

Ho Chi Minh City, 26 June 2026

NOTICE OF PERSONNEL CHANGE

To: The Hanoi Stock Exchange

Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders dated 26/06/2026 of Nha Be Garment Corporation - JSC, we hereby announce the personnel change at Nha Be Garment Corporation - JSC as follows:

I. APPOINTMENT CASE

1. Mr. TA HUU DOANH

- Position before appointment: None
- Position appointed: Member of the Board of Supervisors
- Term of appointment: Remaining time of Term V (2023-2027)
- Effective date: 26/06/2026

II. DISMISSAL CASE

1. Ms. PHAM THI THANH PHUONG

- Position before dismissal: Member of the Board of Supervisors
- No longer holding the position: Member of the Board of Supervisors
- Following her dismissal, Ms. Pham Thi Thanh Phuong is no longer an internal person of the company.
- Reason for dismissal: Resignation
- Effective date: 26/06/2026

This information was published on the Corporation's website on 26/06/2026 at the link www.nhabe.com.vn

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS



PHAM PHU CUONG

No.: 01/2026/NQ-ĐHĐCĐ

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: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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

Voting results:

- Number of shares approving: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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

Voting results:

- Number of shares approving: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

6. Approve the report on the utilization of funds from the public offering of convertible bonds.

- Number of shares approving: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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

Voting results:

- Number of shares approving: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

8. 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: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

9. 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: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

10. 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: 19,327,603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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

Voting results:

- Number of shares approving: 14.287.603 shares. Percentage: 73,92%
- Number of shares disapproving: 5.040.000 shares. Percentage: 26,08%
- Number of shares abstaining: 0 shares. Percentage: 0 %

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

Voting results:

- Number of shares approving: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

13. 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: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

14. 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: 19.327.603 shares. Percentage: 100%
- Number of shares disapproving: 0 shares. Percentage: 0%
- Number of shares abstaining: 0 shares. Percentage: 0 %

15. 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	Ta Huu Doanh	19.327.603	100%

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	Ta Huu Doanh	Member of Board of Supervisors	

1888
ÔNG T
Y
BÈ
G TY
PHÂN
TP. HỒ

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

