the global economy faced many difficulties due to political instability, high inflation, prolonged interest rate increases, declining consumer demand, and negatively affected economic growth. The domestic economy was also strongly impacted by the global economic downturn; prices of input materials for production fluctuated unpredictably; meanwhile, production was required to ensure product quality in line with increasingly demanding market consumption needs. At the same time, cost stability had to be maintained, which significantly affected the implementation of the Company's key political tasks. From these characteristics, several advantages and difficulties have emerged as follows:

- Advantages: The Company has consistently received close attention, leadership, and direction from the Command of the Military Region, the Party Committee of Dong Hai Company, and guidance from superior functional agencies. The Board of Directors and the Executive Board have been proactive and active in overcoming difficulties, researching methods, and organizing production and business activities in association with the implementation of production and business tasks. The workforce has maintained internal unity, clearly understood their responsibilities and assigned tasks, thereby contributing to building a strong Party organization and a comprehensively strong unit.

- Difficulties: The textile and garment market has remained highly competitive, orders have declined, and prices of input materials for production and business have continued to fluctuate unpredictably due to the impact of the USD exchange rate and domestic gold prices. Reduced consumption demand has led to a decline in commercial revenue, affecting the Company's production and business operations. Based on these conditions, the Board of Directors and the Executive Board have focused resources and proactively implemented various leadership and management measures to ensure the successful fulfillment of the 2025 production and business targets, with the following results:

The Company organized and implemented production and business tasks in accordance with policies and laws, ensuring efficiency, unity, and safety; promoted the emulation movement “Productivity, Quality, Efficiency” in close association with production, business, and economic activities while ensuring National Defense and Security; managed and utilized defense land effectively and for proper purposes; focused on producing defense goods and market products, strengthened marketing efforts, and secured supply sources for production and business activities; strictly managed and maintained stable quality while improving productivity and product quality; implemented salary, bonus, and employee welfare policies in a democratic, fair, and transparent manner, successfully achieving the planned targets.

*** Production and business performance results**

No.	Indicator	Unit	Plan 2025	Actual 2025	% of Plan Achieved
1	Total revenue	VND million	740,000	744,925	100.66
2	Profit before tax	VND million	68,600	68,763	100.24
3	Profit after tax	VND million	54,680	54,978	100.55
4	State budget contribution	VND million	36,967	39,385	106.54
5	Dividend payment		(19%) 29,281	(24%) 36,987	126.31
-	Dividend to Dong Hai Company	VND million	14,933	18,863	126.31
-	Dividend to other shareholders	VND million	14,348	18,124	126.31
6	Average income	VND million/person/month	13.1	13.8	105.34

- During the year, the Company supplemented its business lines to effectively utilize its assets and capital, specifically: Industry code 5225: Support service activities directly related to road transport. Industry code 5225: Support service activities directly related to road transport. Industry code 5510: Short-term accommodation services. Industry code 5610: Restaurant and mobile food service activities. The Company also sought shareholders’ opinions in writing to approve adjustments to the 2025 production and business plan targets.

- The Company effectively implemented investment and construction activities, procurement of machinery and equipment in accordance with procedures, State laws, regulations of the Military Region, Dong Hai Company,

and the Company's internal regulations. It focused on effectively utilizing invested machinery and equipment systems to improve productivity, output, and product quality to meet customer demands. In 2025, the Company invested in machinery and equipment with a total value of VND 15.808 billion, funded from depreciation and the Company's development investment fund.

No.	Description	Unit	Quantity	Value
1	Machinery and equipment for garment sector	Package	01	923,000,000
2	TCM ZW50 wheel loader	Unit	01	345,000,000
3	Handheld spectrophotometer	Unit	03	123,900,000
4	Jaguar ET-90 10 HP air compressor	Unit	01	32,000,000
5	Oil-injected screw air compressor	Unit	01	978,000,000
6	Fluidized bed boiler system	System	01	11,281,000,000
7	Foundation for fluidized bed boiler	Unit	01	301,000,000
8	Mercerizing machine LMH232-200 and NaOH recovery concentration system	System	01	1,825,000,000
TOTAL				15,808,900,000

II. REPORT OF THE EXECUTIVE BOARD

1. Evaluation of production and business performance

In 2025, the domestic economy operated in the context of a global economic outlook that continued to face many difficulties and challenges, as strategic competition among major countries further complicated global security, economic, and investment issues. Due to intense competition in both domestic and international markets, rising input material prices, increasing labor and social insurance costs, the loss of advantages in low-cost labor, higher production costs compared to some countries in the region, slowing foreign investment inflows into Vietnam, and increased labor mobility compared to previous years, the Company's competitiveness declined relative to other countries. However, the Company still maintained stable operations and achieved efficiency in its production and business activities.

2. Financial situation

a) Assets

Unit: VND

Indicator	2024	2025
Current assets	389,114,842,980	406,303,984,542
Non-current assets	150,929,722,484	139,875,391,580

Total assets	540,044,565,464	546,179,376,122
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b) Liabilities

Unit:

VND

Indicator	2024	2025
Current liabilities	253,667,233,349	242,304,701,547
Non-current liabilities	-	-
Total liabilities	253,667,233,349	242,304,701,547

3. Improvements in organizational structure, policies, and management

In 2025, the Company continued to consolidate its organizational structure, management apparatus, and functions and duties of each department. During the year, the Company reorganized, reassigned, and appointed personnel in the Technical and Production Department, Administration and Human Resources Department, and Dyeing Factory. In addition, the Company issued supplementary regulations, processes, and policies to improve the quality of its business operations management system. Recognizing the importance of human resources, the Executive Board continued to strengthen management and effective utilization of human resources, increased recruitment for the Technical and Production Department, Planning and Business Department, and affiliated factories. Training of workers, skill improvement, staff development, and professional capacity enhancement were given special attention. At the same time, the Company analyzed customer demand to adjust production strategies and market allocation ratios to promptly meet customer needs.

4. Planned targets for 2026**a) Expected targets for 2026**

- Revenue: VND 814,000 billion
- Profit (before tax): VND 75,460 billion
- State budget contribution: VND 44,152 billion
- Total payroll fund: VND 76,916 billion
- Average income: VND 15,200,000/person/month
- Average workforce: 422 persons
- Expected dividend: 27% (2,700 VND/share): VND 41,610 billion
- + Payment to Dong Hai Company (dividend): VND 21,221 billion
- + Dividend to other shareholders: VND 20,389 billion

b) Planned capital construction investment

Investment in construction and procurement of machinery and equipment will be carried out in accordance with State regulations and approved plans, ensuring fulfillment of production and business requirements. The estimated investment value for 2026 is 12,817 billion VND, specifically:

- 03 batch dyeing machines: VND 12,817 billion

III. CORPORATE GOVERNANCE

1. Board of Directors

a) Members and structure of the Board of Directors

No.	Full Name	Position	Number of Shares Represented and Owned (shares)	Positions in other companies
1	Nguyen Manh Tung	Chairperson of the BOD	3,929,831	
2	Dinh Quang Nhan	Member of the Board of Directors – Director	3,942,530	
3	Tran Thi Phuong Hong	Member of the Board of Directors Deputy Director (Business)	1,779,200	Member of the Board of Directors at Son Tien Textile Company Limited
4	Nguyen Thanh Duong	Member of the Board of Directors	0	Chairman of Members' Council of Thanh Vinh Company Limited
5	Nguyen Xuan Thuy	Member of the Board of Directors	5,200	

b) Subcommittees under the Board of Directors: None established.

c) Activities of the Board of Directors

- The Board of Directors has fully performed its functions and duties in compliance with laws, the Articles of Association, and resolutions of the General Meeting of Shareholders. The Board has made decisions through voting at meetings and by written consultation.

- In 2025, the Board of Directors focused on directing and supervising production and business operations, issuing 24 resolutions and 52 decisions to guide management, organization, and production and business activities of the Company; closely monitoring actual conditions to review and evaluate the implementation of resolutions by the Director in production and business activities, investment, personnel organization, and development strategy; and always creating favorable conditions for the Executive Board to fulfill its duties. All resolutions of the Board of Directors were based on high consensus among its members.

- In addition to approving investment and construction policies, the Board of Directors also approved monthly, quarterly, and annual production and business plans and strictly organized their implementation throughout the Company.

- The Board of Directors chaired and successfully organized the 2025 Annual General Meeting of Shareholders and the 2025 Extraordinary General Meeting of Shareholders; and supervised and directed periodic and extraordinary information disclosure in accordance with legal regulations.

2. Supervisory Board

a) Members and structure of the Supervisory Board

No.	Full Name	Position	Number of Shares Represented and Owned (shares)
1	Nguyen Thi Kim Anh	Head of the Supervisory Board	2,100
2	Nguyen Thi Thuan	Member of Supervisory Board	0
3	Nguyen Thi Hong Thuy	Member of Supervisory Board	0

b) Activities of the Supervisory Board

- The Supervisory Board conducted monitoring and supervision, reviewing quarterly, semi-annual, and annual reports as well as issues related to the Company's production and business activities. It appraised business performance reports and financial statements, and examined the reliability of financial data. The supervision process ensured honesty and prudence without hindering production and business operations.

- The Supervisory Board supervised the Board of Directors and the Executive Board in complying with legal regulations, implementing the resolutions of the 2025 General Meeting of Shareholders, and issuing resolutions and decisions of the Board of Directors.

- The Supervisory Board participated in meetings of the Board of Directors to supervise matters such as: evaluation of quarterly production and business performance, planning activities, and investment in procurement of machinery and equipment serving production and business operations.

3. Transactions, remuneration and benefits of the Board of Directors, Executive Board and Supervisory Board

a) Remuneration and benefits

- Remuneration of the Board of Directors and Supervisory Board:

+ Member of the Board of Directors: VND 5,600,000/person/month

+ Head of Supervisory Board: VND 3,000,000/person/month

+ Member of Supervisory Board: VND 2,000,000/person/month

*** Total remuneration paid: VND 151,200,000**

- Income of the Chairperson of the Board of Directors and the Executive Board

No.	Full Name	Position	Income (VND)
1	Nguyen Manh Tung (10 months)	Chairperson of the Board of Directors	540,000,000
2	Lai Thi Bay (02 months)	Chairperson of the Board of Directors	108,000,000
3	Dinh Quang Nhan	Member of the Board of Directors – Director	648,000,000
4	Ha Hong Quan	Deputy Director	540,000,000
5	Tran Thi Phuong Hong	Member of the Board of Directors – Deputy Director	405,000,000
6	Nguyen Thanh Duong (03 months)	Deputy Director	135,000,000

b) Share transactions of insiders: None

c) Contracts or transactions with related parties

- The Company has conducted transactions with related parties, specifically:

+ Dong Hai One Member Limited Company (the parent company holding 51% of shares)

Total value of purchase and sale transactions: VND 523,175,200

+ Thanh Vinh Production and Trading Company Limited (Mr. Nguyen Thanh Duong – Member of the Board of Directors of Det May 7 Joint Stock Company and concurrently Chairman of the Members' Council of Thanh Vinh Production and Trading Company Limited)

Total value of sales and processing: VND 41,020,914,225

+ Cao Gia Phat Group Joint Stock Company (Mr. Cao Xuan Minh, husband of Ms. Tran Thi Phuong Hong – Member of the Board of Directors and Deputy Director of Det May 7 Joint Stock Company, is also a Member of the Board of Directors of Cao Gia Phat Group Joint Stock Company)

Total value of sales and processing: VND 39,993,915,540

+ Tan Thuy Lam Production and Trading Company Limited (Mr. Dang Van Lam, a shareholder holding more than 10% of voting shares of Det May 7 Joint Stock Company, is the Director and capital contributor of Tan Thuy Lam Production and Trading Company Limited)

Total value of purchase and sale transactions: VND 54,410,075,900

d) Assessment of compliance with corporate governance regulations

The Company has complied with and effectively implemented corporate governance in accordance with the Articles of Association, internal regulations, and applicable laws.

IV. FINANCIAL STATEMENTS

1. Auditor's opinion

The auditor's opinion is as follows: "In our opinion, the financial statements present fairly, in all material respects, the financial position of Det May 7 Joint Stock Company as at 31 December 2025, as well as its business results and cash flows for the financial year ended on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese enterprise accounting regime, and relevant legal regulations on the preparation and presentation of financial statements."

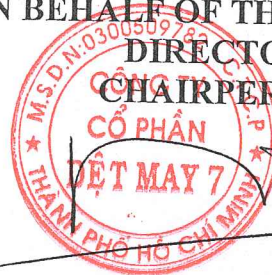
2. Audited financial statements

The financial statements for the accounting period from 01 January 2025 to 31 December 2025 have been audited in accordance with legal regulations (attached). *Lr*

Recipients:

- Board of Directors of the Company;
- Supervisory Board;
- Executive Board;
- Shareholders of the Company;
- Filing: Archived, Administration Department, Ph127.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON



[Signature]
Nguyen Manh Tung

