

Ha Noi, July 22, 2026

REPORT ON CORPORATE GOVERNANCE

For the first 6 months of 2026

To:

- **The State Securities Commission;**
- **Hanoi Stock Exchange.**

- Name of company: Hanoi Textile and Garment Joint Stock Corporation (HANOSIMEX)
- Address of headoffice: No. 25, Alley 13, Linh Nam Street, Vinh Tuy Ward, Hanoi City
- Transaction address: 8th Floor, Nam Hai Lake View Building, Lot 9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City.
- Telephone: 024 386 21225 Fax: 024 386 21224
- Email: support@hanosimex.com.vn
- Charter capital: 205.000.000.000 VND
- Stock symbol: HSM
- Governance mode: The General meeting of Shareholder, Board of Directors, Supervisory Board, Board of Managment.
- The implementation of internal audit: Not yet implemented

I. Activities of the General Meeting of Shareholders (GMS):

In the first 6 months of the year, Hanoi Textile and Garment Joint Stock Corporation organized:

The 2026 Annual General Meeting of Shareholders (AGM), which was held on April 22, 2026, at the Corporation's Branch in Ninh Binh Province, and issued Resolution No. 04/NQ-DHCD dated April 22, 2026.

Information on meetings, resolutions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution No.	Date	Content
01	04/NQ-DHCD	22/04/2026	- Approve the 2025 business performance results and the 2026 business plan. - Approve the 2025 report of the Board of Directors and the 2026 operational orientation. - Approve the 2025 report on business and production performance verification and the 2025 financial statements of the Supervisory Board. - Approve the proposal on selecting an audit firm to audit the 2026 financial statements. - Approve the proposal on amending and supplementing a number of articles of the Supervisory Board's operational regulations. - Approve the audited separate and consolidated financial statements for the year 2025. - Approve the proposal on salaries and remuneration for the Board of Directors, the Supervisory Board, and the Board Secretary for 2025, and the payment plan for 2026. - Approve the proposal on amending and supplementing a number of articles of the Charter and Organization and Operation of the Corporation. - Approve the proposal on amending and supplementing a number of articles of the operational

			regulations of the Board of Directors. - Approve the proposal on amending and supplementing a number of articles of the Internal Regulations on Corporate Governance. - Approve the results of the by-election to replace 01 member of the Supervisory Board for the 2023-2028 term.
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II. Board of Directors (For the first 6 months of 2026)

1. Information about the members of the Board of Directors (BODs):

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of Dismissal
1	Mr Cao Huu Hieu	Chairman of the BODs - Non-executive	Apr 24 th , 2024	
2	Mr Nguyen Tri Son	Member of the BODs - General Director	Apr 24 th , 2024	
3	Mr Nguyen Ba Khanh Tung	Member of the BODs – Deputy General Director	Apr 25 th , 2025	

2. Meetings of the Board of Directors:

In the first 6 months of the year, the Board of Directors of Hanoi Textile and Garment Joint Stock Corporation held 5 in-person meetings. Specifically:

No	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Cao Huu Hieu	5/5	100%	
2	Mr Nguyen Tri Son	5/5	100%	
3	Mr Nguyen Ba Khanh Tung	5/5	100%	

3. Supervising the Board of Management by the Board of Director:

- The supervision of the Board of Management by the Board of Directors is strictly and periodically carried out in compliance with the Corporation's Charter on organization and operation, current legal regulations, and the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors of the Corporation.
- Supervise the review, amendment, and supplementation of the Charter, the Board of Directors' regulations, and the Corporation's internal governance regulations to ensure they are consistent with current legal regulations and the development orientation of the Corporation, and submit them to the General Meeting of Shareholders.
- Direct the Board of Management to successfully organize the 2026 Annual General Meeting of Shareholders on April 22, 2026, and issue the General Meeting of Shareholders' Resolution No. 04/NQ-DHCD dated April 22, 2026.
- In the first 6 months of 2026, the Board of Directors of the Corporation frequently emphasized the policy: Maintaining cash flow for business and production and investment; this is a year of efficiency and productivity, and cost reduction. The Board of Directors held 5 meetings and issued 5 Resolutions, mainly focusing on directing and supervising the activities of the Board of Management.
- At periodic or extraordinary Board of Directors meetings, combined with preliminary review meetings, and exchanges via telephone and email, the Board of Directors requires the Board of Management to report and analyze the business and production situation of the entire Corporation: Business and production work of the yarn sector, garment sector, human resource management training, financial work, market work, investment work, digital transformation work, internal control work, risk management, evaluation of implementation results, assessment of shortcomings, and timely implementation of solutions to overcome shortcomings as follows:

3.1. Regarding the Yarn Sector:

- Procurement and raw material management

- The Corporation regularly monitors the cotton fiber market and raw material quality by season to proactively develop appropriate purchasing plans. Based on balancing production requirements, the enterprise flexibly adjusts the volume, timing, and purchase price, while optimizing the raw material mix with a focus on increasing the utilization rate of U.S. cotton to enhance product quality and proactively respond to tariff risks.
- Raw material inventory management continues to be strictly implemented according to the principle of "no long-distance purchasing, no speculative hoarding," contributing to optimizing cash flow, reducing storage costs, and limiting the risk of inventory devaluation in the context of an unpredictable raw material market.

- Market situation and sales

- During the period from Q4/2025 to the end of Q2/2026, the yarn market maintained a positive trend. Raw cotton prices and yarn selling prices increased in tandem during Q1 and most of Q2/2026, creating favorable conditions for business and production activities. However, from the second half of Q2/2026, the market reversed and declined sharply, putting pressure on the Corporation's production and business efficiency.
- In response to market fluctuations, the Sales/Market Department proactively monitored price movements and selected appropriate timing for order confirmation, product mix, and delivery deadlines to optimize business efficiency and profit margins. At the same time, market forecasting was implemented relatively well, providing information 1–2 months in advance for factories to proactively build production plans, purchase raw materials, and manage production in line with market trends.
- Customer management continues to be maintained effectively. The Corporation has maintained and developed its system of traditional customers in both domestic and export markets, thereby ensuring a relatively stable source of orders, maintaining continuous production operations, and keeping the rate of order deferrals and cancellations at a low level.

- Production management

- The planning and management of production plans continue to be standardized. Production plans are developed and finalized approximately 15 days before implementation, creating conditions for workshops to proactively prepare raw materials, supplies, spare parts, and allocate labor, contributing to improving production management efficiency.

- Capacity utilization is managed flexibly according to market demand and actual conditions. Workshop 1 is arranged to operate at maximum capacity to optimize fixed costs per unit of product. For Workshop 2 (producing 100% Cotton yarn), capacity is regulated at approximately 82% (averaging 20.5/25 spinning frames), consistent with existing labor capacity, while also contributing to maintaining a reasonable equipment structure and improving production efficiency.
- The factory continues to implement synchronous technical and technological solutions to reduce production costs and improve productivity and operational efficiency, specifically:
 - Implementing energy-saving solutions such as 100% replacement of W8 belts, investing in the installation of variable frequency drives to control the speed of exhaust fans and suction motors, thereby significantly reducing power consumption.
 - Putting into operation an automatic yarn breakage monitoring system combined with a coarse cutting system and roving carriages, contributing to reducing direct labor demand, lowering labor intensity, and improving operational efficiency.
 - Investing in an additional 05 Bobinray winder machines, helping to optimize the production line, improve productivity, reduce production costs, and increase output.
 - Continuing to optimize production management through reasonable arrangement of machine change plans, balancing product mix suitable for each line, making maximum use of recycled cotton, and aligning with labor capacity and market demand. At the same time, strictly performing periodic maintenance to extend equipment life.
 - Strengthening production data management, analyzing technical indicators, and implementing continuous improvement activities to enhance management efficiency.
- Thanks to the synchronous implementation of the above solutions, production output increased compared to the same period, and cost management saw many positive changes compared to 2025. However, some consumption indicators still exceed the norm and remain higher than those of other enterprises in the same industry, requiring further improvement solutions in the coming time.
- **Quality management**

- Quality management is strictly maintained throughout the entire production process. Yarn product quality is controlled steadily, meeting all technical requirements and quality standards of customers.
- Industrial cleaning continues to be implemented strictly in all production areas, contributing to impurity control, ensuring the quality of semi-finished and finished products, and meeting the increasingly high requirements of customers.

3.2. Regarding the Garment Sector:

The Board of Directors closely directs production management to increase productivity, recruit skilled labor, arrange and restructure the workforce, and reduce indirect departments.

- Market work

- The order plan met the production needs of units in the first 6 months of the year. However, the quality of input materials and accessories for some orders was unstable, and the error rate remained high, affecting the supply schedule, production organization, and labor productivity at the factories.
- The Corporation's order structure is still mainly Cut and Make (CM), in which export CM orders account for over 94% of revenue; FOB orders account for approximately 3% and domestic CM orders account for approximately 3%. The high proportion of CM orders helps maintain stable employment and output; however, the value-added remains low, requiring the Corporation to continue promoting the development of FOB orders and production forms with higher value-added in the coming time.
- The Corporation continues to implement activities to seek and develop new customers to diversify export markets, expand the customer structure, and gradually reduce dependence on a single customer. This is alongside maintaining cooperation with traditional customers and developing new brands. In the first 6 months of the year, the Corporation expanded relationships with 2 new customers, creating a premise for increasing order scale and expanding the market in the coming time.

- Production management

- Labor productivity at the factories remains low compared to the general level of the industry and has not reached the planned targets. The main reasons are that production preparation work is not synchronous; coordination between the IE (Industrial Engineering) department, the Technical department, and line leaders lacks cohesion; and the implementation of production lines is not truly effective, leading to a productivity stabilization period lasting from 7–10 days. In addition, technical implementation capacity is still limited, especially in the preparation of cutting, machinery, equipment, and semi-finished products before putting them into production.

- The Corporation continues to direct units to strengthen production management, standardize production preparation processes, improve the effectiveness of coordination between functional departments, and promote the application of improvement solutions to shorten line-entry time, improve labor productivity, and production efficiency.
- At the same time, the Corporation continues to pay attention to improving the working environment and conditions, increasing income, and caring for the material and spiritual life of employees, contributing to retaining skilled labor, attracting new labor, and stabilizing human resources for production.
- **Productivity and quality management**
 - Product quality at the factories basically meets customer requirements. The quality management system continues to be consolidated, gradually improving operational efficiency and meeting the technical standards of each customer. However, quality control work still needs to be implemented regularly and strictly to limit risks arising during the production process.
 - During the period, the Corporation and the units in the Garment sector implemented many synchronous solutions to improve productivity and production efficiency, focusing on production management, balancing the market and orders, building flexible production plans according to the actual situation, and strengthening the training of management staff, technical personnel, and direct production workers. These solutions have gradually removed bottlenecks in the production process, contributing to maintaining the stable operation of the factories and improving labor productivity.

Periodic assessment and audit programs of the quality management system by major customers have achieved good results, confirming the Corporation's capacity to meet quality requirements, compliance with production processes, and the ability to maintain stable operations.

3.3. Regarding human resources:

- **Organizational structure:** The Corporation continues to review and consolidate the organizational structure of departments, branches, and factories in a streamlined and effective manner. The system of functions and tasks for each unit is standardized, with clearly defined responsibilities and authority, overcoming situations of overlapping or missing tasks, thereby improving coordination between units and shortening processing time.
- **Mechanism and policy development:** Continue to review and improve the system of mechanisms and policies regarding salaries, income, and benefits in a way that is linked to work performance and business results. At the same time, strengthen the

responsibility of the heads of units in organizing implementation, ensuring that policies are deployed synchronously, fairly, and effectively.

- **Recruitment and human resource development:** The Corporation implements synchronous solutions to stabilize and develop human resources, focusing on retaining existing employees and improving recruitment effectiveness. Responsibility for personnel management and maintaining the workforce is directly assigned to production team leaders in their role as the first level of management at the unit. At the same time, promote the development and communication of the "Hanosimex" employer brand within the local community, contributing to improving the ability to attract new labor.
- **Training:** Continue to implement training and fostering programs to improve management capacity for factory-level and team-level management staff, and train the pool of key and planned personnel. The assessment of training effectiveness is strengthened to ensure that knowledge and skills are applied in practice, contributing to improving the quality of human resources and the effectiveness of management and operations.

3.4. Regarding finance:

- Proactively balance cash flow for revenue and expenditure, ensuring the fulfillment of capital needs for business, production, and investment activities, and fully meeting due debt repayment obligations. At the same time, strictly manage foreign currency sources, especially USD sources, to timely meet payment needs and limit risks in the context of a highly volatile financial market.
- Regularly monitor interest rate and exchange rate movements and update market forecasts to proactively choose a loan currency structure (USD or VND) suitable to capital usage needs and market trends, contributing to optimizing financial costs and minimizing exchange rate risks.
- Continue to strengthen work with credit institutions to diversify financial products and services; simultaneously negotiate credit conditions, interest rates, and service fees in a competitive direction, contributing to improving the efficiency of capital usage and reducing financial costs.
- Continue to effectively exploit the database system on Bravo software, serving real-time management reporting, improving the quality of financial analysis, cost management, and evaluation of the performance of each unit. Thereby, timely identify risks, support operations, and propose appropriate management solutions, enhancing the Corporation's operational efficiency.

3.5. Regarding investment:

- Continue to invest in upgrading machinery and equipment in a modern, highly automated direction for the Yarn and Garment industries to increase labor productivity, reduce production costs, save labor, and enhance the Corporation's competitiveness. At the same time, renovate and upgrade workshops in a green, clean, and beautiful direction, creating a safe, friendly working environment and improving working conditions for employees.
- Accelerate the progress of the rooftop solar power project at the garment factory, soon putting the work into operation, contributing to reducing electricity costs, improving energy usage efficiency, and realizing sustainable development goals.
- Strengthen construction investment management, closely monitoring the implementation progress of contractors to ensure the office building project is deployed according to plan, meeting requirements regarding quality, progress, and safety during construction.
- Implement the investment project to renovate the fire prevention and fighting system at the leased workshops of the Ninh Binh Branch, ensuring full compliance with legal regulations, and increasing the level of safety in business operations and asset exploitation.
- Develop an investment strategy for the development of the Yarn sector for the 2026–2030 period based on an assessment of market demand, technology trends, competitive capacity, and the Corporation's development orientation, serving as a basis for deploying key investment projects in the next phase.

3.6. Regarding risk management:

- Continue to closely monitor domestic and international macroeconomic developments, especially U.S. tariff policies, geopolitical conflicts, and factors that may affect the supply chain, raw material prices, consumer markets, and the business and production activities of the Yarn and Garment industries. On that basis, proactively build response scenarios and appropriate operational solutions to limit adverse impacts.
- Strengthen market analysis, forecasting, and evaluation of business performance; simultaneously strictly manage sales, debt collection, inventory control, and closely monitor the financial situation. On that basis, proactively balance production, consumption, inventory management, and cash flow, ensuring effective use of resources and improving the Corporation's operational efficiency.
- Continue to review, amend, and perfect the system of internal regulations and provisions in a synchronous, transparent, and compliant manner with legal regulations as well as practical management requirements; improve the effectiveness and efficiency of management, internal control, and prevention of risks during operations.

4. **Activities of the Board of Directors' subcommittees: None**
5. **Resolutions – Decisions of the Board of Directors (For the first 6 months of 2026):**

5.1. Resolutions:

No .	Resolution No.	Date	Content	Approval rate
1	01/NQ – HDQT/DMHN	02/03/2026	Organize the 2026 Annual General Meeting of Shareholders.	100%
2	02/NQ – HDQT/DMHN	19/03/2026	Assign preparations for the Annual General Meeting of Shareholders; evaluate the estimated business performance results for the first quarter of 2026; Business plan for the second quarter of 2026 and implementation solutions.	100%
3	03/NQ – HDQT/DMHN	20/04/2026	Approve the agenda of the Annual General Meeting of Shareholders; personnel work regarding the introduction and appointment of capital representatives.	100%
4	04/NQ - DHCD	22/04/2026	Resolution of the General Meeting of Shareholders.	100%
5	05/NQ – HDQT/DMHN	27/06/2026	Approve the estimated business performance results for the first 6 months of 2026 and the business plan for the third quarter of 2026.	100%

5.2. Decisions:

No .	Decision No.	Date	Content	Approval rate
1	05/QD - DMHN-HDQT	05/03/2026	Establish the Organizing Committee for the 2026 Annual General Meeting of Shareholders.	100%

2	06/QD - DMHN-HDQT	05/03/2026	Establish the Shareholder Eligibility Verification Committee to serve the 2026 Annual General Meeting of Shareholders.	100%
3	08/QD - DMHN-HDQT	03/04/2026	Appoint the Corporation's capital representative at Hanosimex Knitting Joint Stock Company.	100%

III. Supervisory Board (For the first 6 months of 2026) (SB):

1. Information about members of Supervisory Board:

No .	Members of Supervisory Board	Position	The date becoming/ceasing to be the member of the BOS	Qualification
1	Mr Do Minh Son	Head of Supervisory Board	May 04 th , 2018 - present	Master of Accounting
2	Mr Nguyen Tuan Dao	Member of Supervisory Board	Apr 26 th , 2023 - present	Engineer in Textile and Yarn
3	Ms Nguyen Thi Nhung	Member of Supervisory Board	Apr 26 th , 2023 - April 22, 2026	Bachelor of Finance and Accounting
4	Ms Nguyen Thi Nga	Member of Supervisory Board	April 22, 2026 - present	Master of Accounting, Auditing, and Analysis

2. Meetings of Supervisory Board:

No.	Members of Supervisory Board	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr Do Minh Son	2/2	100%	100%	
2	Mr Nguyen Tuan Dao	2/2	100%	100%	
3	Ms Nguyen Thi Nhung	1/2	100%	100%	Dismiss a member of the Supervisory Board from April 22, 2026.
4	Ms Nguyen Thi Nga	1/2	100%	100%	Become a member of the Supervisory Board from April 22, 2026.

3. Supervising Board of Directors, Board of Management and shareholders by Supervisory Board

- The Supervisory Board performs its duties and powers as stipulated in the Charter on organization and operation of the Corporation.
- Supervise the activities of the Board of Directors and the Board of Management; ensure that the issuance of Resolutions and Decisions by the Board of Directors complies with the provisions of the Law on Enterprises and current internal regulations; and monitor the implementation of the 2026 business and production plan approved by the General Meeting of Shareholders.
- Supervise compliance with the law in business and production activities, and the fulfillment of tax obligations to the State.
- On a quarterly basis, the Supervisory Board sends the results of the control over the business and production implementation status of the Parent Company and its member units to the Board of Directors and the Board of Management.

4. The coordination among the Supervisory Board, the Board of Management, Board of Directors and other managers.

- In the Corporation's business and production activities, the Supervisory Board coordinates closely with the Board of Directors, members of the Supervisory Board,

the internal Supervisory Board, and related departments to regularly evaluate all aspects of business and production activities and contribute opinions.

- The Supervisory Board, the Board of Directors, the Executive Board, and management departments have coordinated closely based on the principle of the common interests of the Corporation, its employees, and obligations to the State.

5. Other activities of the Supervisory Board: None

IV. Board of Management (BOM):

No.	Members of Board of Management	Position	Qualification	Date of birth	Date of appointment/dismissal of members of the BOM
1	Mr Nguyen Tri Son	General Director	Bachelor of Economics in Banking	20/11/1976	01/05/2025 - present
2	Ms Le Thi Thu Huong	Deputy General Director	Bachelor of Finance and Accounting	21/08/1972	01/01/2025 - present
3	Mr Nguyen Ba Khanh Tung	Deputy General Director	Master of Business Administration	30/09/1986	01/11/2024 - present
4	Mr Dang Ngoc Quan	Chief Operating Officer	Master of Business Administration	04/07/1974	10/11/2021 - present

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms Nguyen Thi Thu Thao	04/10/1986	Master of Banking and Finance	01/01/2025 - present

VI. Training courses on corporate governance

Corporate governance training programs attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managerial officers, and the Corporate Secretary in accordance with corporate governance regulation: None

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Corporation:

- 1. The list of affiliated persons of the Corporation:** Appendix 1 - Attached to this report.
- 2. Transactions between the Corporation and its affiliated persons or between the Corporation and its major shareholders, internal persons and affiliated persons:** Appendix 3 - Attached to this report
- 3. Transaction between internal persons of the Corporation, affiliated persons of internal persons and the Corporation's subsidiaries in which the Corporation takes controlling power:** Appendix 4 - Attached to this report
- 4. Transactions between the Corporation and other objects:**
 - 4.1. Transactions between the Corporation and the company that its members of Board of Management, the Supervisory Board, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None
 - 4.2. Transactions between the Corporation and the company that its affiliated persons with members of Board of Directors, Supervisory Board, General Director and other managers as a member of Board of Directors, Direct: None
 - 4.3. Other transactions of the Corporation (if any) may bring material or non- material benefits for members of Board of Directors, members of the Supervisory Board, General Director and other managers: None

VIII. Share transactions of internal persons and their affiliated persons:

- 1. The list of internal persons and their affiliated persons:** Appendix 2- Attached to this report
- 2. Transactions of internal persons and affiliated persons with shares of the company:**

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period 01/01/2026		Number of shares owned at the end of the period 30/06/2026		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr Nguyen Tri Son	General Director	10.000	0,04878%	27.800	0,13561%	Buying
2	Ms Nguyen Thi Thu Thao	Chief Accountant	15.100	0,07365%	15.100	0,07365%	
3	Mr Nguyen Tuan Dao	Member of Supervisory Board	12.500	0,06097%	19.500	0,09512%	Buying
4	Ms Mai Thi Thanh Binh	Internal Control Department	1.900	0,00926%	3.700	0,018048%	Buying

IX. Other significant issues: (None)

Recipients:

- As stated above
- Archived: the BODs, Administrator

CHAIRMAN OF THE BOARD OF DIRECTOR



Cao Huu Hieu



Appendix 1A: The list of affiliated persons of the Company (*)

No.	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Cao Huu Hieu	Chairman of the BODs	24/04/2024			Chairman of the BODs
2	Nguyen Tri Son	Member of the BODs, General Director	24/04/2024			Member of the Board of Directors, Legal Representative, General Director
3	Nguyen Ba Khanh Tung	Deputy General Director	01/11/2024			Member of the Board of Directors, Deputy General Director
4	Do Minh Son	Head of Supervisory Board	05/04/2018			Head of Supervisory Board
5	Nguyen Tuan Dao	Member of Supervisory Board	26/04/2023			Member of Supervisory Board
6	Nguyen Thi Nhung	Member of Supervisory Board	26/04/2023	22/04/2026	Dismissed of Member of Supervisory Board	Member of Supervisory Board
7	Nguyen Thi Nga	Member of Supervisory Board	22/04/2026		Become of Member of Supervisory Board	Member of Supervisory Board
8	Le Thi Thu Huong	Deputy General Director, Person in charge of Corporate Governance	02/03/2020			Deputy General Director, Person in charge of Corporate Governance
9	Dang Ngoc Quan	Chief Executive Officer	10/11/2021			Chief Executive Officer
10	Nguyen Thi Thanh Thao	Chief Accountant	01/01/2025			Chief Accountant
11	Mai Thi Thanh Binh	Person authorized to disclose information	01/01/2022			Person authorized to disclose information
12	Hai Phong Trading Joint Stock Company - Hanosimex	Không	05/04/2018			- Subsidiary - Organization related to Ms. Le Thi Thu Huong - Chairwoman of the Board of Directors
13	Hanosimex Fashion Joint Stock Company	None	27/4/2020			- Subsidiary - Organization related to Ms. Le Thi Thu Huong - Chairwoman of the Board of Directors; Ms. Mai Thi Thanh Binh - Member of the Board of Directors
14	Ha Dong Textile Joint Stock Company - Hanosimex	None	04/05/2018			- Subsidiary - Organization related to Ms. Le Thi Thu Huong - Head of the Supervisory Board

No.	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
15	Hanosimex Knitting Joint Stock Company	None	05/04/2018			- Subsidiary - Organization related to Ms. Le Thi Thu Huong, Mr. Nguyen Tuan Dao - Member of the Board of Directors, Mr. Do Minh Son - Head of the Supervisory Board
16	Northern Textile and Garment General Company Limited - Vinatex	None	24/04/2024			- Person related to Mr. Cao Huu Hieu - Chairman of the Board of Members; Mr. Nguyen Tri Son - Member of the Board of Members
17	Pho Noi Textile Infrastructure Development Joint Stock Company	None	24/04/2024			- Person related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
18	Vietnam Textile and Garment Group	None	24/04/2024			- Person related to Mr. Cao Huu Hieu - General Director
19	Vinatex Hong Linh Joint Stock Company	None	24/04/2024			- Person related to Mr. Nguyen Tri Son - Chairman of the Board of Directors

Note: (*) The list of related parties of the Company, as stipulated in point d, clause 23, Article 4 of the Law on Enterprises 2020, is fully presented in Appendix 2 attached to this Report.

CHAIRMAN OF THE BOARD OF DIRECTOR
(Sign, full name and seal)



Cao Huu Hieu

**APPENDIX 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS ATTACHED TO THE COMPANY'S GOVERNANCE REPORT IN ACCORDANCE WITH THE
APPENDIX V OF THE CORPORATE GOVERNANCE REPORT ISSUED WITH CIRCULAR NO. 96/2020/TT-BTC**

Stock symbol: **HSM**
 Name of company: **HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**
 Record date: **22/07/2026**

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1	Cao Huu Hieu		1		0	0.00%	
1.1	Nguyen Thi Vinh						- Person related to Mr. Cao Huu Hieu - Biological mother
1.2	Nguyen Thi Hai Yen						- Person related to Mr. Cao Huu Hieu - Wife
1.3	Cao Thanh Ha						- Person related to Mr. Cao Huu Hieu - Daughter
1.4	Cao Huu Nghia						- Person related to Mr. Cao Huu Hieu - Son
1.5	Cao Thi Ngan Hoa						- Person related to Mr. Cao Huu Hieu - Older sister
1.6	Cao Thi Viet Nga						- Person related to Mr. Cao Huu Hieu - Older sister
1.7	Cao Huu Quy						- Person related to Mr. Cao Huu Hieu - Older brother
1.8	Cao Thi Thu Hien						- Person related to Mr. Cao Huu Hieu - Older sister
1.9	Cao Thi Hong Vuong						- Person related to Mr. Cao Huu Hieu - Older sister
1.10	Do Thi Thuy Nhan						- Person related to Mr. Cao Huu Hieu - Sister-in-law
1.11	Quach Van Tuyen						- Person related to Mr. Cao Huu Hieu - Brother-in-law
1.12	Nguyen Binh Thiem						- Person related to Mr. Cao Huu Hieu - Brother-in-law
1.13	Bui Duc Thang						- Person related to Mr. Cao Huu Hieu - Brother-in-law
1.14	Do Van Thinh						- Person related to Mr. Cao Huu Hieu - Brother-in-law
1.15	Nguyen Van Tro						- Person related to Mr. Cao Huu Hieu - Father-in-law
1.16	Vu Thi Thanh Yen						- Person related to Mr. Cao Huu Hieu - Mother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1.17	Pho Noi Textile Infrastructure Development Joint Stock Company						- Enterprise related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
1.18	Northern Textile Corporation Limited Liability Company - Vinatex						- Enterprise related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
1.19	Vietnam Textile and Garment Group						- Enterprise related to Mr. Cao Huu Hieu - Chairman of the Board of Directors
2	Nguyen Tri Son		1, 5		27,800	0.1356%	
2.1	Lam Thi My Dung						- Person related to Mr. Nguyen Tri Son - Wife
2.2	Nguyen Minh Hang						- Person related to Mr. Nguyen Tri Son - Child
2.3	Nguyen Van Hang						- Person related to Mr. Nguyen Tri Son - Child
2.4	Nguyen Tri Gia Hung						- Person related to Mr. Nguyen Tri Son - Child
2.5	Nguyen Tri Gia Khanh						- Person related to Mr. Nguyen Tri Son - Child
2.6	Nguyen Thi Tam						- Person related to Mr. Nguyen Tri Son - Biological mother
2.7	Nguyen Thi Mai Huong						- Person related to Mr. Nguyen Tri Son - Older sister
2.8	Nguyen Tri Duc						- Person related to Mr. Nguyen Tri Son - Younger brother
2.9	Vo Thi Hau						- Person related to Mr. Nguyen Tri Son - Sister-in-law (Younger brother's wife)
2.10	Nguyen Thi Chuong						- Person related to Mr. Nguyen Tri Son - Mother-in-law
2.11	Lam Van Nam						- Person related to Mr. Nguyen Tri Son
2.12	Lam Van Son						- Person related to Mr. Nguyen Tri Son - Brother-in-law (Wife's older brother)
2.13	Lam Duc Van						- Person related to Mr. Nguyen Tri Son - Brother-in-law (Wife's older brother)
2.14	Lam Quoc Tuan						- Person related to Mr. Nguyen Tri Son - Brother-in-law (Wife's older brother)

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
2.15	Lam Tien Dung						- Person related to Mr. Nguyen Tri Son - Brother-in-law (Wife's older brother)
2.16	Lam Ngoc Minh						- Person related to Mr. Nguyen Tri Son - Brother/Sister-in-law (Wife's younger sibling)
2.17	Northern Textile Corporation Limited Liability Company - Vinatex						- Organization related to Mr. Nguyen Tri Son - Member of the Board of Members
2.18	Vinatex Hong Linh Joint Stock Company						- Organization related to Mr. Nguyen Tri Son - Chairman of the Board of Directors
3	Nguyen Ba Khanh Tung		3		0	0.00%	
3.1	Nguyen Khanh An						Person related to Mr. Nguyen Ba Khanh Tung - Daughter
3.2	Nguyen Ba Tan						Person related to Mr. Nguyen Ba Khanh Tung - Father
3.3	Do Thi Truong						Person related to Mr. Nguyen Ba Khanh Tung - Mother
3.4	Nguyen Thai Ha						Person related to Mr. Nguyen Ba Khanh Tung - Older Sister
4	Do Minh Son		1		0	0.00%	
4.1	Le Thi Phuong Thao						- Person related to Mr. Do Minh Son - Wife
4.2	Do Minh Khang						- Person related to Mr. Do Minh Son - Child - Reason for not having an ID document: Underage (Minor)
4.3	Do Minh Tung						- Person related to Mr. Do Minh Son - Child - Reason for not having an ID document: Underage (Minor)
4.4	Do Minh Tam						- Person related to Mr. Do Minh Son - Biological father
4.5	Nguyen Thi Hien						- Person related to Mr. Do Minh Son - Biological mother
4.6	Do Minh Luong						- Person related to Mr. Do Minh Son - Older brother
4.7	Bui Thi Ngoc Thuy						- Person related to Mr. Do Minh Son - Sister-in-law
4.8	Do Minh Chi						- Person related to Mr. Do Minh Son - Older brother
4.9	Nguyen Minh Huong						- Person related to Mr. Do Minh Son - Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
4.10	Le Ngoc Phuong						- Person related to Mr. Do Minh Son - Father-in-law
4.11	Le Thi Phuong						- Person related to Mr. Do Minh Son - Mother-in-law
4.12	Hanosimex Knitting Joint Stock Company						- Organization related to Mr. Do Minh Son - Head of the Supervisory Board
5	Nguyen Tuan Dao		2		19,500	0.0951%	
5.1	Nguyen Van Dan						Personl related to Mr. Nguyen Tuan Dao - Father
5.2	Nguyen Thi Kim Lan						Personl related to Mr. Nguyen Tuan Dao - Mother
5.3	Nguyen Thi Kim Dung						Personl related to Mr. Nguyen Tuan Dao - Wife
5.4	Nguyen Duc Dung						Personl related to Mr. Nguyen Tuan Dao - Child
5.5	Nguyen Minh Tu						Personl related to Mr. Nguyen Tuan Dao - Child
5.6	Nguyen Ngoc Hung						Personl related to Mr. Nguyen Tuan Dao - Younger Brother
5.7	Nguyen Thi Tham						Personl related to Mr. Nguyen Tuan Dao - Sister-in-law
5.8	Dang Thi Thao						Personl related to Mr. Nguyen Tuan Dao - Mother-in-law
6	Nguyen Thi Nhung		2		0	0.00%	
6.1	Nguyen Cong Chinh						Person related to Mrs. Nguyen Thi Nhung - Husband
6.2	Nguyen Thi Thanh Mai						Person related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young
6.3	Nguyen Thi Thanh Ngan						Person related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young
6.4	Tran Thi Phan						Person related to Mrs. Nguyen Thi Nhung - Mother-in-law
6.5	Nguyen Thi Huong						Person related to Mrs. Nguyen Thi Nhung - Older Sister
6.6	Nguyen Thi Hong Bui						Person related to Mrs. Nguyen Thi Nhung - Younger Sister
6.7	Dao Xuan Thanh						Person related to Mrs. Nguyen Thi Nhung - Brother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
6.8	Do Thanh Tuan						Person related to Mrs. Nguyen Thi Nhung - Younger Brother-in-law
7	Nguyen Thi Nga		2				
7.1	Nguyen Thanh Mai						- Person related to Ms. Nguyen Thi Nga - Biological father. Joined as a member of the Supervisory Board on April 22, 2026
7.2	Lai Thi Phan						- Person related to Ms. Nguyen Thi Nga - Biological mother. Joined as a member of the Supervisory Board on April 22, 2026
7.3	Nguyen Quoc An						- Person related to Ms. Nguyen Thi Nga - Husband. Joined as a member of the Supervisory Board on April 22, 2026
7.4	Nguyen Truc Linh						- Person related to Ms. Nguyen Thi Nga - Daughter. Joined as a member of the Supervisory Board on April 22, 2026
7.5	Nguyen Minh Nhat						- Person related to Ms. Nguyen Thi Nga - Son. Joined as a member of the Supervisory Board on April 22, 2026
7.6	Nguyen Van Ninh						- Person related to Ms. Nguyen Thi Nga - Father-in-law. Joined as a member of the Supervisory Board on April 22, 2026
7.7	Dinh Thi Thoai						- Person related to Ms. Nguyen Thi Nga - Mother-in-law. Joined as a member of the Supervisory Board on April 22, 2026
7.8	Nguyen Thi Dung						- Person related to Ms. Nguyen Thi Nga - Older sister. Joined as a member of the Supervisory Board on April 22, 2026
7.9	Nguyen Tien Dung						- Person related to Ms. Nguyen Thi Nga - Older brother. Joined as a member of the Supervisory Board on April 22, 2026
7.10	Nguyen Tien Dung						- Person related to Ms. Nguyen Thi Nga - Brother-in-law. Joined as a member of the Supervisory Board on April 22, 2026

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
7.11	Khieu Thi Thanh Hoa						- Person related to Ms. Nguyen Thi Nga - Sister-in-law. Joined as a member of the Supervisory Board on April 22, 2026
8	Le Thi Thu Huong		3		0	0.00%	
8.1	Ngo The Ngoc						Person related to Mrs. Le Thi Thu Huong - Husband
8.2	Ngo Thuy Duong						Person related to Mrs. Le Thi Thu Huong - Daughter
8.3	Ngo Huyen Anh						Person related to Mrs. Le Thi Thu Huong - Daughter
8.4	Nguyen Thi Lien						Person related to Mrs. Le Thi Thu Huong - Mother
8.5	Le Van Hung						Person related to Mrs. Le Thi Thu Huong - Older Brother
8.6	Le Manh Hieu						Person related to Mrs. Le Thi Thu Huong - Older Brother
8.7	Vu Thi Lo						Person related to Mrs. Le Thi Thu Huong - Sister-in-law
8.8	Hoang Thi Minh						Person related to Mrs. Le Thi Thu Huong - Sister-in-law
8.9	Hanosimex Fashion Joint Stock Company						The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors from 11/04/2025
8.10	Hai Phong Trading Joint Stock Company - Hanosimex						The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors
8.11	Hanosimex Knitting Joint Stock Company						The organization related to Mrs. Le Thi Thu Huong - Member of the Board of Directors
9	Dang Ngoc Quan		14		0	0.00%	
9.1	Nguyen Hong Nhung						Person related to Mr. Dang Ngoc Quan - Wife
9.2	Dang Ngoc Linh						Person related to Mr. Dang Ngoc Quan - Daughter
9.3	Dang Linh Chi						Person related to Mr. Dang Ngoc Quan - Daughter
9.4	Dang Ngoc Chinh						Person related to Mr. Dang Ngoc Quan - Father
9.5	Nguyen Van Dinh						Person related to Mr. Dang Ngoc Quan - Father-in-law
9.6	Doan Thi Chieu						Person related to Mr. Dang Ngoc Quan - Mother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	Head office address / Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
9.7	Dang Ngoc Hung						Person related to Mr. Dang Ngoc Quan - Older Brother
9.8	Dang Ngoc Dung						Person related to Mr. Dang Ngoc Quan - Older Brother
9.9	Dang Ngoc Son						Person related to Mr. Dang Ngoc Quan - Older Brother
9.10	Hoang Kim Anh						Person related to Mr. Dang Ngoc Quan - Sister-in-law
9.11	Hoang Thi Binh						Person related to Mr. Dang Ngoc Quan - Sister-in-law
9.12	Tran Thi Luyen						Person related to Mr. Dang Ngoc Quan - Younger Sister-in-law
10	Nguyen Thi Thu Thao		1		15,100	0.07366%	
10.1	Nguyen Xuan Chi						Person related to Ms Nguyen Thi Thu Thao - Husband
10.2	Nguyen Bao Han						Person related to Ms Nguyen Thi Thu Thao - Child
10.3	Nguyen Quynh Nhu						Person related to Ms Nguyen Thi Thu Thao - Child
10.4	Luu Thi Ngoan						Person related to Ms Nguyen Thi Thu Thao - Mother
10.5	Nguyen Duc Thanh						Person related to Ms Nguyen Thi Thu Thao - Brother
10.6	Nguyen Thi Thu Thao						Person related to Ms Nguyen Thi Thu Thao - Sister in law
10.7	Nguyen Xuan Mong						Person related to Ms Nguyen Thi Thu Thao - Father in law
10.8	Doan Hong Ly						Person related to Ms Nguyen Thi Thu Thao - Mother in law
11	Mai Thi Thanh Binh		1		3,700	0.01800%	
11.1	Ho Le Hung						- Person related to Ms. Mai Thi Thanh Binh - Husband
11.2	Ho Le Bach						- Person related to Ms. Mai Thi Thanh Binh - Son
11.3	Ho Le Phuong Thao						- Person related to Ms. Mai Thi Thanh Binh - Daughter
11.4	Vu Thi Doi						- Person related to Ms. Mai Thi Thanh Binh - Biological mother
11.5	Ho Le Vien						- Person related to Ms. Mai Thi Thanh Binh - Father-in-law
11.6	Le Thi Hue						- Person related to Ms. Mai Thi Thanh Binh - Mother-in-law

APPENDIX 3: TRANSACTIONS BETWEEN THE CORPORATION AND ITS AFFILIATED PERSONS OR BETWEEN THE CORPORATION AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS



(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the first 6 months of 2026)

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Time of transactions with the Corporation	Content	Total value of transaction (VND)
1	Vietnam Textile and Garment Group	The related organization of Mr. Cao Huu Hieu - General Director	0100100008 17/09/2025 Ha Noi Department of Finance	25 Ba Trieu Street, Cua Nam Ward, Hanoi City, Vietnam.	First 6 months of 2026	Purchase of goods and services	42.584.728.815
						Sale of goods and services	28.258.560.000
2	Northern Textile Corporation Limited Liability Company - Vinatex	The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors, Mr. Nguyen Tri Son - Member of the Board of Director	0107386444 07/09/2025 Ha Noi Department of Finance	Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Park, Hoang Mai Ward, Hanoi City	First 6 months of 2026	Sale of goods and services	1.105.835.617
						Sale of goods and services	388.800.000
3	Vinatex Hong Linh Joint Stock Company	Organization related to Mr. Nguyen Tri Son - Member of the Board of Directors	3001124028 07/05/2025 Ha Tinh Department of Finance	Organization related to Mr. Nguyen Tri Son - Member of the Board of Directors	First 6 months of 2026	Sale of goods and services	97.200.000
						Purchase of goods and services	17.630.258.842

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Time of transactions with the Corporation	Content	Total value of transaction (VND)
4	Hanosimex Knitting Joint Stock Company	The related organization of Mr. Nguyen Tuan Dao - Member of the Board of Directors; Mr. Do Minh Son - Head of the Supervisory Board	0900294225 05/07/2024 Department of Planning and Investment of Hung Yen Province	Pho Noi B Textile and Garment Industrial Park, Nguyen Van Linh Commune, Hung Yen Province	First 6 months of 2026	Sale of goods and services	1.900.800.000
						Purchase of goods and services	-
5	Hanosimex Fashion Joint Stock Company	Organization related to Ms. Le Thi Thu Huong - Chairwoman of the Board of Directors and Ms. Mai Thanh Binh - Member of the Board of Directors	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st & 7th Floors, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City	First 6 months of 2026	Sale of goods and services	6.675.156.956
						Purchase of goods and services	12.410.000
6	Ha Dong Textile Joint Stock Company - Hanosimex	Subsidiary. Organization related to Ms. Le Thi Thu Huong - Head of the Supervisory Board	0500476693 03/06/2025 Ha Nam Department of Finance	Lots 2, 3, 4, Dong Van 2 Industrial Park, Dong Van Ward, Ninh Binh Province, Vietnam	First 6 months of 2026	Sale of goods and services	64.373.577.878

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



Cao Huu Hieu

APPENDIX 4: TRANSACTION BETWEEN INTERNAL PERSONS OF THE CORPORATION, AFFILIATED PERSONS OF INTERNAL PERSONS AND THE CORPORATION'S SUBSIDIARIES IN WHICH THE CORPORATION TAKES CONTROLLING POWER

(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the first 6 months of 2026)

No.	Name of organization/ individual	Relationship with the Corporation	NSH No.* date of issue, place of issue	Address	Subsidiary company	Time of transaction	Content	Total value of transaction (VND)
1	Vinatex Hong Linh Joint Stock Company	Organization related to Mr. Nguyen Tri Son - Member of the Board of Directors	3001124028 07/05/2025 Ha Tinh Department of Finance	Organization related to Mr. Nguyen Tri Son - Member of the Board of Directors	Ha Dong Textile Joint Stock Company - Hanosimex	First 6 months of 2026	Sale of goods and services (export entrustment)	14.461.223.572
							Purchase of goods and services	1.648.255.136
2	Hanosimex Fashion Joint Stock Company	Organization related to Ms. Le Thi Thu Huong - Chairwoman of the Board of Directors and Ms. Mai Thanh Binh - Member of the Board of Directors	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st & 7th Floors, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City	Ha Dong Textile Joint Stock Company - Hanosimex	First 6 months of 2026	Purchase of goods and services	2.901.457.431
							Sale of goods and services	158.744.601
3	Pho Noi Textile Infrastructure Development Joint Stock Company	Organization related to Mr. Nguyen Tri Son - Member of the Board of Directors	0900234755 02/05/2024 Department of Planning and Investment of Hung Yen Province	Pho Noi Textile and Garment Industrial Zone, Nguyen Van Linh Commune, Hung Yen Province.	Hanosimex Knitting Joint Stock Company	First 6 months of 2026	Purchase of goods and services	2.362.585.943
4	Northern Textile Corporation Limited Liability Company - Vinatex	The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors, Mr. Nguyen Tri Son - Member of the Board of Director	3001124028 07/05/2025 Ha Tinh Department of Finance	Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Park, Hoang Mai Ward, Hanoi City	Hanosimex Knitting Joint Stock Company	First 6 months of 2026	Purchase of goods and services	205.646.596

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)



Cao Huu Hieu