

MEETING INVITATION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders of Nha Be Garment Corporation - JSC

The Board of Directors of Nha Be Garment Corporation - JSC cordially invites Shareholders to attend the 2026 Annual General Meeting of Shareholders with the following main agenda items:

1. Date: 09:00, June 26, 2026

2. Venue: No. 4 Ben Nghe, Tan Thuan Dong Ward, District 7, Ho Chi Minh City.

3. Meeting Agenda:

- Report on the implementation of the 2025 AGM Resolution and the 2026 Plan;
- Report on the activities of the Board of Directors in 2025; strategic orientation for 2026;
- Report of the Board of Supervisors;
- Audited financial statements for 2025;
- Report on the use of proceeds from the public offering of convertible bonds;
- Selection of an auditing firm for the 2026 financial statements;
- Profit distribution plan for 2025; Profit distribution plan for 2026;
- Finalization of remuneration for the Board of Directors/Supervisory Board in 2025, and the remuneration plan for 2026;
- Proposal for the continued implementation of the Employee Stock Ownership Plan (ESOP);
- Amendments and supplements to the Company Charter;
- Amendments and supplements to the internal regulations on corporate governance; amendments and supplements to the operating regulations of the Board of Directors;
- Dismissal and election of additional members to the Supervisory Board for the remainder of the 2023-2027 term;
- Other matters under the authority of the General Meeting of Shareholders.

4. Documents: Shareholders may access the website: www.nhabe.com.vn from June 5, 2026, to view the meeting documents.

5. Conditions and procedures for attendance:

- All shareholders named in the list finalized on May 27, 2026, by the Vietnam Securities Depository and Clearing Corporation (VSDC);
- In case a shareholder authorizes/accepts authorization to attend the Meeting, please fill out the proxy form (according to the attached template or download it from the website: www.nhabe.com.vn); each shareholder may only authorize once, with the number of authorized shares equal to the number of shares owned, and send it to the Organizing Committee before June 24, 2026;
- To confirm attendance/proxy attendance at the Meeting, please send a letter, email, or call the Corporation directly before June 24, 2026, at the following address:



- **NHA BE GARMENT CORPORATION - JSC**
- **Headquarters:** 04 Ben Nghe, Tan Thuan Ward, Ho Chi Minh City
- **Phone:** 028 38720077 (Ext 1067 – Ms. Nguyen Thi Ngoc Thao)
- **Email:** thaontn@nhabe.com.vn

Note: Confirmation of attendance at the General Meeting of Shareholders is mandatory. Attending shareholders please bring your Citizen Identity Card and the proxy form (in case of authorization).

Your presence will contribute to the success of the Meeting.

Sincerely,

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



PHAM PHU CUONG





1. Date: Friday, June 26, 2026

2.P. Meeting agenda content:

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| 3. Election of Board of Supervisors members for the remainder of Term V (2023 – 2027) | | |
| ▪ Approval of the regulations for the election of Board of Supervisors members | Election Committee | 10:50 – 11:10 |
| ▪ Approval of the list of candidates for the Board of Supervisors | | |
| ▪ Shareholders conduct the election | | |
| 4. Shareholders discuss and vote on meeting contents (marking ballots) | Shareholders | 11:10 - 11:20 |
| 5. Discussion and Q&A session | Chairperson | 11:20 - 11:40 |
| 6. Announcement of voting results for meeting contents and Board of Supervisors election results | Vote Counting Committee | 11:40 - 11:50 |
| 7. Approval of the meeting minutes and Resolution. | Secretary | 11:50 - 12:00 |
| 8. Closing of the meeting | Organizing Committee | 12:00 |





**REGISTRATION OR PROXY FORM
FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Nha Be Garment Corporation - Joint Stock Company

- Name of shareholder / organization:
- Representative of the organization:Position:.....
- ID Card/Passport/Business Registration Certificate No.....
- Date of issue:Place of issue:.....
- Address:
- Phone number:.....Email:
- Total number of shares represented and/or owned:shares

Shareholders please select one of the two options below (mark X in the selected box)

1. REGISTER TO ATTEND ☐

2. AUTHORIZE THE PROXY HOLDER BELOW ☐

Proxy holder:

- Mr./Ms.:.....
- ID Card/Passport/Business Registration Certificate No.....
- Date of issue:Place of issue:.....
- Address:.....
- Phone number:.....Email:
- Number of authorized shares:.....

In case the shareholder cannot attend and cannot authorize another person, please authorize one of the current Board of Directors members below:

| No. | Full name | Position | Select | Number of authorized shares |
|-----|---------------------|----------------------|--------|-----------------------------|
| 1 | Mr. Pham Phu Cuong | Chairman of the BoDs | | |
| 2 | Mr. Nguyen Ngoc Lan | Member of the BoDs | | |
| 3 | Mr. Doan Minh Duc | Member of the BoDs | | |
| 4 | Mr. Nguyen Huu Tam | Member of the BoDs | | |

The proxy holder shall represent the Authorizing Party to attend the 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - Joint Stock Company held on June 26, 2026; participate in discussions and vote on matters proposed by the Meeting.

I take full responsibility before the law and Nha Be Garment Corporation - Joint Stock Company for this authorization. The proxy holder shall not authorize any other person and must bring their ID Card/Passport along with this proxy form when attending the Meeting.

....., 2026

The Authorized Person

The Authorizing Person

Ho Chi Minh City, 01 June 2026

WORKING REGULATIONS OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

NHA BE GARMENT CORPORATION - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - JSC
The Organizing Committee of the 2026 Annual General Meeting of Shareholders hereby submits the Working Regulations to the General Meeting for approval as follows:

Article 1. Objectives

- To achieve the highest consensus among shareholders to fulfill the tasks set forth by the General Meeting;
- To ensure the principles of openness, fairness, democracy, and solidarity;
- For the benefit of shareholders and to meet the sustainable development needs of the Corporation.

Article 2. Conditions for conducting the General Meeting

- The Annual General Meeting of Shareholders shall be conducted when shareholders or authorized representatives attending the meeting represent more than 50% of the total voting shares of the Corporation.

Article 3. Order and decorum of the General Meeting

- Shareholders shall dress appropriately;
- Maintain order and professional conduct during the meeting; refrain from smoking; use mobile phones courteously; respect the culture of polite and friendly communication; and do not leave the meeting before it concludes without the consent of the Chairperson.

Article 4. Voting on matters at the General Meeting

- **Principle:** As directed by the Chairperson, voting on matters during the General Meeting shall be conducted publicly by raising voting cards issued by the Organizing Committee of the General Meeting.
- **Voting method:** The General Meeting shall vote on each issue in the meeting agenda. For each item requiring a vote, shareholders shall express their consensus by raising their voting cards; shareholders who do not raise their voting cards shall be considered as having no opinion; shareholders who leave during the voting process shall be considered as having agreed to the matter being voted on. Additionally, for certain matters requiring a ballot, shareholders shall mark one of the three boxes: ☐approve, ☐disapprove, or ☐no opinion.

Article 5. Expressing opinions at the General Meeting

- **Principle:** Shareholders attending the General Meeting shall submit a written registration form for speaking, clearly stating the content and duration, to the Secretariat and may only speak upon the consent of the Chairperson.



- **Speaking method:** Shareholders shall speak concisely and focus on the registered content, which must fall within the scope of the General Meeting agenda. The Chairperson shall acknowledge and address the points; the Chairperson has the right to request that a speaker stop if the shareholder's opinion negatively impacts the progress of the General Meeting.

Article 6. Responsibilities of the Chairperson:

- The Chairperson shall consist of 01 person;
- Direct the General Meeting in accordance with the agenda, regulations, and rules approved by the General Meeting. The Chairperson shall work based on the principle of democratic centralism and make decisions by majority vote;
- Guide the General Meeting in discussing and taking votes on issues within the meeting agenda and related matters throughout the General Meeting;
- Resolve any issues that may arise during the General Meeting.

Article 7. Responsibilities of the Secretariat, Shareholder Eligibility Verification Committee, Vote Counting Committee, and Election Committee

- **The Secretariat** shall consist of two people introduced by the Chairperson, who are responsible to the Chairperson and the General Meeting for their duties; they shall record fully and truthfully all proceedings of the General Meeting and matters approved by shareholders, including reserved matters; receive registration forms for speaking from shareholders; and draft the minutes and the Resolution of the General Meeting approved at the meeting.
- **The Shareholder Eligibility Verification Committee** shall consist of three people who assist the Chairperson in verifying the eligibility of shareholders and report the results of the verification to the General Meeting.
- **The Vote Counting Committee and Election Committee** shall consist of three people nominated by the Chairperson and approved by the General Meeting, tasked with summarizing and announcing the results of voting and elections at the General Meeting and performing other tasks as assigned by the Chairperson.

Article 8. Minutes and Resolutions of the General Meeting

- All proceedings at the General Meeting must be recorded in the minutes by the Secretariat. The minutes and resolutions of the meeting shall be read and approved before the meeting closes and must be disclosed in accordance with regulations.

Article 9. Effectiveness

- These Regulations consist of 9 articles and shall take effect immediately after being approved by the General Meeting;
- Shareholders or authorized representatives and members attending the General Meeting are responsible for implementing these Regulations.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM PHU CUONG



Ho Chi Minh City, 01 June 2026

**REPORT ON THE IMPLEMENTATION OF THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS RESOLUTION**

I. Overview of the actual situation

- In 2025, the Vietnamese textile and garment industry continued to recover, though not yet sustainably. Major export markets such as the United States, EU, Japan, and South Korea showed signs of improvement; however, purchasing power remained slow to recover, orders fluctuated, and requirements regarding pricing, delivery times, green standards, traceability, and social responsibility became increasingly stringent.
- Intense competition from Bangladesh, India, Pakistan, Indonesia, and several other low-cost countries. Rising costs in labor, logistics, energy, and finance have impacted the company's profit margins.
- Nevertheless, the trend of global supply chain shifting continues to create opportunities for Vietnam due to a stable production environment, strong manufacturing capabilities, and growing reputation among international brands.
- In light of this, the Board of Directors directed the Executive Board to implement various flexible solutions, focusing on customer retention, order stabilization, cost control, productivity enhancement, management improvement, and the gradual application of digital transformation and AI in production and business activities to successfully complete the 2025 business targets.

II. Results of 2025 business performance targets:

| No. | Description | Unit | 2025 Plan | 2025 Actual | % Actual/Plan |
|-----|--------------------------|--------------------|------------|-------------|------------------|
| 1 | Cm revenue | USD | 20,500,000 | 17,464,057 | 85% |
| 2 | Total income | VND million | 3,200,000 | 3,018,234 | 94% |
| 3 | Gross profit | " | 108,000 | 114,076 | 106% |
| | - Depreciation | " | 36,000 | 36,059 | 100% |
| | - Profit before tax | " | 72,000 | 78,017 | 108% |
| | - Profit after tax | " | 60,000 | 65,594 | 109% |
| 4 | Average labor | Persons | 2,950 | 2,648 | 90% |
| 5 | Average income | 1000 VND/person | 11,900 | 12,000 | 101% |
| | <i>In which: Salary</i> | " | 10,300 | 10,500 | 102% |
| 6 | Charter capital | VND million | 200,000 | 200,000 | 100% |
| 7 | Pat/charter capital | % | 30.00% | 32.80% | |
| 8 | Basic earnings per share | VND | 3,000 | 3,280 | 109% |
| 9 | Budget contribution | VND million | 40,000 | 50,300 | 126% |

III. Assessment of the Corporation's performance in 2025:

• *Corporate governance:*

- The Corporation consistently complies with legal regulations, the Charter, and internal governance regulations, as well as the resolutions of the General Meeting of Shareholders and decisions issued by the Board of Directors.
- Information disclosure is carried out fully and on time in accordance with the regulations of the State Securities Commission and the Hanoi Stock Exchange.
- Human resources management: The Corporation assigns tasks based on personnel capabilities, timely appoints and transfers staff, and strengthens the management structure to meet the requirements of efficient production and business operations, as well as to serve long-term strategic goals.
- The Corporation streamlined personnel across departments, re-planned factory and warehouse layouts throughout the system, and comprehensively reduced costs. The working environment was improved synchronously from offices to production workshops.
- Actively implemented digital transformation and applied AI in production management and departmental operations.

• *Production management:*

- Regularly monitored and managed the quality system throughout the Corporation. Most factories in the system comply with production processes, product quality management, social responsibility, and customer requirements.
- Technological improvement solutions, initiatives to enhance productivity, waste reduction, and the application of AI in management have contributed to improved production efficiency. Several units with low productivity in the previous year showed positive changes in 2025.

• *Market operations:*

- The Corporation proactively implemented solutions to respond to US tariff policies, flexibly coordinated and shared with customers and suppliers to stabilize orders, ensuring continuous production and sufficient employment for workers.
- Planned production sources in line with the scale and actual situation of each unit; maintained market share and efficiency in key export markets. In addition to retaining traditional customers, the Corporation actively developed new clients, which also served as an opportunity to evaluate and select customers for further development.
- Strengthened coordination between departments and factories in organizing production and effectively utilizing orders.
- Domestic market: Continued to research and develop designs, styles, and types of materials suitable for the needs and trends of domestic fashion.

• *Investment and digital transformation:*

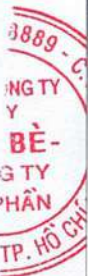
- In 2025, the Corporation implemented the project to build an AI system for production and business management. Phase 1 completed the basic infrastructure and synchronized ERP data to the AI Data Warehouse. The project aims to apply AI to office and production operations, standardize processes, eliminate waste, boost productivity and quality, promote personnel streamlining, and save costs to enhance production and business efficiency sustainably.

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- The company focused on in-depth investment in machinery and equipment to serve production and business activities.
- **Financial management:**
 - Restructured the use of loans from credit institutions to achieve optimal efficiency.
 - In 2025, the Corporation issued and listed convertible bonds to the public in accordance with the 2024 Extraordinary General Meeting of Shareholders resolution. Total number of bonds issued and listed: 1,800,000 bonds. Total par value: VND 180,000,000,000.
 - Inspected and controlled accounting and financial operations prevented exchange rate fluctuation risks, and reduced costs reasonably while ensuring the continuous operation of units throughout the system.
 - Managed cash flow to ensure sufficient capital for production and business activities.
 - Conducted regular management accounting, timely analyzing costs and production and business efficiency monthly.
- **Employee welfare:**
 - The Corporation implemented various solutions to care for employees, reformed salary distribution regulations, and effectively executed salary and bonus policies to stabilize income and retain employees, maintaining the workforce to achieve production goals for 2026 and subsequent years.
 - The Corporation's salary and bonus policy is applied based on the principle: linking salary to quality, productivity, and individual work efficiency. Additionally, the Corporation always focuses on balancing the interests of the business, shareholders, and employee welfare.
 - The Corporation always focuses on employee welfare, such as creating a comfortable working environment, visiting and caring for health, and paying attention to nutrition, so that employees can feel secure and committed to the Corporation.
- **Other activities:**
 - Environmental protection, fire prevention, security, labor safety, and food safety are always closely monitored and controlled, creating a clean and beautiful environment and ensuring safety in the Corporation's production activities.
 - Besides production and business activities, NBC always pays attention to and actively responds to social and charitable activities for the community. Accompanying the Corporation are mass organizations such as the Youth Union and the Trade Union, which also have practical activities to take good care of employees' lives.
 - In 2025, the Corporation continued to be recognized as 'Business for Employees' in the textile and garment industry.

IV. Conclusion:

Achieving the production and business results according to the General Meeting of Shareholders resolution, while increasing the Corporation's value in terms of reputation with customers, partners, and authorities, as well as with credit institutions, is due to the consensus of the Board of Directors, the decisive management of the General Director, the efforts of all employees, and the trust and companionship of shareholders, customers, and partners. This serves as a solid foundation for NBC to continuously develop and complete the goals assigned by the General Meeting of Shareholders.



The above is the report on the 2025 performance of Nha Be Garment Corporation - JSC.
Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHẠM PHU CUONG

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Ho Chi Minh City, 01 June 2026

**REPORT ON THE 2026 BUSINESS PLAN
AND IMPLEMENTATION SOLUTIONS**

I. Situation Assessment:

- It is forecasted that in 2026, the textile and garment industry will continue to recover but will remain volatile due to geopolitical influences, uncertainty regarding U.S. trade policies, and conflicts in several regions, particularly the Middle East, which increase the risk of supply chain disruptions and drive-up logistics costs.
- The trend of small orders and fast delivery requires businesses to be flexible and increase their response speed.
- The trend of rising input and labor costs, driven by increasing demands for wages, benefits, and working conditions, requires businesses to continue restructuring, increasing productivity, and optimizing costs to enhance their competitive advantage.
- The Corporation's key tasks are to stabilize the workforce, implement digital transformation, seek new markets and customers, and maintain production stability.

2. 2026 Plan Targets:

a/ Consolidated

| No. | Description | Unit | 2026 Plan |
|-----|--------------------------|-------------|-----------|
| 1 | Revenue and Other Income | Million VND | 5,400,000 |
| 2 | Profit before tax | Million VND | 265,000 |

b/ Parent Company

| No. | Description | Unit | 2026 Plan |
|-----|----------------------------------|-----------------|------------|
| 1 | CM Revenue | USD | 19,500,000 |
| 2 | Total income | Million VND | 3,250,000 |
| 3 | Profit before tax | " | 90,000 |
| 4 | Investment | " | 30,000 |
| 5 | Fully calculated export turnover | 1000USD | 145,000 |
| 6 | Fully calculated import turnover | " | 60,000 |
| 7 | Average labor | Person | 2,648 |
| 8 | Average income | 1000 VND/person | 12,500 |
| 9 | Budget contribution | Million VND | 45,000 |

3. Solutions for 2026 Plan Implementation

❖ **Corporate Governance:**

- Continue to reassign the functions and duties of the Board of Management appropriately for each period. Enhance the substantive leadership role of the Members of Board of Director to match the Corporation's growth rate.
- Continue to streamline and restructure personnel in professional departments throughout the Corporation and its subsidiaries.
- Implement human resource training plans through various forms. Focus on recruiting and training human resources, with special priority on developing a team of staff with innovative, sharp thinking, who can keep up with market and technology trends, and who are determined, courageous, and creative to meet the Corporation's development needs. Training must be linked to the Corporation's management succession planning for the 5–10-year period.
- Promote the application of information technology, digitalization, and artificial intelligence (AI) comprehensively in business operations to improve governance capacity and innovate the system through digital transformation.

❖ **Production Management:**

- Focus on effectively standardizing the production system and quality management system to maintain customer trust and create a competitive advantage for the Corporation.
- Continue to implement breakthrough solutions to accelerate and boost labor productivity. Pay attention to and provide solutions for units with low productivity, high labor turnover, and low production and business efficiency.
- Regularly evaluate the effectiveness of production management based on criteria: productivity, product quality, delivery time, and production costs.
- Implement comprehensive cost-saving measures, reasonable improvements, reduction of unnecessary expenses, and production specialization throughout the NBC system.

❖ **Market Operations:**

➤ *For the export market:*

- Closely monitor market developments regarding changes in U.S. tariff policies and develop plans and scenarios to proactively respond. Strengthening meetings and exchanges with customers to share difficulties, maintain sustainable cooperative relationships, and expand and diversify markets and products to avoid risks.
- Produce high-value-added items to further improve production efficiency.
- Re-plan customers for the Corporation's member units and restructure the customer base towards sustainable efficiency.
- Strengthen market research and analysis; accurately evaluate competitors to seize market opportunities; limit risks and ensure sustainable development.

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➤ *For the domestic market:*

- Effectively exploit e-commerce activities to achieve breakthrough growth for the Corporation's domestic market.
- Diversify design patterns and product categories.
- Develop sales plans for stores and accelerate inventory clearance.

❖ **Investment and Digital Transformation:**

- Continue to conduct research, improvement initiatives, and technology innovation, and invest in advanced automated machinery and equipment to improve productivity, efficiency, and competitiveness.
- Invest in repairing and upgrading the working environment and infrastructure at the Corporation.
- Invest in phase 2 of the project to build an AI system for production and business management, aiming to optimize actual operational efficiency towards a smart factory and smart production to keep up with new era trends.
- Invest in specialized machinery and equipment according to the 2026 plan.

❖ **Financial Operations:**

- Strengthen the management of the Corporation's capital at member units, improve capital usage efficiency, control working capital well, and flexibly utilize and balance loans with the best interest rates.
- Closely monitor debt collection and inventory and manage cash flow to ensure the efficiency of production and business activities and meet the Corporation's investment needs in 2026 and subsequent years.
- Regularly monitor financial and monetary market information and tariff policies in Vietnam and the Corporation's key export markets. Strengthen effective financial balance to ensure the Corporation's financial resources are safe to overcome unpredictable world and domestic developments.
- Strengthen inspection and control to prevent risks and reasonably reduce costs while ensuring maintained operational efficiency.
- Use the proceeds from the public issuance of 1,800,000 convertible bonds for the intended purpose.

❖ **Other Operations:**

- Communicate core values clearly and consistently to every employee to build and preserve the NBC image, reputation, and brand so that employees share and stay committed to the Corporation.
- Coordinate with mass organizations to promote labor and production emulation movements and improvement initiatives to increase labor productivity, contributing to higher employee income.
- Continue to perform well in security, order, fire prevention and fighting, and food safety and hygiene for the Corporation.

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Conclusion:

The year 2026 still has many difficulties for the textile and garment industry in general and Nha Be Garment Corporation in particular. Nevertheless, the Board of Directors still believes that with utmost effort and a sense of responsibility, decisiveness in management and administration, along with the creative efforts of each staff member and employee throughout the system, the trust and companionship of customers, and the empathy of our shareholders, NBC will certainly overcome challenges and difficulties and will continue to maintain growth and sustainable development, becoming increasingly stronger and meeting the trust of our shareholders.

We respectfully request the General Meeting of Shareholders to consider and approve the above plan targets.

ON BEHALF OF THE BOARD OF DIRECTORS



PHẠM PHU CUONG



Ho Chi Minh City, June 01, 2026

**REPORT ON 2025 OPERATIONS AND 2026 STRATEGIC ORIENTATION
OF THE BOARD OF DIRECTORS OF NHA BE GARMENT CORPORATION - JSC**

I. Operations of the Board of Directors in 2025

1. Structure and operations of the Board of Directors:

- The Board of Directors consists of 5 members. The Chairman of the Board of Directors implemented the assignment of specific duties to each member, including non-executive members and executive members (holding the position of General Director and Deputy General Director) who directly participate in the management and administration of the Corporation's business and production activities.

- The Board of Directors has maintained its operations in accordance with its functions, duties, and authorities under the Law on Enterprises, the Corporation's Charter, the Internal Regulations on Corporate Governance, and relevant legal regulations.

2. Meetings, resolutions, and decisions of the Board of Directors:

| No. | Member | Position | Number of Board meetings attended | Attendance rate | Note |
|-----|----------------------|----------|-----------------------------------|-----------------|-------------------------|
| 1 | Mr. Pham Phu Cuong | Chairman | 21/21 | 100% | |
| 2 | Mr. Nguyen Ngoc Lan | Member | 21/21 | 100% | |
| 3 | Mr. Doan Minh Duc | Member | 21/21 | 100% | |
| 4 | Mr. Nguyen Xuan Dong | Member | 19/21 | 90% | |
| 5 | Mr. Nguyen Huu Tam | Member | 11/21 | 52% | Appointed on 27/06/2025 |
| 6 | Mr. La Van Tot | Member | 10/21 | 48% | Dismissed on 27/06/2025 |

- In 2025, the Board of Directors held 21 meetings and issued 29 resolutions within its responsibilities and authority, in line with business and production management requirements, regarding investment approvals, personnel, preparation for the Annual General Meeting of Shareholders, bond issuances, dividend payments, etc.

- Minutes of the Board of Directors' meetings were fully prepared. All contents approved at the Board of Directors' meetings received high consensus from the members.

3. Supervision activities of the Board of Directors over the Board of Management:

- The Board of Directors has regularly supervised the implementation of the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, as well as the activities of the Board of Management and its assisting apparatus in executing the tasks assigned by the Board of Directors. All matters arising related to the Corporation's operations were



promptly reported by the Board of Management to the Board of Directors to ensure the Board of Directors remained fully informed of the situation and provided timely guidance.

- At the meetings, the Board of Directors requested the Board of Management to report on and evaluate the Corporation's business and production activities, issues related to markets, orders, finance, inventory, production organization, personnel, digital transformation, equipment investment, etc., and any arising matters in the Corporation's operations.

- The Board of Directors assessed that the Board of Management made great efforts to maintain stable business and production activities in the context where Vietnam's textile and garment industry continued to be affected by order fluctuations, cost pressures, and increasingly high requirements regarding quality, delivery schedules, social responsibility, green production, and traceability from export markets. The Board of Directors has utmost confidence in the leadership capacity and moral qualities of the members of the Corporation's Board of Management.

4. Remuneration of the Board of Directors:

The remuneration paid to the Board of Directors in 2025 was implemented in strict accordance with the approved Resolution of the Annual General Meeting of Shareholders Year 2025:

- Total authorized remuneration: VND 612,000,000
- Remuneration paid: VND 612,000,000

II. 2026 Strategic Orientation:

1. General objectives:

- In 2026, the Board of Directors determines that garment activities will continue to be the Corporation's core business and production sector. The Corporation will focus on diversifying markets, customers, and product lines, while enhancing competitiveness in both export and domestic markets.

- Maintaining production stability, ensuring jobs, and increasing income for employees.

- Promoting digital transformation in the Corporation's governance, production, finance, and human resources to optimize efficiency, dynamism, and flexibility, in line with future trends of digital enterprises and smart factories.

- Increasing labor productivity, optimizing costs, and reducing waste across the entire system.

- Developing successor human resources, especially young managers and competent officers. Planning, recruiting, and training heads of management and administration at units and key officers to keep pace with market and technology trends. Taking human resources as a breakthrough step to generate growth mainly from labor productivity during the Corporation's long-term development.

- Promoting collective strength - the solid foundation to achieve the goals. Improving the income and image of skilled workers, building a team of employees with a spirit of solidarity, learning, innovation, creativity, and professional expertise, etc.

2. Key solutions:

- Evaluating and restructuring customers. Retaining existing customers, seeking new customers, prioritizing those with stable orders, good added value, and compatibility with production capacity.

- Enhancing design, technical, and quality management capabilities, as well as the capacity to meet high-requirement orders.

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- Innovating technology, investing in specialized, automated, and advanced machinery and equipment to improve productivity, efficiency, and competitiveness.
- Implementing Phase 2 toward optimizing the actual operational efficiency of the project to build an AI artificial intelligence system for business and production management.
- Training a team of officers proficient in technology and production organization management to meet the development needs of the Corporation and its member units.
- Strictly controlling production costs, management expenses, inventory, receivables and payables, and cash flow.
- Studying investment cooperation, joint venture, and association options to increase scale and efficiency, and attract external resources.

3. Operational plan of the Board of Directors in 2026

- Organizing Board of Directors' meetings to hear reports and proposals from the Board of Management and supervision reports from the Supervisory Board, and to discuss and approve plans, projects, etc., in business and production activities.
- Directing and supervising the implementation of the Resolution of the Annual General Meeting of Shareholders Year 2026 and the resolutions of the Board of Directors.
- Submitting to the General Meeting of Shareholders the profit distribution and 2025 dividend payment plan, and other matters within the authority of the General Meeting of Shareholders.
- Formulating the Corporation's strategic orientations and tasks and deciding on projects and other matters within the authority of the Board of Directors.
- Strengthening risk management, information transparency, and ensuring the legitimate rights and interests of shareholders.
- Directing the organization of the Annual General Meeting of Shareholders in the year 2026 in accordance with the Corporation's Charter.

The above is the report of the Board of Directors on the 2025 operating results and the 2026 strategic orientation of the Board of Directors of Nha Be Garment Corporation - JSC.

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

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN



PHAM PHU CUONG



REPORT OF THE BOARD OF SUPERVISORS**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - JSC as approved by the General Meeting of Shareholders;
- Pursuant to the Regulation on Organization and Operation of the Board of Supervisors of Nha Be Garment Corporation;
- Pursuant to the 2025 Financial Statements audited by CPA Vietnam Auditing Co., Ltd.; and the 2025 Business Performance Report of the Board of Directors;

The Board of Supervisors of Nha Be Garment Corporation - JSC hereby reports to the 2026 Annual General Meeting of Shareholders on the inspection and supervision results for 2025 and the operation plan for 2026 as follows:

I/ ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025:

In 2025, the Board of Supervisors, consisting of 03 members, performed its duties in accordance with the functions and powers stipulated in the Corporation's Charter, the Regulation on Operation of the Board of Supervisors, and the established operation plan. The main activities of the Board of Supervisors in 2025 included the following key contents:

- Supervised the activities of the Board of Directors and the Board of Management of the Corporation, and inspected and supervised the production activities of all units across the Corporation in the implementation of the contents of the 2025 Annual General Meeting of Shareholders' resolutions.

- The Board of Supervisors fully participated in the meetings of the Board of Directors and several meetings of the Board of Management to grasp the business and production situation, while also providing opinions and recommendations to the Board of Directors and the Board of Management of the Corporation regarding the management and administration of business activities each quarter and the objectives and future operational directions within the scope of assigned responsibilities and powers to successfully achieve the set plan targets.

- Participated in coordination with the auditing firm regarding the scope and content of the annual financial statement audit of the Corporation. Reviewed the financial statements before and after the audit to assess the truthfulness and reasonableness of the financial data and the auditor's opinion;

General assessment: In 2025, all members of the Board of Supervisors complied with the resolutions of the General Meeting of Shareholders, the Charter, and legal regulations in performing their duties, ensuring honesty and prudence, without hindering the production and business activities of the Corporation.

II. REMUNERATION OF THE BOARD OF SUPERVISORS

The remuneration level for the Board of Supervisors in 2025 was implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders as approved:

- Total permitted remuneration: VND 216,000,000
- Remuneration paid: VND 216,000,000

III. ASSESSMENT OF THE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

1. Assessment of the Activities of the Board of Directors

- Based on the content of the Resolution approved at the 2025 Annual General Meeting of Shareholders, the Board of Directors issued 29 Resolutions with contents falling under the responsibility and authority of the Board of Directors, consistent with the requirements for production and business management related to issues of personnel organization, investment, dividend payment, public issuance of convertible bonds, etc.
- The Resolutions of the Board of Directors were issued in the correct sequence and authority, in accordance with the Corporation's Charter, the Law on Enterprises, and relevant legal regulations.
- The Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders on June 27, 2025.
- Information related to the corporate governance situation was disclosed in accordance with regulations, ensuring openness, transparency, and fairness, satisfying the concerns of shareholders.

2. Assessment of the Activities of the Board of Management

- In 2025, the Board of Management proactively implemented many solutions suitable to the actual situation such as arranging and assigning tasks; rotating officers; streamlining the management apparatus; applying technology and AI; and improving production to enhance labor productivity.
- Paid attention to market work, seeking markets and planning sources of goods to stabilize production at the Corporation and its member units.
- Salary and income policies for employees continued to be improved in a stable, fair manner and in line with production and business efficiency.
- The Board of Supervisors assesses that the management and administration of the Corporation by the Board of Management were carried out cautiously, reasonably, and in accordance with the provisions of current law and the orientation of the Board of Directors.

3. General Assessment of the Activities of the Board of Directors and the Board of Management in 2025

- The Board of Directors, with 5 members, assigned tasks, held meetings to reach consensus, and issued resolutions closely aligned with the actual situation at each time, in accordance with current regulations.
- In 2025, it directed the activities of the Corporation in accordance with the resolutions approved by the General Meeting of Shareholders. It provided correct orientation, close direction, and strict supervision of the Board of Management in managing production and business. The Board of Directors provided effective and timely directions and solutions regarding the market, personnel, investment, and system restructuring, helping the Corporation's activities to be favorable and effective.
- Each individual in the Board of Management operated according to the assigned functions and tasks. The Board of Management managed, used, and promoted healthy and safe financial resources, fully fulfilled financial obligations to the state, benefits for employees, and paid dividends to shareholders.
- During the process of supervising the governance and management activities in 2025, the Board of Supervisors did not observe any irregularities in the activities of the Board of Directors or the Board of Management of the Corporation.

IV. RESULTS OF SUPERVISION OF THE IMPLEMENTATION OF PRODUCTION, BUSINESS, AND FINANCIAL TARGETS OF THE CORPORATION.

1. Results of the implementation of 2025 targets according to the Resolution of the General Meeting of Shareholders

| No. | Indicator | Unit | Plan | Actual | % Actual/Plan |
|-----|-------------------------|-------------|-----------|-----------|---------------|
| 1 | Garment revenue | 1000 USD | 20.500 | 17.464 | 85% |
| 2 | Total Income | Million VND | 3,200,000 | 3,018,234 | 94% |
| 3 | Profit before tax | " | 72,000 | 78,017 | 108% |
| 4 | Profit after tax | " | 60,000 | 65,594 | 109% |
| 5 | Average labor | Person | 2,950 | 2,648 | 90% |
| 6 | Average income | 1,000 VND | 11,900 | 12,000 | 101% |
| | <i>In which: Salary</i> | " | 10,300 | 10,500 | 102% |
| 7 | Charter capital | Million VND | 200,000 | 200,000 | 100% |
| 8 | PAT/Charter capital | % | 30.00% | 32.80% | |

2. Results of supervision of the Corporation's financial situation

❖ Some financial indicators in the Financial Statements prepared as of December 31, 2025

▪ *Summary of some Balance Sheet indicators:*

Unit: million VND

| Indicator | Parent Company Data | | Consolidated Data | |
|-------------------------------------|---------------------|------------------|-------------------|------------------|
| | 31/12/2025 | 31/12/2024 | 31/12/2025 | 31/12/2024 |
| ASSETS | | | | |
| A. Current assets | 1.888.737 | 1.646.287 | 2.668.414 | 2.311.878 |
| B. Non-current assets | 406.035 | 448.635 | 783.584 | 784.510 |
| Total Assets | 2.294.772 | 2.094.922 | 3.451.998 | 3.096.388 |
| LIABILITIES AND EQUITY | | | | |
| A. Liabilities | 1.874.470 | 1.690.853 | 2.797.597 | 2.577.296 |
| B. Equity | 420.302 | 404.069 | 654.401 | 519.092 |
| Total Liabilities and Equity | 2.294.772 | 2.094.922 | 3.451.998 | 3.096.388 |

▪ **Summary of some Income Statement indicators:**

Unit: million VND

| Indicator | Parent Company Data | | Consolidated Data | |
|---|---------------------|-----------|-------------------|-----------|
| | FY 2025 | FY 2024 | FY 2025 | FY 2024 |
| 1. Net revenue from sales and services | 2.959.763 | 2.892.765 | 5.243.802 | 4.632.182 |
| 2. Gross profit from sales and services | 565.648 | 550.344 | 978.552 | 867.014 |
| 3. Net profit from business activities | 73.470 | 64.243 | 248.813 | 153.064 |
| 4. Other profit | 4.546 | 129 | 23.039 | 12.501 |
| 5. Total accounting profit before tax | 78.017 | 64.372 | 271.852 | 165.566 |
| 6. Profit after corporate income tax | 65.594 | 52.007 | 222.429 | 134.225 |

❖ **Assessment:**

- In 2025, some production and business indicators of the Parent Company achieved positive results: profit before tax of VND 78,017 million (reaching 108% of the plan); profit after tax of VND 65,594 million (reaching 109% of the plan), showing that the Corporation had better control over costs and improved production and business efficiency.
- Average labor reached 2,648 people, equal to 90% of the plan, while average income reached VND 12 million/person/month (101% of the plan), demonstrating the Corporation's efforts in stabilizing income for employees attached to the company.
- The ratio of profit after tax to charter capital reached 32.8%, well demonstrating the efficiency of capital use.
- The equity of the Parent Company and consolidated equity both increased compared to 2024, showing that the Corporation's financial capacity continues to be strengthened.
- Financial statements prepared on a quarterly/annual basis were fully, openly, and transparently disclosed.
- The Board of Supervisors agrees with the 2025 Financial Statements audited by CPA Vietnam Auditing Co., Ltd. The financial statements have truthfully and reasonably reflected, in all material respects, the financial position, business performance, and cash flows of the Corporation, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations.

3. Results of the implementation of the public issuance of convertible bonds and the listing of publicly issued bonds:

The Corporation has completed the public issuance of convertible bonds and the listing of bonds in accordance with the Extraordinary General Meeting of Shareholders' Resolution No. 03/2024/NQ-ĐHĐCĐ dated October 31, 2024, as follows:

- Name of security: Bonds of Nha Be Garment Corporation - Joint Stock Company (MNB425001)
- Type of security: Bonds convertible into common shares
- Par value: VND 100,000/Bond.
- Total quantity of bonds issued and listed: 1,800,000 Bonds.

- Total value of listed securities (at par value): VND 180,000,000,000
- First trading day: April 23, 2026
- Bond term: 02 years.
- Interest rate: fixed at 5%/year.
- Issue date: December 08, 2025.
- Maturity date: December 08, 2027.
- Conversion period: Bonds are converted into common shares in 01 tranche. Conversion Tranche: On the date exactly 24 months from the Issue Date.
- Conversion ratio: 1:5 (each bond is converted into 5 common shares).

4. Results of the implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP):

The Corporation has not yet implemented the share issuance plan under the ESOP program because it is reviewing and re-evaluating the actual situation, personnel policy, application conditions, and procedures for issuance in accordance with current legal regulations. Submitting to the Annual General Meeting of Shareholders for approval of the proposal to continue implementing the share issuance plan under the ESOP program.

V. ASSESSMENT OF THE COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, THE BOARD OF MANAGEMENT, AND SHAREHOLDERS

- The Board of Directors and the Board of Management created favorable conditions for the Board of Supervisors in providing documents and information regarding the management and administration of business activities and the financial situation of the Corporation.

- The Board of Supervisors, the Board of Directors, the Board of Management, and the management officers maintained a collaborative and closely coordinated relationship based on the principle of the common interest of the Corporation and shareholders, and in compliance with the provisions of the law, the Corporation's Charter, and internal regulations.

- The Board of Directors and the Board of Management exercised their powers and obligations with a high sense of responsibility, frequently exchanging ideas to discuss plans to resolve difficulties in the spirit of the common interest of the Corporation, shareholders, and employees.

- In 2025, the Corporation did not have any disputes related to production and business activities, and no contracts or conflicts of interest with related parties occurred. The Board of Supervisors did not receive any requests for inspection or complaints from shareholders sent to the Board of Supervisors.

VI. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

In 2026, the textile and garment industry will continue to face many challenges from US tariff policies, war, fluctuations in consumer demand, competitive pressure, and increasingly high requirements for productivity, quality, and delivery schedules. The Board of Supervisors recommends that the Board of Directors and the Board of Management continue to pay attention to the following contents:

- ✓ Strengthen market work, expand customers, exploit stable sources of goods, and ensure sufficient employment for employees.
- ✓ Continue to improve production, standardize the quality management system, and enhance labor productivity and product quality.
- ✓ Implement focused investment, prioritizing practical items serving production, and effectively exploit existing machinery and equipment.
- ✓ Promote digital transformation and the application of information technology and AI in governance, management, and operational control.

✓ Strengthen the management of cash flow, inventory, accounts receivable/payable, costs, and working capital to ensure financial safety.

✓ For subsidiaries and associates with low operational efficiency, it is necessary to have more decisive solutions to handle existing issues and improve production and business efficiency.

VII. OPERATION PLAN OF THE BOARD OF SUPERVISORS FOR 2026

- ✓ Supervise the implementation of the 2026 production and business plan.
- ✓ Supervise the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors related to the Corporation's activities.
- ✓ Attend meetings of the Board of Directors and related meetings to grasp the situation, provide opinions, and make recommendations within the scope of the functions and duties of the Board of Supervisors.
- ✓ Coordinate with the independent auditor during the audit of the 2026 Financial Statements.
- ✓ Perform other tasks in accordance with the law, the Corporation's Charter, and legitimate requests of shareholders.

The above is the Report of the Board of Supervisors on the inspection and supervision results for 2025 and the operation plan for 2026. The Board of Supervisors respectfully submits it to the General Meeting of Shareholders for consideration and approval.

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



PHAN VAN HAI

Ho Chi Minh City, June 01, 2026

PROPOSAL

Re: Approval of the 2025 audited Financial Statements

To: The 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - JSC
- Pursuant to the 2025 consolidated and separate Financial Statements audited by CPA Vietnam Auditing Co., Ltd.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the contents of the 2025 consolidated and separate Financial Statements audited by CPA Vietnam Auditing Co., Ltd. and issued on March 27, 2026.

Sincerely./.

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



PHAM PHU CUONG

Ho Chi Minh City, June 2026

**REPORT ON THE USE OF PROCEEDS
FROM THE PUBLIC BOND OFFERING**

**To: 2026 Annual General Meeting of Shareholders of
Nha Be Garment Corporation - Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and guiding documents;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - Joint Stock Company

The Board of Directors (BOD) hereby reports to the General Meeting of Shareholders (AGM) on the status of the use of proceeds from the 2025 public offering of bonds as follows:

I. OFFERED SECURITIES:

1. Name of security: Nha Be Garment Corporation - Joint Stock Company Bond (MNB425001)
2. Type of security: Corporate bond issued to the public
3. Par value: VND 100,000/Bond.
4. Quantity of securities offered: 1,800,000 Bonds.
5. Total amount raised: VND 180,000,000,000, of which the amount raised for projects (in case capital is used for project implementation): VND 0.
6. Offering closing date: 08/12/2025.
7. Plan for use of proceeds: The proceeds from the bond offering are VND 180,000,000,000 (One hundred and eighty billion VND). The entire proceeds from the offer will be used to pay off debts, based on the principle of priority from top to bottom, specifically as follows:



| No. | Purpose of use | Expected amount to be used (Unit: VND) |
|--------------|--|---|
| 1 | Payment of debt to Joint Stock Commercial Bank for Foreign Trade of Vietnam (VietcomBank) | 60.000.000.000 |
| 2 | Payment of debt to Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) | 60.000.000.000 |
| 3 | Payment of debt to Military Commercial Joint Stock Bank (MBBank) | 60.000.000.000 |
| Total | | 180.000.000.000 |

II. PROGRESS OF THE USE OF PROCEEDS FROM THE OFFERING:

- Progress of the use of proceeds from the offering to date:

| No. | Purpose of use | Amount already used (Unit: VND) | Remaining amount (Unit: VND) | Disbursement date |
|--------------|--|------------------------------------|---------------------------------|-------------------|
| 1 | Payment of debt to Joint Stock Commercial Bank for Foreign Trade of Vietnam (VietcomBank) | 60.000.000.000 | 0 | 05/01/2026 |
| 2 | Payment of debt to Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) | 60.000.000.000 | 0 | 26/12/2025 |
| 3 | Payment of debt to Military Commercial Joint Stock Bank (MBBank) | 60.000.000.000 | 0 | 14/01/2026 |
| Total | | 180.000.000.000 | 0 | |

Respectfully submitted to the General Meeting of Shareholders./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM PHU CUONG

Ho Chi Minh City, June 01, 2026

PROPOSAL

***Re: Selection of an independent audit firm
to audit the 2026 financial statements of the Corporation***

To: The 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - JSC
- Pursuant to the list of audit firms eligible to audit financial statements as announced by the State Securities Commission and the proposal of the Supervisory Board of the Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders the selection of CPA Vietnam Auditing Co., Ltd. (CPA) as the auditor to audit and review the 2026 financial statements of Nha Be Garment Corporation - JSC.

In the event that the audit fees, timeline, and schedule cannot be agreed upon, it is proposed that the General Meeting of Shareholders authorize the Board of Directors of the Corporation to select an audit firm from the list of audit firms permitted by the State Securities Commission to audit the 2026 financial statements of public companies.

Respectfully submitted to the General Meeting for approval.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN



PHAM PHU CUONG

Ho Chi Minh City, June 01, 2026

**PROPOSAL ON PROFIT DISTRIBUTION
RESERVE FUND ALLOCATION
AND DIVIDEND PAYMENT FOR 2025**

- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation – JSC
- Pursuant to the 2025 Income Statement audited by CPA Vietnam Auditing Co., Ltd., the Board of Directors hereby submits to the General Meeting of Shareholders the profit distribution plan for 2025 as follows:

Unit: VND

| No. | Item | Actual (VND) |
|-----|--|-------------------|
| 1 | Total Revenue and Other Income | 3,018,233,799,698 |
| 2 | Total Expenses | 2,940,216,842,645 |
| 3 | Total Profit Before Tax | 78,016,957,053 |
| 4 | Corporate Income Tax | 12,422,719,841 |
| 5 | Profit After Tax | 65,594,237,212 |
| 6 | Appropriations to Funds and Dividend Distribution | 55,086,674,559 |
| | - Investment and Development Fund (5%) | 3,279,711,861 |
| | - Bonus Fund (10%) | 6,559,423,721 |
| | - Welfare Fund (5%) | 3,279,711,861 |
| | - Bonus for the Board of Directors and Board of Supervisors (3%) | 1,967,827,116 |
| | - Dividend Distribution (20%) | 40,000,000,000 |
| 7 | Profit After Distribution | 10,507,562,653 |
| 8 | Total Accumulated Undistributed Earnings | 116,972,560,310 |

The corporate income tax payable mentioned above may change depending on the results of the tax audit and finalization for 2025 by the competent authority, which may affect the remaining undistributed profit. The Board of Directors will report any such changes to shareholders at the nearest General Meeting of Shareholders.

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM PHU CUONG

Ho Chi Minh City, June 01, 2026

**PROPOSAL ON THE PROPOSED PROFIT DISTRIBUTION
APPROPRIATION OF FUNDS AND DIVIDEND PAYOUT FOR 2026**

- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation – JSC;
- Pursuant to the 2026 Business Plan of the Board of Directors, the Board of Directors hereby submits the 2026 profit distribution plan to the General Meeting of Shareholders as follows:

Unit: VND

| No. | Item | 2026 Plan (VND) |
|-----|--|-------------------|
| 1 | Total Revenue and Other Income | 3,250,000,000,000 |
| 2 | Total Expenses | 3,160,000,000,000 |
| 3 | Total Profit Before Tax | 90,000,000,000 |
| 4 | Corporate Income Tax | 15,600,000,000 |
| 5 | Profit After Tax | 74,400,000,000 |
| 6 | Appropriations to Funds and Dividend Distribution | 57,112,000,000 |
| | - Investment and Development Fund (5%) | 3,720,000,000 |
| | - Bonus Fund (10%) | 7,440,000,000 |
| | - Welfare Fund (5%) | 3,720,000,000 |
| | - Bonus for the Board of Directors and Board of Supervisors (3%) | 2,232,000,000 |
| | - Proposed Dividend Distribution (12%–20%) | 40,000,000,000 |
| 7 | Profit After Appropriations and Dividend Distribution | 17,288,000,000 |
| 8 | Total Accumulated Undistributed Earnings | 134,260,560,310 |

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

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

PHAM PHU CUONG

Ho Chi Minh City, June 01, 2026

PROPOSAL

Re: Report on the remuneration payment results for the Board of Directors and The Board of Supervisors for 2025 and the remuneration payment plan for the Board of Directors and The Board of Supervisors for 2026

To: The 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation – JSC

- Pursuant to the Law on Enterprises (Law No. 59/2020/QH14) passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation - JSC;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders approving the remuneration payment level for the Board of Directors and The Board of Supervisors for 2025;
- Pursuant to the business performance results in 2025 and the business plan for 2026.

The Board of Directors of Nha Be Garment Corporation - JSC hereby submits to the General Meeting of Shareholders for approval the report on the remuneration payment results for members of the Board of Directors and The Board of Supervisors in 2025 and the remuneration payment plan for the Board of Directors and The Board of Supervisors in 2026 as follows:

I. Remuneration report for the Board of Directors/The Board of Supervisors in 2025:

| No. | Title | Total planned remuneration according to the Resolution of the General Meeting of Shareholders | | Total actual remuneration | |
|-----|----------------------|---|--------------------|---------------------------|--------------------|
| | | Number of people | Amount | Number of people | Amount |
| 1 | Board of Directors | 05 | 612.000.000 | 05 | 612.000.000 |
| 2 | Board of Supervisors | 03 | 216.000.000 | 03 | 216.000.000 |
| | Total | 08 | 828.000.000 | 08 | 828.000.000 |

II. Remuneration payment plan for the Board of Directors/The Board of Supervisors in 2026:

The proposed remuneration level for the Board of Directors and The Board of Supervisors in 2026 remains the same as in 2025:



| No. | Title | Number of people | Monthly planned remuneration | Total planned remuneration for 2026 |
|-----|--------------------------|------------------|------------------------------|-------------------------------------|
| 1 | Board of Directors | 05 | 51.000.000 | 612.000.000 |
| 2 | The Board of Supervisors | 03 | 18.000.000 | 216.000.000 |
| | Total | 08 | 69.000.000 | 828.000.000 |

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

**ON BEHALF OF
THE BOARD OF DIRECTORS**



PHAM PHU CUONG



No.: 01/TTr - MNB

Ho Chi Minh City, June 01, 2026

DRAFT

PROPOSAL

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Re: Approval of the Employee Stock Ownership Plan (ESOP)

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amending, supplementing, and guiding documents;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and its amending, supplementing, and guiding documents;*
- *Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*
- *Government Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020;*
- *Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status;*
- *Circular No. 115/2025/TT-BTC dated December 15, 2025, of the Ministry of Finance amending and supplementing a number of articles of Circular No. 118/2020/TT-BTC dated December 31, 2020;*
- *The Charter of Organization and Operation of Nha Be Garment Corporation - Joint Stock Company (the "Company");*

The Board of Directors ("BoD") of Nha Be Garment Corporation – Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval the plan for issuance of shares under the Employee Stock Ownership Plan ("ESOP"), with the following details:

- 1. Name of Shares:** Shares of Nha Be Garment Corporation - Joint Stock Company
- 2. Type of Shares:** Common Shares
- 3. Ticker Symbol:** MNB
- 4. Par Value:** VND 10,000/share
- 5. Current Charter Capital:** VND 200,000,000,000
- 6. Total issued shares:** 20,000,000 shares

In which:

- Number of outstanding shares: 20,000,000 shares
- Treasury shares: 0 shares

- 7. Number of shares expected to be issued:** 1,000,000 shares

8. **Total maximum expected issuance value at par value:** VND 10,000,000,000 (In words: Ten billion VND)
9. **Issuance ratio (number of shares expected to be issued / number of outstanding shares):** 5%.
10. **Purpose of issuance:** Issuance of shares under the Employee Stock Ownership Plan.
11. **Eligible participants:** Members of the Board of Directors, members of the Supervisory Board, the Board of Management, the Chief Accountant, the Secretary of the Board of Directors, Executive Directors, Branch Directors, Regional Directors, the President of the Trade Union, Heads and Deputy Heads of departments, and Business Team Leaders of Nha Be Garment Corporation - Joint Stock Company.
12. **Criteria: Individuals who satisfy all of the following criteria:**
- Have made significant contributions to the Company's business operations.
 - Members of the Board of Directors, members of the Supervisory Board, the Board of Management, the Chief Accountant, the Secretary of the Board of Directors, Executive Directors, Branch Directors, Regional Directors, the President of the Trade Union, Heads and Deputy Heads of departments, and Business Team Leaders of Nha Be Garment Corporation - Joint Stock Company.
 - Participants in the ESOP program who submit a resignation letter/notice of resignation before the end of the collection period will no longer be eligible to participate in the ESOP program, regardless of when the payment was made.

13. **Principles for determining the number of shares distributed to each participant:**

| No. | Position | Number of shares distributed |
|----------|---|------------------------------|
| I | BOARD OF DIRECTORS, SUPERVISORY BOARD, AND BOARD OF MANAGEMENT | |
| 1 | Chairman of the Board of Directors | 110,000 (shares/person) |
| 2 | Member of the BoD cum Deputy General Director | 55,000 (shares/person) |
| 3 | Non-executive Member of the BoD | 10,000 (shares/person) |
| 4 | Head of the Board of Supervisors | 100,000 (shares/person) |
| 5 | Member of the Board of Supervisors | 30,000 (shares/person) |
| 6 | General Director | 100,000 (shares/person) |
| 7 | Deputy General Director | 40,000 (shares/person) |
| 8 | Chief Accountant | 50,000 (shares/person) |

| | | |
|------------|---|------------------------|
| II | EXECUTIVE DIRECTOR, REGIONAL DIRECTOR, BRANCH DIRECTOR | |
| 1 | Executive Directors in charge of production. | 35,000 (shares/person) |
| 2 | Executive Directors in charge of quality management | 25,000 (shares/person) |
| 3 | Executive Directors in charge of warehouse management. | 20,000 (shares/person) |
| 4 | Regional Director | 20,000 (shares/person) |
| 5 | Branch Director | 8,000 (shares/person) |
| III | DEPARTMENT HEADS AND DEPUTY HEADS | |
| 1 | Type 1 Department Head | 18,000 (shares/person) |
| 2 | Type 2 Department Head | 14,000 (shares/person) |
| 3 | Type 3 Department Head | 12,000 (shares/person) |
| 4 | Type 4 Department Head | 9,000 (shares/person) |
| 5 | Type 5 Department Head | 6,000 (shares/person) |
| 6 | Type 1 Deputy Department Head | 8,000 (shares/person) |
| 7 | Type 2 Deputy Department Head | 6,000 (shares/person) |
| 8 | Type 3 Deputy Department Head | 5,000 (shares/person) |
| 9 | Type 4 Deputy Department Head | 4,000 (shares/person) |
| 10 | Type 5 Deputy Department Head | 3,000 (shares/person) |
| IV | BUSINESS TEAMS | |
| 24 | Type 1 Business Team Leader | 14,000 (shares/person) |
| 25 | Type 2 Business Team Leader | 8,000 (shares/person) |
| 26 | Type 3 Business Team Leader | 7,000 (shares/person) |
| 27 | Type 4 Business Team Leader | 6,000 (shares/person) |
| V | OTHER | |
| 28 | President of the Trade Union | 9,000 (shares/person) |
| 29 | Secretary of the BOD | 5,000 (shares/person) |

Note:

- Type 1 Department Heads: Heads of: the Production Department and the Information Technology System Center.
- Type 2 Department Heads: Heads of: the Labor and Salary Department.
- Type 3 Department Heads: Heads of: the Import-Export Department.
- Type 4 Department Heads: Heads of: Medical Center.
- Type 5 Department Heads: Heads of: the Quality Management and Assessment Center, the Security Department.
- Type 1 Deputy Department Heads: Deputy Heads of: the Information Technology System Center, Accounting Department, and Administration and Human Resources Department.
- Type 2 Deputy Department Heads: Deputy Heads of: the Labor and Salary Department, Import-Export Department, Technical Center, Quality Management and Assessment Center, Mattana Center, and Investment Finance Board.
- Type 3 Deputy Department Heads: Deputy Heads of: the Brand Communications Department and Novelty Center.
- Type 4 Deputy Department Heads: Deputy Heads of: the Electromechanical Department and Security Department.
- Type 5 Deputy Department Heads: Deputy Heads of: the Warehouse Department.
- Type 1 Business Team Leaders: Team Leaders of Sales Team 2 under the Export Market Development Center.
- Type 2 Business Team Leaders: Team Leaders of Sales Team 1, Sales Team 3, and Sales Team 4 under the Export Market Development Center, and Head of the Sourcing Management Division.
- Type 3 Business Team Leaders: Heads of the Global Business Development Division and Planning Management Division.
- Type 4 Business Team Leaders: Team Leaders of Sales Team 5 and Sales Team 6 under the Export Market Development Center.

14. Issuance price: VND 10,000/share.

15. Principles for determining the issuance price: equal to par value.

16. Transfer restrictions: Shares issued under the ESOP program will be 100% restricted from transfer for 02 years from the date of completion of the issuance.

Rights and benefits arising, including shares received from share issuances to increase share capital from equity, stock dividends, and rights to purchase additional shares issued to existing shareholders corresponding to these restricted ESOP shares, will not be subject to transfer restrictions.

17. Handling in case an employee resigns during the restricted transfer period: During the restricted transfer period, if an employee resigns, is dismissed by the Company, or terminates their labor contract in any other form, the shares issued to that employee will be repurchased

by the Company at a price of VND 10,000/share and will no longer be subject to transfer restrictions.

The total number of shares repurchased by the Company from employees must be reported at the nearest Annual General Meeting of Shareholders. The Company is permitted to sell the repurchased shares in accordance with current laws. The BOD shall decide on the detailed plan for selling the repurchased shares.

18. Implementation timeline: After receiving notification from the State Securities Commission of VietNam ("SSC") regarding the receipt of the complete issuance report documents, expected from the third quarter of 2026.

19. Capital usage plan: All proceeds from the issuance will be used to supplement working capital for the Company's business operations.

20. Handling plan in case of incomplete subscription: The number of shares not fully subscribed as expected will be authorized by the GMS to the BoD to offer to other employees at a price not lower than VND 10,000/share. In the event that the BoD still cannot find suitable employees, the GMS authorizes the BoD to reduce the total number of shares offered to match the actual number of shares distributed.

21. Commitment to listing securities on an organized market: Upon completion of the issuance, the GMS approves and authorizes the BoD to carry out procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional trading registration with the Hanoi Stock Exchange.

22. Approval of Charter Capital change: Approval of the amendment to the Charter (Charter Capital section) and adjustment of the Enterprise Registration Certificate at the competent state authority after receiving notification from the SSC regarding the receipt of the complete issuance results report.

23. Authorization of the Board of Directors:

The General Meeting of Shareholders authorizes the Board of Directors to perform tasks related to the issuance as follows:

- Proactively develop and explain the issuance application file to be submitted to the SSC and other competent authorities. Simultaneously, proactively adjust the issuance plan and other related documents according to the actual situation of the enterprise or at the request of the SSC and other competent authorities, or for the purpose of complying with relevant legal regulations (if any);
- Approve the plan to ensure that the share issuance meets regulations on foreign ownership ratios in case of issuing shares to employees who are foreign investors;
- Approve the list of employees eligible to participate in the program according to the criteria and principles for determining the number of shares distributed to each participant already approved by the GMS and the implementation timeline;
- Decide on the handling of the number of shares not fully subscribed (if any);
- Develop a detailed capital usage plan;
- Amend articles related to charter capital, shares, and stocks in the Company's Charter of Organization and Operation after receiving notification from the SSC regarding the receipt of the complete issuance results report;

- Carry out procedures to change the business registration content related to the change in charter capital according to the actual results of the issuance with the competent state authority after receiving notification from the SSC regarding the receipt of the complete issuance results report;
- Carry out procedures, tasks, and select an appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation and register additional trading at the Hanoi Stock Exchange for the number of shares issued according to the plan approved by the GMS after receiving notification from the SSC regarding the receipt of the complete issuance results report;
- Depending on specific cases, the Board of Directors may re-authorize the General Director to perform one or several specific tasks mentioned above;
- Other matters related to the share issuance under the "ESOP" program.

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

Thank you./.

Recipients:

- Shareholders;
- BoDs;
- BoDs Office Archives.

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



PHAM PHU CUONG



Ho Chi Minh City, June 01, 2026

PROPOSAL

***Re: Amendments and supplements to the Charter of
Nha Be Garment Corporation - Joint Stock Company***

***To: The General Meeting of Shareholders of
Nha Be Garment Corporation - Joint Stock Company***

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises, effective from July 01, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to 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; Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP, effective from September 11, 2025;
- Pursuant to Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022;
- Pursuant to Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 01, 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendments and supplements to the Charter of Nha Be Garment Corporation - JSC to align with the Company's operations and current legal regulations (attached document).

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

Respectfully,



ON BEHALF OF THE BOARD OF DIRECTORS



PHẠM PHU CUONG

AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER
(Attached to the Submission on the amendments and supplements to the Charter of
Nha Be Garment Corporation - Joint Stock Company)

| No. | Current Charter Content | Proposed Amendment/Supplement | Reason and Basis for Amendment |
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| 1. | Article 1: Definition of Terms k. "Law on Securities" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019. | Article 1: Definition of Terms k. "Law on Securities" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and its amending and supplementing laws. | The 2019 Law on Securities was amended and supplemented by Law No. 56/2024. |
| 2. | | Article 1. Definition of Terms l) "Beneficial owner of the Company" means an individual who meets one of the following conditions: - An individual who directly owns 25% (twenty-five percent) or more of the total voting shares; - An individual who indirectly owns 25% (twenty-five percent) or more of the total voting shares through another organization; - An individual who has the power to control the adoption of at least one of the following matters: Appointment, dismissal, or discharge of the majority or all of the members of the Board of Directors, the | Supplementing point 1, clause 1 regulating the beneficial owner of the Company and the information to identify the beneficial owner of the Company. (Pursuant to the provisions of the amended and supplemented Law on Enterprises in 2025 and Articles 17 and 18 of Decree No. 168/2025/ND-CP.) |

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| | | Chairman of the Board of Directors, the legal representative, the General Director; amendment or supplement to the Charter; change of organizational structure; reorganization or dissolution of the Company. | |
| 3. | | Article 1. Definition of Terms m. "Information to identify the beneficial owner of the enterprise": Information of the shareholder that is an organization owning 25% or more of the total voting shares. Information of the organizational shareholder includes: Name of the organization, enterprise code/establishment decision number, date of issue, place of issue, registered head office address, and ownership ratio of the total voting shares. | Supplementing point m, clause 1 regulating the beneficial owner of the Company and the information to identify the beneficial owner of the Company. (Pursuant to the provisions of the amended and supplemented Law on Enterprises in 2025 and Articles 17 and 18 of Decree No. 168/2025/ND-CP.) |
| 4. | Article 2: Logo:  | Article 2: Logo:  | Supplemented in accordance with the new trademark registration certificate of NBC. |
| 5. | Article 2. Head Office Address: 3. The registered head office: Address: No. 4, Ben Nghe Street, Tan Thuan Dong Ward, District 7, Ho Chi Minh City. | Article 2. Head Office Address: 3. The registered head office: Address: No. 4 Ben Nghe Street, Tan Thuan Ward, Ho Chi Minh City, Vietnam. | Updated and supplemented in accordance with the Enterprise Registration Certificate, 27th amendment, dated 04 September 2025. |

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| 6. | <p>Article 12. Rights of Shareholders</p> <p>2. Shareholders or groups of shareholders holding 05% or more of the total number of ordinary shares shall have the following rights: d) Propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least five (05) business days before the opening date. The proposal must clearly state the shareholder's name, contact address, nationality, number of Citizen Identity Card, People's Identity Card, Passport or other lawful personal identification document in respect of individual shareholders, etc.</p> | <p>Article 12. Rights of Shareholders</p> <p>2. Shareholders or groups of shareholders holding 05% or more of the total number of ordinary shares shall have the following rights: d) Propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least five (05) business days before the opening date. The proposal must clearly state the shareholder's name, contact address, nationality, and legal document number in respect of individual shareholders, etc.</p> | <p>Supplementing and amending to ensure consistency with Point c, Clause 2 of this Article.</p> |
| 7. | <p>Article 13. Obligations of Shareholders</p> <p>8. Fulfill other obligations in accordance with current legal regulations.</p> | <p>Article 13. Obligations of Shareholders</p> <p>8. Fully and accurately provide information on the beneficial owner of the Company to the Company in accordance with legal regulations within five (05) business days from the date of becoming or having any change in the information on the beneficial owner of the Company;</p> <p>9. Fulfill other obligations in accordance with current legal regulations.</p> | <p>Supplementing Clause 8 of Article 13 to establish a basis and database for reporting to competent state authorities on the beneficial owner of the Company.</p> <p>Other clauses shall have their numbering adjusted accordingly upon the addition of this clause.</p> |

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| 8. | <p>Article 16. Authorization to Attend the General Meeting of Shareholders</p> <p>1. [...]</p> <p>In case more than one proxy representative is appointed, the specific number of shares and voting shares represented by each proxy representative must be clearly determined. In case the owner, member or shareholder of the company does not determine the contributed capital portion or number of shares corresponding to each proxy representative, the contributed capital portion or number of shares shall be equally divided among the number of appointed proxy representatives.</p> | <p>Điều 16. Authorization to Attend the General Meeting of Shareholders</p> <p>1. [...]</p> <p>In case more than one proxy representative is appointed, the specific number of shares and voting shares represented by each proxy representative must be clearly determined. In case the shareholder of the Corporation does not determine the number of shares corresponding to each proxy representative, the number of shares shall be equally divided among the appointed proxy representatives.</p> | <p>Removed to align with the model applicable to joint stock companies.</p> |
| 9. | <p>Article 25. Nomination and Candidacy for Members of the Board of Directors:</p> <p>4. Members of the Board of Directors must satisfy the criteria and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the following criteria:</p> | <p>Article 25. Nomination and Candidacy for Members of the Board of Directors</p> <p>4. Members of the Board of Directors must satisfy the criteria and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the following criteria:</p> <p>c) A member of the Board of Directors shall only concurrently serve as a member of the Board of Directors or the Members' Council at a maximum of 05 other companies.</p> | <p>Clause 4, Article 25:</p> <p>Supplementing point c): conditions for nomination and candidacy for members of the Board of Directors in accordance with Article 275 of Decree No. 155/2020/ND-CP (as amended and supplemented by Clause 78, Article 1 of Decree No. 245/2025/ND-CP)</p> |

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| 10. | <p>Article 26. Composition and Term of Office of Members of the Board of Directors:</p> <p>3. The composition of the Board of Directors is as follows:</p> <p>The composition of the Board of Directors of the Corporation must ensure that at least 1/5 of the total number of members of the Board of Directors are non-executive members.</p> | <p>Article 26. Composition and Term of Office of Members of the Board of Directors:</p> <p>3. The composition of the Board of Directors is as follows:</p> <p>The number of non-executive members of the Board of Directors of the Corporation must ensure the following regulations:</p> <p>a) At least 01 non-executive member if the company has from 03 to 05 members of the Board of Directors;</p> <p>b) At least 02 non-executive members if the company has from 06 to 08 members of the Board of Directors;</p> <p>c) At least 03 non-executive members if the company has from 09 to 11 members of the Board of Directors.</p> | <p>Amended in accordance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP.</p> |
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| 11. | <p>Article 27. Powers and Obligations of the Board of Directors</p> <p>2. Powers and obligations of the Board of Directors [...]</p> <p>r. Decide on the promulgation of the Regulation on the Operation of the Board of Directors and the Internal Regulation on Corporate Governance after being approved by the General Meeting of Shareholders; decide on the promulgation of the Regulation Regulation on Information Disclosure of the Corporation;</p> <p>2. y. Other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other provisions of law, and the Company's Charter.</p> | <p>Article 27. Powers and Obligations of the Board of Directors</p> <p>2. Powers and obligations of the Board of Directors [...]</p> <p>r. Decide on the promulgation of the Regulation on the Operation of the Board of Directors and the Internal Regulation on Corporate Governance after being approved by the General Meeting of Shareholders; decide on the promulgation of the Regulation on Information Disclosure of the Corporation;</p> <p>2. y. Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the Person in charge of corporate governance, and other managers of the company.</p> <p>aa. The Board of Directors shall pay dividends to shareholders in accordance with legal regulations after being approved by the Annual General Meeting of Shareholders.</p> <p>ab. Other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other provisions of law, and the Company's Charter.</p> | <p>Removing the duplicated term “Regulation”.</p> <p>Amended in accordance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP.</p> <p>Supplementing points y and aa.</p> <p>Other clauses shall have their numbering adjusted accordingly upon the addition of this clause.</p> |
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The amended contents of the Charter as stated above shall take effect upon approval by the General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration, discussion, and voting for approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM PHU CUONG

Ho Chi Minh City, June 01, 2026

PROPOSAL

Re: Amendment and supplementation of the Internal Regulations on Corporate Governance, Operating Regulations of the Board of Directors.

To: The General Meeting of Shareholders of Nha Be Garment Corporation - Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises, effective from July 01, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to 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; Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP, effective from September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies;
- Pursuant to the Charter of the Corporation,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendment and supplementation of the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors of Nha Be Garment Corporation - Joint Stock Company to align with the Company's operational status and current legal regulations (Attached documents).

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

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS



PHAM PHU CUONG

**CONTENTS OF AMENDMENTS AND SUPPLEMENTATIONS TO THE INTERNAL REGULATIONS ON
CORPORATE GOVERNANCE IN 2026**

*(Attached to the Proposal for amendment and supplementation of the Internal Regulations on Corporate Governance and Operating Regulations of
the Board of Directors)*

| No. | Current content | Proposed amendment/supplementation | Reason and basis for amendment |
|-----|--|---|--|
| 01 | <p>Article 15. Organizational structure and role of the Board of Directors:</p> <p>1. The number of members of the Board of Directors shall be decided by the General Meeting of Shareholders but shall not be fewer than five (05) and not more than eleven (11) persons, and it must be ensured that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The specific number of members of the Board of Directors for each term shall be decided by the General Meeting of Shareholders.</p> | <p>Article 15. Organizational structure and role of the Board of Directors:</p> <p>1. The number of members of the Board of Directors shall be at least 05 (five) and at most 11 (eleven) persons, elected by the General Meeting of Shareholders using the cumulative voting method. The structure of the Board of Directors is as follows:</p> <ul style="list-style-type: none"> - The number of non-executive members of the Board of Directors of the Corporation must ensure the following regulations: The number, rights, obligations, and methods of organization and coordination of activities of the members of the Board of Directors and non-executive members shall be implemented in accordance with the provisions of the Corporation's Charter. | <p>Amend Clause 1, Article 15 to align with the Corporation's Charter.</p> |
| 02 | <p>Article 16. Standards for members of the Board of Directors.</p> <p>1. Possess full civil act capacity and are not among the subjects prohibited from managing enterprises under the provisions of the Law on Enterprises.</p> <p>2. Possess professional qualifications and experience in business management or in the main business lines of the Corporation.</p> | <p>Article 16. Standards for members of the Board of Directors.</p> <p>Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the following standards:</p> | <p>Amend the entirety of Article 16 to align with the Corporation's Charter.</p> |



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| | 3. Are not members of the Board of Directors of more than five (05) other business organizations. | <p>1. If not a shareholder, they must possess professional qualifications, experience, ability to organize and manage enterprises, and competence in business management or the main business lines of the Corporation;</p> <p>2. Possess good health, good moral character, honesty, integrity, and knowledge of the law;</p> <p>3. Members of the Board of Directors may only simultaneously serve as members of the Board of Directors or the Board of Members at a maximum of 05 other companies.</p> | |
| 03 | <p>Article 24. Organizational Structure and Role of the Board of Supervisors in Corporate Governance of the Corporation</p> <p>1. The number of members of the Board of Supervisors. of the Corporation shall be from three (03) to five (05) members; the specific number of members of the Board of Supervisors for each term shall be decided by the General Meeting of Shareholders.</p> | <p>Article 24. Organizational Structure and Role of the Board of Supervisors in Corporate Governance of the Corporation</p> <p>1. The number of members of the Board of Supervisors shall be from three (03) to five (05) members, who shall be elected by the General Meeting of Shareholders by cumulative voting.</p> | Supplementing to align with the actual status of the members of the Board of Supervisors and Article 148.3 of the Law on Enterprises 2020, and to ensure consistency with the election of members of the Board of Directors. |

CONTENTS OF AMENDMENTS AND SUPPLEMENTATIONS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

*(Attached to the Proposal for amendment and supplementation of the Internal Regulations on Corporate Governance and Operating Regulations of
the Board of Directors)*

| No. | Current content | Proposed amendment/supplementation | Reason and basis for amendment |
|-----|--|---|---|
| 01 | <p>Article 5. Term, number, and structure of members of the Board of Directors</p> <p>1. The Board of Directors has 05 members.</p> <p>2. The term of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms.</p> <p>3. In case all members of the Board of Directors end 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.</p> <p>4. The number, rights, obligations, and methods of organization and coordination of activities of independent members of the Board of Directors shall be implemented in accordance with the Law on Enterprises and the Corporation's Charter.</p> <p>The total number of independent members of the Board of Directors must ensure the regulation of having at least 01 independent member in case the Corporation has from 03 to 05 members of the Board of Directors.</p> | <p>Article 5. Term, number, and structure of members of the Board of Directors</p> <p>1. The number of members of the Board of Directors shall be at least 05 (five) and at most 11 (eleven) persons, elected by the General Meeting of Shareholders using the cumulative voting method.</p> <p>2. The term of a member of the Board of Directors is 05 (five) years; members of the Board of Directors may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end 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;</p> <p>3. The structure of the Board of Directors is as follows: The number of non-executive members of the Board of Directors of the Corporation must ensure the following regulations:</p> <ul style="list-style-type: none"> - The number, rights, obligations, and methods of organization and coordination of activities of the members of the Board of Directors and non-executive members shall be implemented in accordance with the provisions of the Corporation's Charter. | <p>Amend Clauses 1, 2, 3, and remove Clause 4 of Article 5 to align with the Corporation's Charter.</p> |



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| 02 | <p>Article 6. Standards and conditions for members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the following standards and conditions:</p> <p>a) Not among the subjects specified in Clause 2, Article 17 of the Law on Enterprises;</p> <p>b) Possess professional qualifications and experience in business management or in the field or business lines of the Corporation and are not necessarily shareholders of the Corporation;</p> <p>c) Members of the Board of Directors of the Corporation may only simultaneously serve as members of the Board of Directors of a maximum of 05 other corporations.</p> | <p>Article 6. Standards and conditions for members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the following standards:</p> <p>a) If not a shareholder, they must possess professional qualifications, experience, ability to organize and manage enterprises, and competence in business management or the main business lines of the Corporation;</p> <p>b) Possess good health, good moral character, honesty, integrity, and knowledge of the law;</p> <p>c) Members of the Board of Directors may only simultaneously serve as members of the Board of Directors or the Board of Members at a maximum of 05 other companies.</p> | <p>Amend Clause 1, Article 6 to align with the Corporation's Charter.</p> |
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The provisions of the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors amended above shall take effect upon approval by the General Meeting of Shareholders.

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

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

PHAM PHU CUONG



Ho Chi Minh City, June 01, 2026

PROPOSAL

TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

NHA BE GARMENT CORPORATION – JSC

Re: Dismissal of a Member of the Board of Supervisors and election of an additional Member of the Board of Supervisors for the remaining term of Term V (2023 – 2027)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation – JSC as approved by the General Meeting of Shareholders;
- Considering the resignation letter of Ms. Pham Thi Thanh Phuong;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the contents related to the dismissal and election of an additional Member of the Board of Supervisors for the remaining period of Term V (2023-2027) as follows:

1. Dismissal of a Member of the Board of Supervisors:

The number of members of the Board of Supervisors of Nha Be Garment Corporation – JSC for Term V (2023-2027) approved by the 2023 Annual General Meeting of Shareholders was 03, including: Mr. Phan Van Hai, Ms. Nguyen Thi Ngoc Thao, and Ms. Pham Thi Thanh Phuong.

On May 29, 2026, the Corporation received the resignation letter from the position of Member of the Board of Supervisors from Ms. Pham Thi Thanh Phuong.

The Board of Directors respectfully requests the General Meeting of Shareholders to vote to approve the dismissal of Ms. Pham Thi Thanh Phuong from the position of Member of the Board of Supervisors of Nha Be Garment Corporation – JSC for the 2023-2027 term, effective from June 26, 2026.

2. Election of an additional Member of the Board of Supervisors:

- Number of additional members of the Board of Supervisors to be elected: 01 person
- Term of the additional Member of the Board of Supervisors: the remaining time of Term V (2023-2027)
- The election of the additional Member of the Board of Supervisors shall be conducted via the cumulative voting method in accordance with the Law on Enterprises, the Company Charter, and the Election Regulations of the General Meeting of Shareholders.

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

ON BEHALF OF THE BOARD OF DIRECTORS



PHẠM PHU CUONG

Ho Chi Minh City, June 01, 2026

ANNOUNCEMENT

***Regarding the nomination and self-nomination of Members of the Board of Supervisors (BOS)
Nha Be Garment Corporation – Joint Stock Company (“the Company”)***

To: Shareholders of Nha Be Garment Corporation – Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and guiding documents;
- Pursuant to the Charter of Nha Be Garment Corporation – Joint Stock Company;

The Board of Directors of the Company hereby announces to Shareholders the nomination and self-nomination of Members of the Board of Supervisors for the 2026 Annual General Meeting of Shareholders, specifically as follows:

1. Number and term of the expected Members of the Board of Supervisors to be elected:

- Number of additional Members of the Board of Supervisors to be elected: 01 member
- Term: The remaining duration of Term V (2023-2027)

2. Standards and conditions for candidates for the Board of Supervisors:

A Member of the Board of Supervisors must meet the standards and conditions stipulated in Article 169 of the Law on Enterprises and the following standards:

- Must not be an employee in the accounting or finance department of the Corporation
- Must not be a member or employee of an independent audit firm that has audited the financial statements of the Corporation in the 03 consecutive years prior.
- Possess professional experience in finance and accounting, and have an understanding of the Corporation's business operations;
- Be in good health, possess good moral character, be honest, incorruptible, and have knowledge of the law;

3. Right to nominate and self-nominate candidates for the Board of Supervisors:

- Shareholders or groups of shareholders (according to the list finalized by VSDC on 27/05/2026) holding 10% or more of the total shares have the right to self-nominate/nominate candidates for the Board of Supervisors.
- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate 01 candidate; from 20% to less than 50% of the total voting shares are entitled to nominate two candidates; from 50% to less than 65% of the total voting shares are entitled to nominate three candidates; from 65% of the total voting shares are entitled to nominate the required number of candidates.



- In case the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Supervisors shall introduce additional candidates or organize nominations in accordance with the Corporation's Charter.

4. Dossier for nomination and self-nomination:

Shareholders or groups of shareholders, when performing self-nomination/nomination of candidates for the Board of Supervisors, shall send the following documents to the Company:

- Application for self-nomination as a Member of the Board of Supervisors (Form 01).
- Nomination letter for a candidate for the Board of Supervisors (Form 02), minutes of the nomination group meeting (Form 03)
- Curriculum vitae of the candidate for the Board of Supervisors (Form 04).
- Valid copies of the following documents of the candidate: ID card/Passport; academic degree certificates.

Relevant documents and instructions are posted on the Company's website at www.nhabe.com.vn

5. Time and address for receiving dossiers:

5.1. Deadline for submission: 16:30 on 15/06/2026. After this time, if shareholders have not nominated a sufficient number of candidates or if candidates do not meet the standards and conditions according to the process, the incumbent Board of Supervisors, under its authority, will nominate candidates in accordance with point b) Clause 5, Article 115 of the 2020 Law on Enterprises and Clause 2, Article 37 of the Company's Charter.

5.2. Address for receiving dossiers: Dossiers can be sent directly or by mail to the following address:

Nha Be Garment Corporation – Joint Stock Company.

- Address: 4 Ben Nghe, Tan Thuan Ward, Ho Chi Minh City
- Tel: 028 38720077; Fax: 028 38725107.

Sincerely./.

Recipients:

- MNB Shareholders (MNB Website);
- Board of Directors, Board of Supervisors
- Archived;

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM PHU CUONG



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

APPLICATION FOR CANDIDACY TO THE BOARD OF SUPERVISORS

**To: *Organizing Committee of the 2026 Annual General Meeting of Shareholders*
*Nha Be Garment Corporation - Joint Stock Company***

My name is:

Citizen ID No.:

Date of issue: place of issue:

Address:

Educational background: Major:

Currently owning: MNB Shares

(In words:)

Having reviewed the eligibility criteria in accordance with the Company Charter, I hereby request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - Joint Stock Company to allow me to stand for election to the Board of Supervisors of Nha Be Garment Corporation - Joint Stock Company for the remainder of the 2023 - 2027 term at the 2026 Annual General Meeting of Shareholders.

I hereby commit that:

- The Content of this application is entirely accurate, voluntary, and in compliance with the provisions of the law and the Company Charter.

- If elected by the shareholders as a member of the Board of Supervisors, I will dedicate all my capabilities and enthusiasm to contribute to the development of Nha Be Garment Corporation - Joint Stock Company.

Thank you very much./.

....., 2026

Candidate

(Signature and full name)



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NOMINATION FORM FOR SUPERVISORY BOARD MEMBER

(Applicable to shareholders)

**To: Organizing Committee of the 2026 Annual General Meeting of Shareholders
Nha Be Garment Corporation - JSC**

Shareholder name (organization/individual):
ID Card/Business Registration No.
Date of issuePlace of issue
Address:
Legal representative (If any)
Currently holding:MNB shares
(In words:)
I hereby request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - JSC to allow me to nominate:

1. Mr./Ms.:
ID Card/Citizen ID No.:
Date of issue:Place of issue:
Address:
Educational level:Major:
Currently holding:MNB shares
(In words:)
As a candidate for election to the Supervisory Board of Nha Be Garment Corporation - JSC for the remainder of the 2023 – 2027 term.

2. Mr./Ms.:
Citizen ID No.:
Date of issue:Place of issue:
Address:
Educational level:Major:
Currently holding:MNB shares
(In words:)
As a candidate for election to the Supervisory Board of Nha Be Garment Corporation - JSC for the remainder of the 2023 – 2027 term.

We take full responsibility for this nomination and commit to complying with the current provisions of the law and the Corporation's Charter.
Sincerely thank you./.

....., 2026

Nominator
(Signature and full name)



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MINUTES OF SHAREHOLDER GROUP MEETING
NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS
(Applicable to shareholder groups)

**To: Organizing Committee of the 2026 Annual General Meeting of
Shareholders Nha Be Garment Corporation - JSC**

Today, on/...../2026, at, we are shareholders of Nha Be Garment Corporation - JSC, collectively holding MNB shares, accounting for% of the total voting shares of the Corporation, as listed below:

| SHAREHOLDER (Individual/Organization) | CITIZEN ID/BUSINESS REGISTRATION NO. | NUMBER OF SHARES OWNED | OWNERSHIP RATIO (%) | SIGNATURE |
|--|---|---------------------------------|------------------------|-----------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| TOTAL | | | | |

After reviewing the standard conditions in accordance with the Company's Charter, we voluntarily and unanimously nominate the following candidate to be elected to the Board of Supervisors of Nha Be Garment Corporation - JSC for the remainder of the 2023 – 2027 term:

| No. | Full name | ID Card/Date of Issue/Place of Issue | Address | Educational background | Number of shares owned | Ownership ratio (%) |
|-----|-----------|--|---------|---------------------------|------------------------------|---------------------------|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

We commit that:

The contents of these Minutes are completely accurate, voluntary, and in accordance with the provisions of the law and the Company's Charter.

Representative of the shareholder group
(Signature and full name)



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness**CURRICULUM VITAE**

1. Full name: _____ Gender: _____
2. Date of birth: _____
3. Place of birth: _____
4. Nationality: _____ Ethnicity: _____
5. Place of origin: _____
6. Citizen ID No.: _____ Date of issue: _____ Place of issue: _____
7. Address: _____
8. Telephone: _____
9. Professional qualifications: _____
10. Work history: _____

| Period | Position, work | Workplace |
|--------|----------------|-----------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |



11. Position currently held at Nha Be Garment Corporation - JSC:
12. Position currently held at other organizations:
13. Number of Shares owned: ... Shares accounting for% /Charter Capital
- In which:

- ✓ Personal ownership:Shares
- ✓ Capital representative:Shares

14. List of related organizations and individuals and the number of Shares owned by related persons:

| No. | Full name | Securities trading account (if any) | Position at the company (if any) | Citizen ID No., date of issue, place of issue | Contact address | Number of Shares owned | Relationship with the declarant |
|-----------|--------------------------------------|-------------------------------------|----------------------------------|---|-----------------|------------------------|---------------------------------|
| I | Related organization (if any) | | | | | | |
| 1 | | | | | | | |
| | | | | | | | |
| II | Related individual | | | | | | |
| 1 | | | | | | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| ... | | | | | | | |

15. Debts owed to the Corporation:

16. Violations of law:

17. Related interests with the Corporation:

I commit not to violate the provisions of the law and the Charter of organization and operation of Nha Be Garment Corporation - JSC;

I commit to performing my duties honestly and responsibly if elected as a member of the Supervisory Board of Nha Be Garment Corporation for the remainder of the 2023 - 2027 term;

I hereby certify that the above declarations are completely true, and I take full responsibility for any information in this declaration that is not true.

...,..... 2026

Declarant

(Signature, full name)



NHA BE GARMENT CORPORATION

--oOo--

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**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION
OF MEMBERS OF THE SUPERVISORY BOARD OF
NHA BE GARMENT CORPORATION – JSC
FOR THE REMAINING DURATION OF TERM V (2023 – 2027)
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
 - Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and guiding documents for implementation;
 - Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation – JSC;
- The Organizing Committee of the General Meeting hereby announces the Regulations on the nomination, candidacy, and election of members of the Supervisory Board for the remaining duration of the 2023-2027 term at the 2026 Annual General Meeting of Shareholders as follows:

Article 1. Principles and subjects of the election

1. Election principles:

- The election shall be conducted in accordance with the law, the Charter, and these regulations, ensuring democracy and the legitimate rights of all shareholders.
- The election shall be conducted publicly and directly by secret ballot.

2. Subjects with the right to vote:

- Shareholders owning or representing the ownership of voting Shares according to the list closed by the Vietnam Securities Depository and Clearing Corporation on 27/05/2026.

Article 2. Standards and conditions for members of the Supervisory Board

Members of the Supervisory Board must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and the following standards:

- Not be an employee in the accounting or finance department of the Corporation;
- Not be a member or employee of the independent audit firm performing the audit of the Corporation's financial statements in the 03 consecutive years prior.
- Possess professional experience in accounting and finance, and have an understanding of the Corporation's business operations;
- Be in good health, possess good moral character, be honest, incorruptible, and have knowledge of the law;

(Excerpt from Article 38 – Charter of Nha Be Garment Corporation – JSC)

Article 3. Nomination of Supervisory Board candidates and number of members to be elected

- Nomination of Board of Supervisors candidates

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting Shares may nominate 01 candidate; from 20% to less than 50% of the total voting Shares may nominate two candidates; from 50% to less than 65% of the total voting Shares may nominate three candidates; from 65% or more of the total voting Shares may nominate the full number of candidates.
- In case the number of Board of Supervisors candidates through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Supervisors shall introduce additional candidates or organize nominations in accordance with the Corporation's Charter.
- Shareholders or groups of shareholders nominating candidates for the Board of Supervisors shall send the nomination form according to the template to the Organizing Committee of the General Meeting of Shareholders of the Corporation before 15/06/2026 to prepare for the election and disclose information as prescribed.
- **Number and term of elected Board of Supervisors members**
- Number of additional Board of Supervisors members to be elected: 01 member
- Term: the remaining duration of Term V (2023-2027)

Article 4. Election method

- The election of members of the Board of Supervisors shall be conducted by secret ballot using the cumulative voting method; accordingly, each shareholder or authorized representative attending the meeting has a total number of votes corresponding to the number of Shares owned (or represented) multiplied (x) by the number of members to be elected to the Board of Supervisors.
- Shareholders have the right to distribute their total votes to a number of candidates with an equal proportion of votes for each candidate; or cast all their votes for a single candidate; or distribute their votes to a number of candidates with an unequal proportion of votes for each candidate.

Article 5. Ballots and election procedures:

1. Ballots:

- Each shareholder/authorized representative attending the meeting will be provided with 01 ballot for the election of members of the Board of Supervisors by the Organizing Committee.
- The ballot is printed uniformly, issued by the Organizing Committee, bears the company's seal, and contains the total number of votes according to the shareholder's attendance code.
- Shareholders must personally record the corresponding number of votes for each candidate.

2. Regulations on recording and validity of ballots:

a) A valid ballot is a ballot that meets the following criteria:

- Issued by the Organizing Committee of the General Meeting and bears the company's seal.
- Not torn, crossed out, erased, or altered.
- The total number of votes filled in for candidates must not exceed the total number of votes owned by the shareholder.

b) Cases where ballots are invalid:

- The ballot is not the template issued by the Organizing Committee of the General Meeting to the shareholder or authorized representative, or does not bear the Corporation's seal.

- The total number of votes for candidates exceeds the total number of votes that the shareholder or authorized representative is permitted to cast.
- The ballot contains the names of persons outside the list of nominees and candidates approved by the General Meeting, or the ballot is crossed out, erased, or altered.
- The number of members elected exceeds the number of members permitted to be elected.
- Invalid ballots shall not be counted in the election results.

c) How to record the ballot:

- When agreeing to vote for a candidate, the shareholder/authorized representative writes the number of votes they wish to cast in the “Number of voting rights” column on the line corresponding to that candidate's name.
- If casting all votes for one candidate or distributing votes equally among multiple candidates, the shareholder/authorized representative marks the “Cumulative voting” box for the corresponding candidate(s); the votes will be cast entirely for one candidate (in case of marking one candidate) or distributed equally among the selected candidates (in case of marking multiple candidates).
- If distributing an unequal number of votes among multiple candidates, the shareholder/authorized representative clearly writes the specific number of votes in the “Number of voting rights” box for the corresponding candidates.
- In case the shareholder/authorized representative both marks the “Cumulative voting” box and writes the quantity in the “Number of voting rights” box, the result shall be based on the number of votes in the “Number of voting rights” box.
- The total number of voting rights for candidates of a shareholder/authorized representative must not exceed the total number of voting rights permitted for that shareholder/authorized representative (equal to the number of Shares multiplied by the number of members to be elected).
- In case of incorrect recording or errors, the shareholder may request the Vote Counting Committee to exchange for another ballot, provided that the incorrectly recorded ballot has not yet been placed into the ballot box.

Article 6. Vote Counting Committee, voting and vote counting principles

- **Vote Counting Committee**
 - The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders;
 - The Vote Counting Committee is responsible for:
 - + Introducing the brief biographies of the candidates;
 - + Distributing ballots;
 - + Conducting vote counting;
 - + Announcing the vote counting results;

- Members of the Vote Counting Committee must not be named in the list of nominees and candidates for the Board of Supervisors.
- Voting and vote counting principles
 - The Vote Counting Committee shall inspect the ballot box in the presence of the shareholders;
 - Voting begins when ballots are distributed to shareholders and ends when the last shareholder casts their ballot into the ballot box;
 - Vote counting must be conducted immediately after the voting ends and under the supervision of the Shareholder Representative and the Secretary of the meeting;
 - The vote counting results shall be recorded in minutes and announced by the Head of the Vote Counting Committee before the General Meeting.

Article 7. Principles of election

- The elected Board of Supervisors members are determined by the highest number of votes from high to low, starting from the candidate with the highest number of votes until the required number of Board of Supervisors members is reached.
- In case candidates receive an equal number of votes, the General Meeting of Shareholders shall immediately conduct a re-election for those candidates to select the person with the higher number of votes;
- In case the required number of Board of Supervisors members is not reached, the General Meeting shall conduct a second round of election among the remaining candidates.

Article 8. Preparation and announcement of the Vote Counting Minutes

- After counting the votes, the Vote Counting Committee must prepare the vote counting minutes;
- The content of the vote counting minutes includes: Total number of shareholders attending the meeting, total number of shareholders participating in the voting, the ratio of voting rights of shareholders participating in the voting compared to the total voting rights of shareholders attending the meeting, the number and ratio of valid ballots, invalid ballots, blank ballots; the number and ratio of voting rights for each candidate for the Board of Supervisors;
- The full text of the Vote Counting Minutes must be announced before the General Meeting;
- The ballots shall be sealed and kept at the Corporation's Office. The sealed ballots must bear the full signatures of the Head of the Vote Counting Committee, the Shareholder Representative, and the Secretary of the meeting.

Article 9. Handling of complaints regarding voting and vote counting

- In case there are complaints from shareholders or a need to re-check the election results after they have been announced, the Board of Supervisors shall directly re-check; if intentional errors or fraud in vote counting are discovered, the Vote Counting Committee must compensate for all costs incurred due to the re-election.
- Complaints regarding voting and vote counting (if any) shall be resolved by the Chairperson of the meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 10. Implementation provisions

- These regulations consist of 10 articles and are approved by the General Meeting of Shareholders to proceed with the election.
- These regulations take effect immediately after being approved by the General Meeting of Shareholders of Nha Be Garment Corporation – JSC.

Ho Chi Minh City, 01 June 2026

ON BEHALF OF THE BOARD OF DIRECTORS



PHAM PHU CUONG



No.: 01/2026/NQ-DHDCD

Ho Chi Minh City, June 26, 2026



RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NHA BE GARMENT CORPORATION - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Organization and Operation of Nha Be Garment Corporation – JSC;
- Pursuant to the minutes of the 2026 Annual General Meeting of Shareholders dated June 26, 2026.

The General Meeting of Shareholders of Nha Be Garment Corporation – JSC unanimously passed the following Resolution:

RESOLVED

Article 1: The General Meeting of Shareholders approves the following matters:

1. Approve the Report on business performance results for 2025.

| No. | Description | Unit | Actual 2025 |
|-----|-------------------------|--------------------|----------------|
| 1 | Total income | Million VND | 3,018,234 |
| 2 | Profit before tax | | 78,017 |
| 3 | Profit after tax | " | 65,594 |
| 4 | Charter capital | Million VND | 200,000 |
| 5 | Average labor | Person | 2,648 |
| 6 | Average income | 1000 VND/person | 12,000 |
| 7 | <i>In which: Salary</i> | " | 10,500 |
| 8 | Budget contribution | Million VND | 50,300 |

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

2. Approve the plan and solutions for implementing the 2026 plan.

a/ Consolidated

| No. | Description | Unit | 2026 Plan |
|-----|--------------------------|-------------|-----------|
| 1 | Revenue and Other Income | Million VND | 5,400,000 |
| 2 | Profit before tax | Million VND | 265,000 |

b/ Parent Company

| No. | Description | Unit | Plan 2026 |
|-----|------------------------------------|-----------------|------------|
| 1 | CM Revenue | USD | 19,500,000 |
| 2 | Total income | Million VND | 3,250,000 |
| 3 | Profit before tax | " | 90,000 |
| 4 | Investment | " | 30,000 |
| 5 | Export turnover (fully calculated) | 1000USD | 145,000 |
| 6 | Import turnover (fully calculated) | " | 60,000 |
| 7 | Average labor | Person | 2,648 |
| 8 | Average income | 1000 VND/person | 12,500 |
| 9 | Budget contribution | Million VND | 45,000 |

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

3. Approve the 2025 Activity Report and 2026 strategic orientation of the Board of Directors.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

4. Approve the Supervisory Board's report on the supervision of business operations and financial statements for 2025, and the 2026 operation plan.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

5. Approve the audited separate and consolidated financial statements for 2025.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

6. Approve the proposal on selecting an independent auditor for the Corporation's 2026 financial statements.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

7. Approve the proposal on profit distribution and fund appropriation for 2025.

| No. | Item | Actual (VND) |
|-----|--|-------------------|
| 1 | Total Revenue and Other Income | 3,018,233,799,698 |
| 2 | Total Expenses | 2,940,216,842,645 |
| 3 | Total Profit Before Tax | 78,016,957,053 |
| 4 | Corporate Income Tax | 12,422,719,841 |
| 5 | Profit After Tax | 65,594,237,212 |
| 6 | Appropriations to Funds and Dividend Distribution | 55,086,674,559 |
| | - Investment and Development Fund (5%) | 3,279,711,861 |
| | - Bonus Fund (10%) | 6,559,423,721 |
| | - Welfare Fund (5%) | 3,279,711,861 |
| | - Bonus for the Board of Directors and Board of Supervisors (3%) | 1,967,827,116 |
| | - Dividend Distribution (20%) | 40,000,000,000 |
| 7 | Profit After Distribution | 10,507,562,653 |
| 8 | Total Accumulated Undistributed Earnings | 116,972,560,310 |

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

8. Approve the profit plan, fund appropriation, and expected dividend payment for 2026.

| No. | Item | 2026 Plan (VND) |
|-----|--|-------------------|
| 1 | Total Revenue and Other Income | 3,250,000,000,000 |
| 2 | Total Expenses | 3,160,000,000,000 |
| 3 | Total Profit Before Tax | 90,000,000,000 |
| 4 | Corporate Income Tax | 15,600,000,000 |
| 5 | Profit After Tax | 74,400,000,000 |
| 6 | Appropriations to Funds and Dividend Distribution | 57,112,000,000 |
| | - Investment and Development Fund (5%) | 3,720,000,000 |
| | - Bonus Fund (10%) | 7,440,000,000 |
| | - Welfare Fund (5%) | 3,720,000,000 |
| | - Bonus for the Board of Directors and Board of Supervisors (3%) | 2,232,000,000 |
| | - Proposed Dividend Distribution (12%–20%) | 40,000,000,000 |
| 7 | Profit After Appropriations and Dividend Distribution | 17,288,000,000 |
| 8 | Total Accumulated Undistributed Earnings | 134,260,560,310 |

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

9. Approve the proposal on the finalization of remuneration for the Board of Directors and Supervisory Board in 2025, and the plan for remuneration payment in 2026.

| No. | Position | Number of people | Total actual remuneration 2024 | Total remuneration Plan 2025 |
|-----|--------------------|------------------|--------------------------------|------------------------------|
| 1 | Board of Directors | 05 | 612.000.000 | 612.000.000 |
| 2 | Supervisory Board | 03 | 216.000.000 | 216.000.000 |
| | Total | 08 | 828.000.000 | 828.000.000 |

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

10. Approve the proposal on continuing to implement the Employee Stock Ownership Plan (ESOP).

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

11. Approve the proposal on amending and supplementing the Corporation's Charter.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

12. Approve the proposal on amending and supplementing the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

13. Dismiss Ms. Pham Thi Thanh Phuong from the position of member of the Supervisory Board for the 2023-2027 term, effective from June 26, 2026.

Voting results:

- Number of shares approving: ... shares. Percentage: ...%
- Number of shares disapproving: ...shares. Percentage: ...%
- Number of shares abstaining: ...shares. Percentage: ...%

14. Unify the results of the by-election for 1 member of the Supervisory Board for the remaining time of Term V (2023 – 2027).

| No. | Full name | Number of votes | Percentage |
|-----|-----------|-----------------|------------|
| 1 | | | |

List of members of the Board of Directors of the Corporation for the remaining time of the 2023 – 2027 Term

| No. | Full name | Position | Note |
|-----|----------------------|--------------------------------|------|
| 1 | Phan Van Hai | Head of Board of Supervisors | |
| 2 | Nguyen Thi Ngoc Thao | Member of Board of Supervisors | |
| 3 | | Member of Board of Supervisors | |

Article 2: Implementation provisions:

- This Resolution was unanimously passed in its entirety by the 2026 Annual General Meeting of Shareholders of Nha Be Garment Corporation - JSC at the meeting and takes effect from June 26, 2026.

- The Board of Directors, the Board of Supervisors, the Board of Management, and the shareholders of Nha Be Garment Corporation – JSC are responsible for organizing the implementation of this Resolution.

Ho Chi Minh City, June 26, 2026

Recipients:

- *Board of Directors*
- *Board of Supervisors*
- *Website: www.nhabe.com.vn*
- *Archived*

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

PHAM PHU CUONG

