

Da Nang, April 24, 2026

**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**HOA THO TEXTILE - GARMENT JOINT STOCK CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.
- Pursuant to the current Charter of Organization and Operation of Hoa Tho Textile - Garment Joint Stock Corporation;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation dated April 24, 2026.

**GENERAL MEETING OF SHAREHOLDERS OF THE CORPORATION**  
**RESOLUTION**

**Article 1.** To unanimously approve the business performance results for 2025:

- Total consolidated revenue and income: VND 5,544 billion
- Export turnover: USD 264 million.
- Total profit before tax:
- + Parent company: VND 380.5 billion
- + Consolidated: VND 400.6 billion

*(Attached to the report)*

**Article 2.** To unanimously approve the plan and solutions for implementing the 2026 tasks with the following specific targets:

- Total revenue: VND 5,550 billion.
- Export turnover: USD 260 million.
- Total profit before tax:
- + Parent company: VND 400 billion
- + Consolidated: VND 423 billion

- Dividend payout ratio/Charter capital: From 25% - 50% of Charter Capital.
- 2026 Investment plan.

*(Attached to the report)*

- Authorize the Board of Directors to decide on interim dividend payments if such payments are deemed consistent with the profitability and undistributed profit sources of the Corporation.
- Authorize the Board of Directors to decide on all matters related to the implementation and adjustment of the 2026 business plan in accordance with actual conditions.

**Article 3.** To unanimously approve the 2025 financial statements. The separate and consolidated financial statements for 2025 have been audited by KPMG Vietnam Company Limited (attached hereto).

**Article 4.** To unanimously approve the profit distribution plan of the Corporation for 2025, specifically:

1. Total undistributed profit after corporate income tax: VND 504,783,411,557. In which:
  - Profit for 2025: VND 304,776,683,315.
  - Retained profit from previous years: VND 200,006,728,242.
2. Profit after corporate income tax to be distributed: VND 258,776,683,315. In which:
  - Allocation to the production development investment fund: VND 45,716,502,497.
  - Allocation to the executive board reward fund: VND 9,143,300,499.
  - Allocation to the welfare and reward fund: VND 23,903,340,319.
  - Dividend payment to shareholders: 50% of Charter Capital, equivalent to VND 180,013,540,000.
    - + In cash: VND 108,008,124,000 (Interim dividend of 25% of Charter Capital, equivalent to VND 90,006,770,000, was paid to shareholders on January 19, 2026)
    - + In shares: 20% of Charter Capital, equivalent to VND 72,005,416,000.
  - Undistributed profit after tax remaining: VND 246,006,728,242.

**Article 5.** To unanimously approve the share issuance plan for dividend payment to shareholders in accordance with the ratio specified in Article 4 of this Resolution (details as attached).

To approve the increase of the charter capital of Hoa Tho Textile – Garment Joint Stock Corporation upon completion of the share issuance for dividend distribution to shareholders, and to adopt the amendment of the Corporation’s Charter reflecting the updated charter capital. The Board of Directors is authorized to carry out all necessary procedures for adjusting the charter capital in accordance with applicable laws.

**Article 6.** To unanimously approve the report on the performance of the Board of Directors in 2025 and the operational plan of the Board of Directors for 2026 (attached hereto).

**Article 7.** Unanimously approve the report on the 2025 business performance verification by the Board of Supervisors of the Corporation (Attached to the report).

**Article 8.** To approve the finalization of salaries and remuneration for the Board of Directors and the Board of Supervisors in 2025, and the plan for payment of salaries and remuneration for the Board of Directors and the Board of Supervisors in 2026.

The total estimated salaries and remuneration for 2026 amount to VND 2,580,000,000 (in words: Two billion five hundred eighty million Vietnamese dong). This amount excludes personal income tax (PIT) and additional salary payments in accordance with the Corporation’s regulations. The Corporation shall bear the arising PIT.

In addition to the above-mentioned salaries and remuneration, based on the business performance in 2026, members of the Board of Directors, the Supervisory Board, the Person in charge of corporate governance, and the Secretary of the Board of Directors may be considered for additional salary payments in accordance with the prevailing regulations and

policies applicable within the Corporation, and the Corporation shall finalize such payments based on actual amounts incurred.

**Article 9.** To unanimously approve the dismissal of Mr. Le Quoc An from the position of Independent Member of the Board of Directors of Hoa Tho Textile – Garment Joint Stock Corporation for the 2022–2027 term, and to unanimously approve the results of the supplementary election of Mrs. Hoang Thai Truc as an Independent Member of the Board of Directors of Hoa Tho Textile – Garment Joint Stock Corporation for the 2022–2027 term.

**Article 10.** To unanimously approve the list of auditing firms to conduct the audit of the Corporation’s 2026 financial statements:

- KPMG Limited Vietnam.
- Deloitte Vietnam Company Limited.
- PricewaterhouseCoopers Vietnam (PWC VN)

To unanimously authorize the Board of Supervisors to select one of the above three auditing firms.

**Article 11.** Implementation and effectiveness:

The Board of Directors and the General Director of the Corporation are responsible for the effective implementation of the contents of this Resolution.

This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation. *Rm*

**ON BEHALF OF THE GENERAL MEETING OF  
SHAREHOLDERS  
HOA THO TEXTILE - GARMENT JOINT STOCK  
CORPORATION  
CHAIRPERSON**

**Recipients:**

- State Securities Commission.
- Hochiminh Stock Exchange
- Vietnam National Textile and Garment Group.
- BOD, BOS, BOM.
- Archived: Clerical assistant, Secretary of the Board of Directors.



**Nguyen Van Hai**

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
HOA THO TEXTILE - GARMENT JOINT STOCK CORPORATION**

The 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation (Business Registration Certificate No. 0400101556, first issued by the Department of Planning and Investment of Da Nang City on January 30, 2007, with the 26th amendment on August 18, 2025) was held at 8:15 AM on April 24, 2026, at the Corporation's Hall, located at 36 Ong Ich Duong, Cam Le Ward, Da Nang City.

**Attendees:**

Shareholders and authorized representatives registered to attend the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation.

**Chairperson:**

Mr. Nguyen Van Hai - Chairperson of the Board of Directors of Hoa Tho Textile - Garment Joint Stock Corporation.

**Secretary:**

Ms. Dang Thi Cam Lan - Head of Legal and General Affairs Division, Secretary of the Board of Directors.

Ms. Dang Thi Oanh Nu - Deputy Head of Finance and Accounting Department.

**Shareholder Eligibility Verification Committee:**

1. Ms. Nguyen Thi Tuong Long, Chief Accountant of the Corporation, Head of Committee.
2. Ms. Pham Anh Thao, Deputy Head of Finance and Accounting Department of the Corporation.
3. Ms. Pham Thi Thanh Dung, Specialist of the Internal Audit Department of the Corporation.

**MEETING CONTENT**

**I. Verification of the eligibility of delegates attending the General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation.**

The Shareholder Eligibility Verification Committee has verified the validity of the documents proving the status of shareholders and authorized representatives based on the list of shareholders registered to attend the 2026 Annual General Meeting of Shareholders.

**Results:** The total number of shareholders and authorized representatives of shareholders attending today's meeting is 139, representing a total of 30,922,090 shares owned and authorized, accounting for 85.89% of the total voting shares of the Corporation.

- All shareholders attending the meeting meet the eligibility requirements as prescribed, and the meeting is qualified to proceed.

## **II. The Chairperson of the meeting presents for approval:**

1. The agenda of the 2026 Annual General Meeting of Shareholders;
2. The list of the Election and Vote Counting Committee, including the following members:
  - Ms. Nguyen Thi Thu Trang – Chief Executive Officer, Chief of the Corporation's Office, Head of Committee.
  - Ms. Nguyen Thi Tuong Long – Chief Accountant of the Corporation.
  - Mr. Nguyen Duc Tri – Deputy Chief of the Corporation's Office.
  - Mr. Kieu Nguyen Phong – Deputy Chief of the Corporation's Office.
  - Ms. Pham Anh Thao – Deputy Head of Finance and Accounting Department of the Corporation.
  - Mr. Nguyen Quoc Hau – Specialist of the IT Department of the Corporation.

The General Meeting proceeds to vote to approve the meeting agenda and the list of the Election and Vote Counting Committee.

### **Vote counting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Negative votes: 0 votes.
- Number of votes with no opinion: 0 votes.

## **III. Meeting content:**

**1. Mr. Nguyen Ngoc Binh – Member of the Board of Directors, General Director of the Corporation, on behalf of the Chairperson, presented Report No. 318/BC-HĐQT dated April 24, 2026, of the Board of Directors regarding the results of the implementation of the 2025 Annual General Meeting of Shareholders' Resolution and the direction and solutions for the 2026 plan.**

### **1.1. Key indicators in the 2025 performance results:**

- Consolidated revenue and income reached VND 5,544 billion, an increase of 6% year-on-year, reaching 110% of the 2025 plan. In which:
  - + Garment industry: VND 4,403 billion, an increase of 9% year-on-year.
  - + Yarn industry: VND 982 billion, equivalent to 96% year-on-year.
  - + Other revenue and income: VND 159 billion.
- Revenue and income according to the separate report reached VND 5,206 billion, an increase of 6% year-on-year, reaching 113% of the 2025 plan. In which:
  - + Garment industry: VND 4,358 billion, an increase of 8% year-on-year.
  - + Yarn industry: VND 685 billion, equivalent to 96% year-on-year.
  - + Other revenue and income: VND 163 billion.
- Consolidated profit before tax reached VND 400.6 billion, an increase of 14% year-on-year, reaching 111% of the 2025 plan.
  - Separate profit before tax reached VND 380.5 billion, an increase of 11% year-on-year, reaching 109% of the 2025 plan.
  - Export turnover reached USD 264 million, an increase of 5% year-on-year, reaching 105% of the 2025 plan.

- Average income reached 12.2 million VND/person/month, an increase of 16% year-on-year, reaching 109% of the 2025 plan.
- Depreciation reached VND 115 billion, an increase of 11% year-on-year.
- Budget contribution reached VND 193 billion, an increase of 26% year-on-year.
- The total value of investment projects implemented in 2025 was VND 169 billion, with a disbursement value of VND 148 billion.

The report clearly states all aspects of work regarding the market, orders, production, finance and risk management, human resources, employee welfare, IT application, and digital transformation... Most of the limited areas of 2024 have seen significant improvements, contributing to the Corporation's comprehensive completion of the 2025 production and business goals.

### **1.2. Plan and solutions for 2026:**

- Consolidated revenue: 5,550 billion VND.
- Separate profit: VND 400 billion.
- Consolidated profit: VND 423 billion.
- Export turnover: USD 260 million.
- Average income: increase of 7% - 10% compared to 2025.
- Dividend: From 25% to 50% of Charter capital

To complete the 2026 production and business plan, the Corporation has set out 9 main groups of solutions and tasks, including: (1) Continue to closely monitor market developments, especially tariff policies, trade remedies, and geopolitical risks to proactively and flexibly build response scenarios, while restructuring customers and products towards more effective and sustainable directions; (2) seek, expand, and diversify raw material sources; (3) improve production and business efficiency based on a lean management platform; control costs, optimize equipment utilization, improve productivity, quality, and uniformity among factories; strengthen operational discipline and promote initiatives for improvement and production rationalization; (4) promote the implementation of comprehensive digitalization and digital transformation programs; (5) recruit, train, and improve policies to retain and attract high-quality labor; (6) continue to implement investment projects, prioritizing technology innovation, automation, and production capacity enhancement projects, investing in a green direction...; (7) focus on internal audit and risk management; (8) strengthen financial management towards strict control of cash flow, inventory, and receivables; optimize working capital usage to improve capital efficiency; (9) promote emulation movements, perform well in security, order, occupational health and safety, and implement communication programs to convey and spread corporate culture.

*(Attached to the Report)*

### **2. Mr. Nguyen Van Cuong - Chief Executive Officer of the Corporation, on behalf of the Chairperson, presented:**

- Proposal No. 319/TTr – HĐQT dated April 24, 2026, of the Board of Directors regarding the approval of the 2025 financial statements;
- Proposal No. 320/TTr – HĐQT dated April 24, 2026, of the Board of Directors regarding the 2025 profit distribution plan, the plan for share issuance to pay dividends to shareholders

for 2025; finalization of remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration payment plan for 2026.

*(Attached to the Proposal)*

**3. Ms. Tran Tuong Anh - Member of the Board of Directors of the Corporation, on behalf of the Chairperson, presented:**

- Report No. 321/BC-HĐQT dated April 24, 2026, of the Board of Directors regarding the performance results of the Board of Directors of the Corporation in 2025 and the activity plan for 2026. The report fully states the contents regarding the activities of the Board of Directors, the activities of the Independent Member of the Board of Directors, and the assessment of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025. The report also clearly states the activity program of the Board of Directors in 2026 to direct and guide the executive body to strive to complete the targets and tasks of 2026.

*(Attached to the Report)*

**4. Ms. Nguyen Thi Kim Khanh – Head of the Board of Supervisors of the Corporation presented at the General Meeting:**

- Report No. 322/BC-BKS dated April 24, 2026, regarding the results of the inspection and supervision of the 2025 production and business activities of Hoa Tho Textile - Garment Joint Stock Corporation.

- Proposal No. 323/TTr-BKS dated April 24, 2026, regarding the selection of an auditing firm for the 2026 financial statements of Hoa Tho Textile - Garment Joint Stock Corporation.

*(Attached to the Report and Proposal)*

5. The Chairperson of the General Meeting seeks the voting opinion of the General Meeting of Shareholders to approve the resignation letter of Mr. Le Quoc An – Independent Member of the Board of Directors for the 2022 – 2027 term.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

The General Meeting unanimously approved the resignation of Mr. Le Quoc An – Independent Member of the Board of Directors of the Corporation for the 2022 – 2027 term.

6. Ms. Nguyen Thi Thu Trang – Chief Executive Officer of the Corporation presented the Election Regulations and the Proposal for the nomination of candidates for the supplementary election of an independent member of the Board of Directors.

7. The Chairperson of the Meeting requested the General Meeting of Shareholders to vote to approve the Regulations for the supplementary election of members of the Board of Directors for the 2022 – 2027 term and the Proposal for the nomination of candidates.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

The General Meeting unanimously approved the Election Regulations and the Proposal for the nomination of candidates.

8. The General Meeting proceeded to vote.

**IV. The General Meeting took a 15-minute break.**

**V. Announcement of election results.**

- Number of ballots issued : 139 ballots, with a total of 30,922,090 voting shares
- Number of ballots collected : 136 ballots, with a total of 30,856,254 voting shares
- Number of valid votes : 132 ballots, with a total of 30,819,161 voting shares
- Number of invalid ballots : 4 ballots, with a total of 37,093 voting shares

**Results:**

- Ms. Hoang Thai Truc, total voting shares received: 30,819,161 shares, accounting for 99.7% of the voting shares present at the meeting, elected to the Board of Directors of the Corporation for the 2022 – 2027 term as an Independent Member of the Board of Directors.

**VI. Discussion session:**

The General Meeting was also honored to welcome Mr. Lê Tiến Trường – Secretary of the Party Committee and Chairman of the Board of Directors of Vietnam National Textile and Garment Group, who attended and delivered a directive speech at the Meeting.

In his capacity as the controlling shareholder and parent company, Chairman Lê Tiến Trường assessed the effectiveness of the investment of shareholders in general in Hoa Tho Textile – Garment Joint Stock Corporation. At the same time, he set forth several requirements regarding the Corporation’s development planning in the coming period to ensure alignment with the development plans of the locality and the country. He also requested that the Board of Directors and the Executive Board of the Corporation review and update the Corporation’s development strategy in accordance with the actual situation, as well as plan for the development of a qualified successor workforce to ensure the effective implementation of the set objectives. Among these, a key objective is to maintain transparent and efficient investment in Hoa Tho for the Corporation’s shareholders.

**VII. The Chairperson of the meeting requested the General Meeting to proceed with voting on each issue:**

**1. Voting to approve the Report on the implementation results of the 2025 Annual General Meeting of Shareholders’ Resolution and the 2026 production and business plan and solutions of the Corporation.**

- 2025 production and business results.
- 2026 production and business plan and implementation solutions.
- Investment plan for 2026.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**2. Voting to approve the 2025 Financial Statements audited by KPMG Vietnam Ltd. (Attached to the report).**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.

- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**3. Voting to approve the Corporation's 2025 profit distribution plan:**

- Total undistributed profit after corporate income tax: 504,783,411,557 VND. In which:
  - + Profit in 2025: 304,776,683,315 VND.
  - + Retained profit from previous years: 200,006,728,242 VND.
- Distributed profit after corporate income tax: 258,776,683,315 VND. In which:
  - + Allocation to production development investment fund: 45,716,502,497 VND.
  - + Allocation to executive management bonus fund: 9,143,300,499 VND.
  - + Allocation to welfare and reward fund: 23,903,340,319 VND.
  - + Dividend payment to shareholders: 50% of Charter Capital, equivalent to 180,013,540,000 VND.
    - \* In cash: 108,008,124,000 VND (Already advanced to shareholders 25% of Charter Capital, equivalent to 90,006,770,000 VND on January 19, 2026)
    - \* In shares: 20% of Charter Capital, equivalent to 72,005,416,000 VND.
- Undistributed profit after tax retained: 246,006,728,242 VND.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**4. Voting to approve the plan for share issuance to pay dividends to shareholders for 2025. (Attached to the plan).**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**5. Voting to approve the Proposal on the settlement of salaries and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan for salary and remuneration payment for the Board of Directors and the Board of Supervisors in 2026.**

The total expected salary and remuneration for 2026 is 2,580,000,000 VND (*In words: Two billion five hundred eighty million VND*). The above salary and remuneration levels do not include personal income tax (PIT) and other salary supplements according to the Corporation's regulations. The Corporation will pay the incurred personal income tax.

In addition to the above salary and remuneration, based on the 2026 production and business results, members of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Secretary of the Board of Directors shall be considered for additional salary payments according to the current regulations and policies generally applied within the Corporation, and the Corporation will settle based on actual figures.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**6. Voting to approve the report on the activities of the Board of Directors in 2025 and the activity plan of the Board of Directors for 2026 (Attached to the report).**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**7. Voting to approve the report on the audit of the 2025 production and business activities by the Board of Supervisors of the Corporation (Attached to the Report).**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Negative votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**8. Voting to approve the increase of the Corporation's charter capital after the completion of the share issuance for dividend payment, and the change of charter capital on the Corporation's Business Registration Certificate.**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**9. Voting to approve the list of auditing firms to audit the 2026 financial statements of the Corporation:**

- KPMG Vietnam Company Limited.
- Deloitte Vietnam Auditing Company Ltd.
- PricewaterhouseCoopers Vietnam Auditing Company (PWC VN)

Unanimously authorized the Board of Supervisors to select one of the three aforementioned auditing firms.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**10. Regarding other authorized matters:**

**10.1. Voting to approve the General Meeting of Shareholders' authorization for the Board of Directors to decide on interim dividend payments if such payment is deemed consistent with the Corporation's profitability and undistributed profit sources.**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Number of disapproving votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**10.2. Voting to approve the General Meeting of Shareholders' authorization for the Board of Directors to decide on all matters related to the organization, implementation, and adjustment of the 2026 production and business plan in accordance with the actual situation.**

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Negative votes: 0 votes.
- Number of votes with no opinion: 0 votes.

**VII. Presentation of the draft Resolution of the Meeting and voting to approve the Resolution of the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation.**

- The Meeting Secretary presents the Minutes and the draft Resolution of the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation.
- The Chairperson requests the Meeting's vote to approve the Resolution of the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation.

**Voting results:**

- Affirmative votes: 139 votes, representing 30,922,090 shares, accounting for 100% of the voting shares present at the meeting.
- Negative votes: 0 votes.
- Number of votes with no opinion: 0 votes.

The 2026 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation concluded at 11:30 AM on April 24, 2026.

**Secretary**

**DANG THI CAM LAN**

**Chairperson**



**NGUYEN VAN HAI**

# MEETING AGENDA

## 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HOA THO TEXTILES - GARMENT JOINT STOCK CORPORATION

- **Time:** From 08:00 to 11:30, April 24, 2026 (Friday)
- **Location:** Hall of Hoa Tho Textile - Garment Joint Stock Corporation  
(36 Ong Ich Duong, Cam Le Ward, Da Nang City)

CONTENTS	Participants	Time
1. Opening Procedures		
- Shareholders receive documents and voting cards	Organizing Committee	8h00 – 8h15
- Opening remarks and introduction of delegates - Adoption of the Meeting Regulations	Organizing Committee	8h15– 8h20
- Report on the verification of shareholders' eligibility	Shareholder Eligibility Verification Committee	8h20 – 8h25
- Introduction of the Chairperson and the Secretary of the Meeting - Invitation for the Chairperson and the Secretary to take their positions	Organizing Committee	8h25 – 8h35
- Adoption of the Meeting Agenda - Approval of the list of the Election and Vote Counting Committee	Chairperson of the Meeting	8h35 – 8h40
2. Main Content		
Report on the implementation of the 2025 Annual General Meeting of Shareholders' Resolution and the 2026 Production and Business Plan	Mr. Nguyen Ngoc Binh – General Director	8:40 – 8:50
Submit to the General Meeting for approval: - Proposal for approval of the audited 2025 Financial Statements; - Proposal on profit distribution for 2025 and the remuneration plan for the Board of Directors and the Board of Supervisors for 2025.	Mr. Nguyen Van Cuong – Chief Executive Officer	8:50 – 9:10
- Report on the performance of the Board of Directors in 2025 and its operation plan for 2026	Ms. Tran Tuong Anh – Member of the Board of Directors	9:10 – 9:20
- Report of the Board of Supervisors on the appraisal of business performance in 2025. - Proposal for approval of the selection of the auditor for the 2026 Financial Statements	Ms. Nguyen Thi Kim Khanh – Head of the Board of Supervisors	9:20 – 9:45
- Additional election of member of the Board of Directors	Election Committee	9:45 – 10:00
3. Break (15 minutes)		10:00 – 10:15
4. Announcement of the voting results	Election Committee	10:15 – 10:20
4. Discussion and Q&A session with shareholders		10:20 – 10:40
5. Remarks by the leadership of Vietnam National Textile and Garment Group	Representative of the Group's Leadership	10:40 – 11:00
6. The Chair seeks shareholders' approval on the matters presented to the General Meeting	Chairperson of the General Meeting	11:00 – 11:05
7. Presentation of the draft Resolution of the General Meeting Voting for approval of the Resolution of the General Meeting	Secretary of the General Meeting Chairperson of the General Meeting	11:05 – 11:15
8. Closing of the General Meeting	Chairperson of the General Meeting	11:15

**Organizing Committee**

**REPORT**  
**ON THE RESULTS OF IMPLEMENTING THE 2025 GENERAL MEETING OF**  
**SHAREHOLDERS' RESOLUTION AND DIRECTIONS AND SOLUTIONS FOR**  
**THE 2026 TASKS**

**PART I**  
**ASSESSMENT OF 2025 PRODUCTION AND BUSINESS RESULTS**

**I. Situation overview in 2025:**

In 2025, the textile and garment industry continued its recovery trend, albeit at an unstable pace. Orders improved compared to 2024; however, global demand remained weak, and the market fluctuated due to changing trade policies, particularly countervailing duties and trade defense measures from the US, EU, and several other major markets. These tax adjustments increased raw material import costs, narrowed profit margins, and put pressure on the competitiveness of Vietnamese enterprises.

Additionally, logistics costs and competition from South Asian countries remained high. Nevertheless, opportunities still emerged due to the shift of orders away from China, the trend toward green consumption, and efforts to increase the localization rate. Overall, 2025 was a year of cautious recovery for the textile and garment industry, significantly impacted by tariffs, requiring enterprises to proactively adapt to maintain growth.

**II. Implementation results in 2025:**

**1. Results of the 2025 production and business targets compared to the Annual General Meeting of Shareholders' Resolution:** *(2025 production and business results audited by KPMG Limited Vietnam)*

1. Consolidated revenue and income reached 5,544 billion VND, an increase of 6% compared to 2024, achieving 110% of the 2025 plan. Specifically:

- Garment sector: 4,403 billion VND, an increase of 9% compared to 2024.
- Fiber sector: 982 billion VND, equivalent to 96% compared to 2024.
- Other revenue and income: 159 billion VND.

2. Separate revenue and income reached 5,206 billion VND, an increase of 6% compared to 2024, achieving 113% of the 2025 plan. Specifically:

- Garment sector: 4,358 billion VND, an increase of 8% compared to 2024.
- Fiber sector: 685 billion VND, equivalent to 96% compared to 2024.
- Other revenue and income: 163 billion VND.

3. Consolidated pre-tax profit reached 400.6 billion VND, an increase of 14% compared to 2024, achieving 111% of the 2025 plan.

4. Separate pre-tax profit reached 380.5 billion VND, an increase of 11% compared to 2024, achieving 109% of the 2025 plan.

5. Export turnover reached 264 million USD, an increase of 5% compared to 2024, achieving 105% of the 2025 plan.

6. Average income reached 12.2 million VND/person/month, an increase of 16% compared to 2024, achieving 109% of the 2025 plan.

7. Depreciation reached 115 billion VND, an increase of 11% compared to 2024.

8. Budget contribution reached 193 billion VND, an increase of 26% compared to 2024.

## **2. General assessment of 2025:**

### **- Corporate governance:**

+ The Corporation always complies with the provisions of the Law, the Charter, and internal regulations during its operations, strictly implements the resolutions and decisions issued by the General Meeting of Shareholders and the Board of Directors; completed the listing of shares on the Ho Chi Minh City Stock Exchange.

+ Regulations on information disclosure on the stock market were also fully and timely implemented in accordance with the regulations of the State Securities Commission and the Ho Chi Minh Stock Exchange.

### **- Market activities:**

+ Garment sector: The Corporation proactively implemented solutions to respond to US tariff policies by flexibly sharing with customers and suppliers, thereby basically keeping the order source stable and maintaining production efficiency. At the same time, the exploitation of new customers in potential markets such as Japan and Europe achieved positive results with an increasing trend in orders. Additionally, coordination between sales departments and factories was improved, contributing to higher efficiency in order exploitation and production organization.

+ Fiber sector: In 2025, the Hoa Tho fiber sector operated in a market context with many fluctuations and challenges. After positive signals in the first months of the year, the fiber market was strongly impacted by external factors, especially the US countervailing duty policy, causing a decrease in demand and selling prices for fiber, fewer orders, and urgent delivery requirements. These factors significantly affected the operational efficiency of the fiber sector, and difficulties are expected to continue into early 2026.

### **- Production activities:**

Most factories operated with good efficiency, per capita revenue grew significantly compared to the same period, and CM productivity is gradually rising to a uniform level across factory groups. Some factories that were still operating inefficiently in 2024, such as Quang Ngai, Dong Ha, and Trieu Phong, have all shown significant improvements in production management, moving from loss to profit in 2025.

- Human resource management:

+ The labor situation remained stable compared to 2024 due to stable orders, improved labor attraction policies, and increased wages and income. The number of employees resigning at units was mainly due to having young children or changing jobs for more flexible time.

+ The working environment was strongly and quite uniformly improved from the office to the factories, initially improving the image inside the factories and creating a good impression on partners and customers.

+ Recruitment, training, and personnel planning were carried out in a timely manner, basically meeting the needs of the management apparatus and operating the production and business system to ensure efficiency and serve longer-term strategic goals.

- **Investment development and digital transformation:**

+ Investment work was clearly improved, ensuring the progress of procedures and project implementation according to the plan; key projects for technological innovation in the garment and fiber sectors were implemented synchronously towards automation and labor reduction. In 2025, the total realized value reached 169 billion VND, with 148 billion VND disbursed; projects that were not implemented were transferred to 2026.

+ Digital transformation and digitization took place in all areas of operation from the office to the factories, initially achieving more practical results, digitizing production and operation processes, reducing manual operations and paper storage across the entire system, helping management become transparent, clear, and providing real-time data.

- **Financial management and risk management:**

+ The financial situation is increasingly improving and healthy, with financial activities directly supporting production and business activities, while also bringing significant financial efficiency to the Corporation.

+ Thoroughly addressed the State Audit's recommendations regarding divestment at the Central Cotton and General Trading Company, recovering all of the Corporation's capital investment in this enterprise. Completed the recovery of overdue debts from Duyen Dat customer.

## **PART II**

### **DIRECTIONS, TASKS, AND SOLUTIONS FOR 2026**

#### **I. Situation assessment:**

In 2026, the textile and garment industry is forecast to continue to recover but will still face many fluctuations due to the intertwined impact of the geopolitical situation and trade policies. Conflicts in some regions, especially the Middle East, increase the risk of supply chain disruption and logistics costs; meanwhile, tariff policies and trade

defense from major markets (especially the US and EU) continue to put pressure on orders and profit margins, while competition in the industry is becoming increasingly fierce.

The trend of small orders and fast delivery requires enterprises to improve flexibility and response speed; requirements for sustainable development, traceability, and ESG standards have become mandatory conditions, along with the trend of supply chain shifting, opening up opportunities to increase the localization rate.

Domestically, the textile and garment industry is affected by input costs and labor costs that tend to increase, with increasingly high requirements for wages, welfare, and working conditions; at the same time, pressure to comply with environmental regulations, green transformation, and sustainable production standards is becoming more apparent, requiring enterprises to continue restructuring, improving productivity, and optimizing costs to maintain competitiveness.

## **II. Production and business plan:**

Based on the results achieved in 2025, the market situation forecast, and the orientation of the parent company - Vietnam National Textile and Garment Group, Hoa Tho Textile - Garment Joint Stock Corporation has developed the 2026 production and business plan with the following main targets:

- Revenue: 5,550 billion VND.
- Separate profit: 400 billion VND.
- Consolidated profit: 423 billion VND.
- Export turnover: 260 million USD.
- Average income: increase of 7% - 10% compared to 2025.
- Dividends: From 25% to 50% of Charter Capital

Based on the production and business efficiency, profitability during the year, and the undistributed profit of the Corporation, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to decide on the interim dividend payment for the Corporation's shareholders, ensuring it does not exceed the rate approved by the General Meeting of Shareholders in the plan.

## **III. Main solutions:**

1. Continue to closely monitor market developments, particularly regarding tariffs, trade remedies, and geopolitical risks, to proactively and flexibly develop contingency plans. Simultaneously, restructure the customer base and product portfolio to enhance efficiency and sustainability. Diversify raw material sourcing from various countries and expand domestic supply to mitigate risks associated with supply chain disruptions.

2. Enhance production and business efficiency through lean management; control costs, optimize equipment utilization, and improve productivity, quality, and consistency across all factories; strengthen operational discipline and promote improvement initiatives.

3. Accelerate comprehensive digital transformation; digitize processes, data, and operations on a digital platform to enhance management capacity, transparency, and decision-making quality.

4. Continue to streamline the organizational structure while improving personnel quality; innovate recruitment, training, evaluation, and compensation practices to be more efficient, cost-effective, and sustainable, while linking training with succession planning. Develop a successor team capable of meeting the requirements of automation, digital transformation, and enhanced data and technology proficiency to optimize operational efficiency and costs.

5. Focus on prioritizing development investments, specifically in technology innovation, automation, and production capacity enhancement; simultaneously improve the quality of project preparation, appraisal, and implementation to ensure schedules, capital efficiency, and alignment with the Corporation's sustainable development strategy.

6. Implement synchronized cost-saving solutions across the entire system, focusing on strict control of production and management costs, optimizing the use of raw materials, energy, and labor; simultaneously promote technical improvements, automation, and process digitization to reduce waste and enhance operational efficiency and competitiveness.

7. Strengthen financial management by strictly controlling cash flow, inventory, and accounts receivable; optimize working capital to improve capital efficiency. Simultaneously, proactively develop contingency plans for exchange rate fluctuations, interest rate volatility, and risks related to supply chain disruptions and increased logistics costs due to conflicts in the Middle East.

8. Elevate the role of internal audit and risk management systems toward a proactive and specialized approach; strengthen inspection, supervision, and establish appropriate control mechanisms to promptly detect, prevent, and mitigate adverse impacts on production and business activities.

9. Continue to prioritize the effective implementation of security, environmental protection, fire prevention and control, and food safety across the entire Corporation.

### **GENERAL CONCLUSION**

Hoa Tho Textile - Garment Joint Stock Corporation acknowledges that this remains a highly challenging period for the textile industry in general and for the Corporation in particular. However, with the close attention and guidance of the Vietnam National Textile and Garment Group (Vinatex) leadership, the support of shareholders, and the unity of our employees, the Board of Management is determined to fully achieve the targets set for 2026, building a stronger Corporation that meets the trust of our shareholders and employees.

The above is the report on the implementation results of the 2025 General Meeting of Shareholders' Resolution, along with the plans and solutions for 2026 for Hoa Tho



**2026 INVESTMENT PLAN****I. Projects carried forward for implementation in 2026:**

No.	Project name investment	Implementation - completion time	Total investment (VND billion)	Expected disbursement value in 2026 (VND billion)	Implementation status to date
1	Project: Overall renovation and equipment addition for Spinning Factory 2 – Phase 1	2024 – Q1/2026	87.6	7	Completed, handed over, and put into operation
2	Project: Overall renovation and equipment addition for Spinning Factory 2 – Phase 2	2025 – 2026	99.2	28	- The Corporation is installing and conducting trial runs to put into operation. - For the yarn breakage monitoring and raw material feed stop system: contract signed
3	Project: In-depth investment in Spinning industry equipment	2025 – 2026	72.6	63	- Contracts for bid packages have been signed
4	In-depth investment project for Garment industry equipment and technology – 3rd batch, 2025	Q1/2026 – Q2/2026	9.8	9.2	Currently selecting contractors
5	Investment project for renovation of Hoa Tho Dien Ban Garment Factory	2025 – 2026	68	47	Currently implementing segment 2 – phase 1 of the project
6	Investment project for construction of a 2-story parking garage and auxiliary items at Hoa Tho Dong Ha Garment Factory	2025 - Q1/2026	4.4	2.1	Completed, handed over, and put into operation; independent audit in progress

No.	Project name investment	Implementation - completion time	Total investment (VND billion)	Expected disbursement value in 2026 (VND billion)	Implementation status to date
7	Project: Investment in rooftop solar power system at the Corporation and member units	2025 - Q2/2026	48	11	Project completed and grid-connected for production; independent audit in progress
8	Project: Investment in construction of Hoa Tho Trieu Phong Garment Factory – Phase 3	2023 – Q1/2026	96	2.8	Completed, handed over, and put into operation; independent audit in progress
9	Investment in air conditioning system for the canteen within the Corporation's premises	2025 – Q1/2026	6.4	0.17	Completed, handed over, and put into operation; independent audit in progress
<b>Total</b>			<b>492</b>	<b>170.3</b>	

## II. Projects proposed for adjustment of implementation contents:

No.	Project name investment	Implementation - completion time	Total investment adjustment (VND billion)	Expected disbursement value in 2026 (VND billion)	Adjustment content
1	Investment project for Garment industry product research and development center	2026	07	6.8	<ul style="list-style-type: none"> <li>- Adjusted the initial expected total investment from VND 50 billion down to VND 7 billion (by utilizing the existing 2nd floor of the Fashion Center for renovation, reducing investment costs)</li> <li>- Adjusted the implementation schedule</li> </ul>

No.	Project name investment	Implementation - completion time	Total investment adjustment (VND billion)	Expected disbursement value in 2026 (VND billion)	Adjustment content
					from 2025 to 2026 to align with actual implementation
2	Investment project for fire protection system at Hai Van leased warehouse	2026	2.6	2.5	<ul style="list-style-type: none"> <li>- Adjusted total investment from VND 1.6 billion to VND 2.6 billion (based on detailed cost estimates after verification)</li> <li>- Adjusted the implementation schedule from 2025 to 2026 to align with actual implementation</li> </ul>
3	Investment project for fire protection system at Veston warehouse	2026	3	2.9	<ul style="list-style-type: none"> <li>- Adjusted total investment from VND 4 billion to VND 3 billion (based on detailed cost estimates after verification)</li> <li>- Adjusted the implementation schedule from 2025 to 2026 to align with actual implementation</li> </ul>
4	Investment project for renovation of Hoa Tho Quang Ngai Garment Factory	2026 – Q2/2027	10	9	<ul style="list-style-type: none"> <li>- Adjusted the initial expected total investment from VND 57 billion down to VND 10 billion to reduce investment costs, in line with the unit's production situation.</li> <li>- Adjusted the project name from: “Overall renovation and equipment addition for Quang Ngai Garment Factory” to: “Investment project for renovation of Hoa Tho Quang Ngai Garment Factory” to align with the implementation content.</li> <li>- Adjusted the implementation schedule</li> </ul>

No.	Project name investment	Implementation - completion time	Total investment adjustment (VND billion)	Expected disbursement value in 2026 (VND billion)	Adjustment content
					from: 2023-2025 to: 2026 – Q2/2027 to align with actual implementation.
	<b>Total</b>		<b>22.6</b>	<b>21.2</b>	

### III. New investment projects for 2026:

No.	Project name investment	Implementation - completion time	Total investment (VND billion)	Expected disbursement value in 2026 (VND billion)	Implementation content
1	Investment project for in-depth investment in automation equipment and technology for the Garment industry in 2026	2026 – Q1/2027	100	75	- In-depth investment in modern machinery, equipment, and automation for Garment units from 2026 to Q1/2027
2	In-depth investment in Spinning industry equipment in 2026	2026 – Q1/2027	61	57	- Spinning Factory 1: Investment in cotton feed line + separation/filtering chamber + baling press - Spinning Factory 2: Investment in 5 carding machines, 20 drawing frames, PE fiber line and separation/filtering chamber, baling press
3	Investment in renovation of Hoa Tho Dien Ban Garment Factory (Phase 2)	2026 – 2027	15	10	Renovation of 3-story sneaker workshop
4	Investment in rooftop solar power system at member units	2026	34	33	Installation of solar power at the Corporation's member units with a capacity of ≈ 2.4 MWP.

No.	Project name investment	Implementation - completion time	Total investment (VND billion)	Expected disbursement value in 2026 (VND billion)	Implementation content
5	Investment in shelving and racking systems for the Corporation's units	2026	5.5	5.3	Investment in shelving and racking systems for the Corporation's units in 2026
6	Cooperation with Vietnam National Textile and Garment Group to invest in a Smart Garment Factory at Que Son Spinning-Garment Complex	2026 - 2027	155 (excluding factory building)	0	The Group builds the factory, Hoa Tho leases the factory, invests in technology, machinery, equipment, and operates production. Expected disbursement in 2027.
	<b>Total</b>		<b>370.5</b>	<b>180.3</b>	

## PROPOSAL

### Regarding the approval of the 2025 audited financial statements

#### To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Hoa Tho Textile - Garment Joint Stock Corporation.

The Board of Directors respectfully requests the Annual General Meeting of Shareholders to approve the 2025 financial statements audited by KPMG Vietnam Co., Ltd., with the following main contents:

1. Independent Auditor's Report No. 25-04-00039-26-2.
2. Balance Sheet as of December 31, 2025.
3. Income Statement for the year 2025.
4. Cash Flow Statement for the year 2025
5. Notes to the financial statements.

Business performance results in the 2025 audited financial statements:

#### I. Balance Sheet:

Unit: VND

No.	Item	31/12/2025	01/01/2025
1	<b>Total Assets</b>	<b>3,737,760,469,074</b>	<b>2,922,215,616,846</b>
1.1	Current Assets	2,745,127,796,924	2,095,059,428,168
	- Cash and short-term financial investments	1,187,114,985,849	721,274,892,045
	- Short-term receivables	651,562,274,170	531,304,978,294
	- Inventories	841,964,732,249	788,055,765,802
	- Other current assets	64,485,804,656	54,423,792,027
1.2	Non-current assets	992,632,672,150	827,156,188,678
	- Long-term receivables	964,365,192	3,335,572,947
	- Fixed assets	670,309,285,598	743,409,697,671

- Long-term work in progress	182,346,405,676	16,490,702,063
- Long-term financial investments	95,587,356,982	19,321,903,158
- Other non-current assets	43,425,258,702	44,598,312,839
<b>2 Total Liabilities and Equity</b>	<b>3,737,760,469,074</b>	<b>2,922,215,616,846</b>
2.1 Liabilities	2,625,461,607,307	1,998,251,477,307
- Current liabilities	2,332,947,578,113	1,790,076,791,322
- Non-current liabilities	292,514,029,194	208,174,685,985
2.2 Equity	<b>1,112,298,861,767</b>	<b>923,964,139,539</b>
- Charter capital	360,027,080,000	360,027,080,000
- Other owner's equity	5,090,730,000	5,090,730,000
- Development and investment fund	259,183,865,353	216,569,826,120
- Undistributed profit after tax	443,772,381,968	302,002,876,633
- Non-controlling interest	44,224,804,446	40,273,626,786

## II. Income Statement:

		<i>Unit: VND</i>	
No.	Item	Year 2025	Year 2024
<b>1</b>	<b>Total revenue and income</b>	<b>5,543,900,256,699</b>	<b>5,241,430,029,831</b>
	- Net revenue from sales and services	5,412,157,132,868	5,102,928,678,811
	- Financial income	113,543,804,524	115,656,671,875
	- Share of profit in associates	2,240,277,173	1,848,161,308
	- Other income	15,959,042,134	20,996,517,837
<b>2</b>	<b>Expenses</b>	<b>5,143,298,442,717</b>	<b>4,888,557,802,710</b>
<b>3</b>	<b>Profit before tax</b>	<b>400,601,813,982</b>	<b>352,872,227,121</b>
<b>4</b>	<b>Profit after tax</b>	<b>322,446,845,006</b>	<b>282,504,099,078</b>

The detailed content of the 2025 audited financial statements, signed on March 10, 2026, was published by the Company on the Company's website and the Ho Chi Minh Stock Exchange on March 12, 2026.

The above is the content of the 2025 audited financial statements. We respectfully submit it to the General Meeting for consideration and approval. *Ru*

Sincerely./.

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



**Nguyen Van Hai**

## PROPOSAL

*Regarding the 2025 profit distribution, the plan to issue shares for dividend payment to shareholders, the finalization of 2025 remuneration for the Board of Directors and the Board of Supervisors, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026*

### To: GENERAL MEETING OF SHAREHOLDERS

- 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 Hoa Tho Textile - Garment Joint Stock Corporation;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation;
- Pursuant to the business performance results of Hoa Tho Textile - Garment Joint Stock Corporation for the financial year from January 1, 2025 to December 31, 2025, as audited by KPMG Limited.

The Board of Directors of the Corporation hereby submits to the General Meeting of Shareholders for consideration and approval the following contents:

#### **I. Profit distribution plan:**

- Charter capital as of December 31, 2025	360,027,080,000
- Consolidated net revenue in 2025	5,412,090,530,460
- Total separate profit (P) accounting before corporate income tax	380,524,823,789
- Corporate income tax	75,380,027,808
- Impact of year-end exchange rate not distributed	368,112,666
- Profit in 2025 to be distributed	<b>304,776,683,315</b>

#### **Distribution plan**

No.	Summary	Distribution plan	Notes
<b>A</b>	<b>Total undistributed profit after corporate income tax</b>	<b>504,783,411,557</b>	
	In which: - Profit in 2025	304,776,683,315	
	- Profit from previous years carried forward	200,006,728,242	
<b>B</b>	<b>Profit after corporate income tax to be distributed</b>	<b>258,776,683,315</b>	
<b>1</b>	<b>Fund appropriation</b>	<b>78,763,143,315</b>	
	Appropriation for production development investment fund	45,716,502,497	15% of 2025 profit after tax
	Appropriation for executive board reward fund	9,143,300,499	3% of 2025 profit after tax

	Appropriation for reward and welfare fund	23,903,340,319	9.24% of 2025 profit after tax
<b>2</b>	<b>Profit for dividend payment</b>	<b>180,013,540,000</b>	50% of charter capital
	In cash	108,008,124,000	30% of charter capital
	- <i>Already advanced to shareholders:</i>	<i>90,006,770,000</i>	<i>25% of charter capital</i>
	By stock	72,005,416,000	20% of charter capital
<b>C</b>	<b>Undistributed profit after tax carried forward</b>	<b>246,006,728,242</b>	

## II. Plan for issuing shares to pay dividends to shareholders:

1. **Stock name** : Hoa Tho Textile - Garment Joint Stock Corporation Stock
2. **Stock type** : Common stock
3. **Stock code** : HTG
4. **Par value** : 10,000 VND/share
5. **Current charter capital** : 360,027,080,000 VND
6. **Number of issued shares:** 36,002,708 shares

In which

- Number of treasury shares: 0 shares
  - Number of outstanding shares: 36,002,708 shares
7. **Number of shares expected to be issued:** 7,200,541 shares
  8. **Expected issuance value at par value:** 72,005,410,000 VND
  9. **Expected increase in charter capital:**
    - Charter capital before issuance: 360,027,080,000 VND
    - Expected increase in charter capital: 72,005,410,000 VND
    - Charter capital after issuance: 432,032,490,000 VND

10. **Purpose of issuance:** Issuing shares to pay dividends to shareholders for 2025

11. **Subjects of issuance:** Existing shareholders of Hoa Tho Textile - Garment Joint Stock Corporation as of the record date for the list of shareholders to pay dividends for 2025. The General Meeting of Shareholders authorizes the Board of Directors to decide on the record date.

12. **Ratio of issued shares** (number of shares expected to be issued/number of outstanding shares): 20%

13. **Exercise ratio:** 5:1. On the record date for the list of shareholders exercising their rights, shareholders owning 01 share will have 01 right to receive shares; for every 05 rights, they will receive 01 newly issued share.

14. **Source of funding:** Undistributed profit after tax as of December 31, 2025, according to the 2025 audited consolidated financial statements.

15. **Implementation time:** After the General Meeting of Shareholders votes for approval and the State Securities Commission notifies the receipt of all issuance report documents, expected in Quarter II, Quarter III of 2026.

16. **Plan for handling fractional shares:** The number of additional shares issued to each shareholder will be rounded down to the nearest unit. Fractional shares (decimal parts) (if any) will be cancelled and not issued.

*Example: Shareholder A owns 119 shares on the record date. With an exercise ratio of 5:1, shareholder A is entitled to receive  $119 \times 1/5 = 23.80$  shares; the number of shares shareholder A receives based on the rounding down principle is 23 shares. The fractional 0.80 shares will be cancelled and not issued.*

**17. Additional securities registration and additional trading registration:** Approval of additional securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional trading registration with the Ho Chi Minh Stock Exchange (HOSE).

**18. Approval of the change in charter capital:** Approval of the amendment to the Company Charter (charter capital section) and adjustment of the Enterprise Registration Certificate at the Department of Finance of Da Nang City after the State Securities Commission notifies the receipt of the report on the results of the issuance.

**19. Approval of authorization**

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, specifically:

- Proactively prepare and explain the share issuance report dossier to be submitted to the State Securities Commission and other competent authorities. At the same time, proactively adjust the issuance plan and other related documents as required by the State Securities Commission and other competent authorities.

- Select the record date for the list of shareholders to implement the plan for issuing shares to pay dividends.

- Proactively develop a plan to ensure the foreign investor ownership ratio is in accordance with the provisions of the law.

- Perform procedures, tasks, and select appropriate times to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional trading at the Ho Chi Minh Stock Exchange (HOSE) for the number of additional shares issued according to the plan approved by the General Meeting of Shareholders after the State Securities Commission notifies the receipt of the report on the results of the issuance;

- Perform procedures to change the enterprise registration content of the Company related to the change in charter capital according to the actual results of the issuance with competent state agencies after the State Securities Commission notifies the receipt of the report on the results of the issuance;

- Amend articles related to charter capital, shares, and stock in the Charter of Organization and Operation of the Company after the State Securities Commission notifies the receipt of the report on the results of the issuance;

- Perform other related tasks to ensure the success of the share issuance for dividend payment;

- Depending on specific cases, the Board of Directors may re-authorize the General Director to perform one or more of the specific tasks mentioned above;

- Other matters related to the issuance of shares to pay dividends to existing shareholders.

**III. Regarding the finalization of 2025 remuneration and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026:**

**1. Finalization of remuneration for the Board of Directors and the Board of Supervisors for 2025:**

According to the Resolution of the 2025 General Meeting of Shareholders, the salary and remuneration levels for members of the Board of Directors and the Board of Supervisors are as follows:

**\* Approved plan:**

No.	Subject	Monthly remuneration level (VND)	Amount (VND)
01	Full-time Chairman of the Board of Directors	90,000,000 - 110,000,000 * 12 months * 1 person	1,080,000,000- 1,320,000,000
02	Member of the Board of Directors	10,000,000 * 12 months * 3 persons	360,000,000
03	Full-time member of the Board of Directors	20,000,000 * 12 months * 1 person	240,000,000
04	Full-time Head of the Board of Supervisors	30,000,000 * 12 months * 1 person	360,000,000
05	Member of the Board of Supervisors	3,000,000 * 12 months * 2 persons	72,000,000
06	Person in charge of corporate governance, Secretary of the Board of Directors	3,000,000 * 12 months * 2 persons	72,000,000
<b>Total remuneration for 2025 shall not exceed</b>			<b>2,424,000,000</b>

The above salary and remuneration levels do not include personal income tax (PIT) and salary supplements as per the Corporation's regulations. The Corporation will pay the incurred PIT.

**\* Finalization of actual expenditure:**

In 2025, the Corporation paid salaries and remuneration to members of the Board of Directors and the Supervisory Board in the total amount of VND 3,428,600,000 (in words: Three billion four hundred twenty-eight million six hundred thousand Vietnamese dong), of which:

- Payments made in accordance with Resolution No. 21/NQ-ĐHĐCĐ dated April 26, 2025 of the General Meeting of Shareholders:

No.	Position	Monthly remuneration (VND)	Amount (VND)
01	Full-time Chairman of the Board of Directors	90,000,000 - 110,000,000 * 12 months * 1 person	1,080,000,000- 1,320,000,000
02	Member of the Board of Directors	10,000,000 * 12 months * 3 persons	360,000,000
03	Full-time Member of the Board of Directors	20,000,000 * 12 months * 1 person	240,000,000
04	Full-time Head of the Board of Supervisors	30,000,000 * 12 months * 1 person	360,000,000
05	Member of the Board of Supervisors	3,000,000 * 12 months * 2 persons	72,000,000
06	Person in charge of corporate governance, Secretary of the Board of Directors	3,000,000 * 12 months * 2 persons	72,000,000
<b>Total remuneration for 2025</b>			<b>2,424,000,000</b>

In addition to the salaries and remuneration approved by the General Meeting of Shareholders, based on the 2025 business performance exceeding the targets assigned by the General Meeting of Shareholders, the Corporation decided to pay an additional salary amount of VND 1,004,600,000 (in words: One billion four million six hundred thousand Vietnamese dong) to members of the Board of Directors and the Supervisory Board in accordance with the Corporation's prevailing internal regulations and policies.

**2. Proposed salary and remuneration levels for the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Secretary of the Board of Directors for 2026 are as follows:**

No.	Position	Monthly remuneration (VND)	Amount (VND)
01	Full-time Chairman of the Board of Directors	100,000,000 - 120,000,000 * 12 months * 1 person	1,200,000,000- 1,440,000,000
02	Member of the Board of Directors	10,000,000 * 12 months * 4 persons	480,000,000
03	Full-time Head of the Board of Supervisors	35,000,000 * 12 months * 1 persons	420,000,000
04	Member of the Board of Supervisors	5,000,000 * 12 months * 2 persons	120,000,000
05	Person in charge of corporate governance, Secretary of the Board of Directors	5,000,000 * 12 months * 2 persons	120,000,000
<b>Total remuneration for 2026 shall not exceed</b>			<b>2,580,000,000</b>
The above salary and remuneration levels do not include personal income tax (PIT) and salary supplements as per the Corporation's regulations. The Corporation will pay the incurred PIT.			

In addition to the above-mentioned salaries and remuneration, based on the business performance in 2026, members of the Board of Directors, the Supervisory Board, the Person in charge of corporate governance, and the Secretary of the Board of Directors may be considered for additional salary payments in accordance with the prevailing regulations and policies applicable within the Corporation, and the Corporation shall finalize such payments based on actual amounts incurred.

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

Thank you!



**Recipients:**

- As above.

- Archived: Clerical assistant.

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



Nguyen Van Hai

**REPORT**  
**ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025**  
**AND THE OPERATIONAL PLAN FOR 2026**

**I. The list of the Board of Directors for the 2022 – 2027 term consists of:**

1. Mr. Nguyen Van Hai - Chairman of the Board of Directors.
2. Mr. Le Quoc An – Independent Member of the Board of Directors.
3. Mr. Nguyen Duc Tri – Member of the Board of Directors.
4. Ms. Tran Tuong Anh – Member of the Board of Directors.
5. Mr. Nguyen Ngoc Binh – Member of the Board of Directors.

**II. Activities of the Board of Directors:**

**1. General activities of the Board of Directors:**

**1.1. Meetings:**

- In-person meetings: 6 meetings.
- Meetings via written opinion collection: 33 times.
- All in-person meetings and written opinion collections complied with the provisions of the Law and the Corporation's Charter, with a 100% attendance rate from BOD members.

**1.2. Key activities:**

- Directed and organized the 2025 Annual General Meeting of Shareholders.
- Directed the implementation of the 2025 General Meeting of Shareholders' Resolutions.
- Directed the implementation of investment and construction projects and in-depth investment to supplement machinery and equipment for the Garment and Spinning sectors, and renovated and upgraded infrastructure at the units.
- Directed the planning of the Corporation's management personnel until 2035, with a vision to 2040.
- Directed the advance payment of 2025 dividends in accordance with the dividend payment plan approved by the 2025 Annual General Meeting of Shareholders.
- Approved contracts and transactions of the Corporation with related parties (Internal persons and related persons of internal persons) and performed information disclosure on the stock market in accordance with relevant laws.

The contracts and transactions with related parties of the Corporation are those that have been implemented for many years with partners including the parent company, Vietnam National Textile and Garment Group, and related subsidiaries and associates, concerning asset leasing, garment processing, and the purchase and sale of goods, services, supplies, and machinery and equipment...

- Prepared the corporate governance report for the first 6 months of 2025 and the full year 2025 with full required content and performed information disclosure in accordance with the prescribed time, format, and language.

- The Resolutions of the BOD were issued within the proper authority and in accordance with the Corporation's Charter; they were timely, appropriate to the actual operational situation, and provided active support to the executive body in managing and operating the Corporation's production and business activities.

- In addition to regular and ad hoc meetings held by topic or based on submissions from the Executive Body and the Capital Representative, members of the Board of Directors regularly communicate and coordinate to address arising issues. At meetings, the number of attending members meets the requirements prescribed by law and the Company's Charter; for in-person meetings, the Head of the Board of Supervisors is invited to attend in accordance with regulations.

- The Board of Directors also organized the collection of written voting opinions from BOD members to decide on matters within its authority, aiming to increase flexibility and timeliness in management.

- The BOD's supervision of the Board of Management was carried out through the control activities of the Corporation's Internal Audit Department. Following the supervision, the Board of Directors issued a document requiring the General Director to immediately implement several solutions to address shortcomings, boost production, and improve the business efficiency of member units.

### **1.3. The BOD's supervision of the Board of Management**

- The BOD's supervision of the Board of Management was carried out strictly and periodically in accordance with the Corporation's Charter on Organization and Operation and the BOD's Operational Regulations.

- At quarterly periodic meetings, the General Director reported on the production and business performance of the entire Corporation and evaluated the ability to execute the plans assigned by the General Meeting of Shareholders and the Board of Directors to promptly provide appropriate direction and solutions.

- In addition, the BOD's supervision was carried out through the Corporation's Internal Audit Department. Following the inspection and supervision by the Internal Audit Department, the Board of Directors issued a document requiring the General Director to immediately implement several solutions to address shortcomings, boost production, and improve the business efficiency of member units.

### **1.4. Activities of the sub-committees under the Board of Directors**

The Internal Audit Department is under the Board of Directors and performs internal audits of the Corporation's activities. In 2025, the activities of the Internal Audit Department basically completed the main contents according to the plan approved by the BOD, with a focus on strengthening the quality of internal audit work. Through audits, the Internal Audit Department also recommended that the Corporation's Board of Management pay attention to directing the correction of existing shortcomings at the units to contribute to consolidating the Corporation's internal control system to be increasingly strict and effective.

## **2. Salaries and remuneration of the Board of Directors in 2025**

Salaries and remuneration of the Board of Directors were implemented in accordance with the Resolution of the General Meeting of Shareholders approved at the 2025 annual meeting. The total salary and remuneration paid to BOD members are fully reflected in the 2025 audited financial statements and disclosed in accordance with regulations.

## **3. Activities of the Independent Member of the Board of Directors**

- In 2025, the independent BOD member attended 100% of the BOD meetings and made important contributions to corporate governance. At the same time, the independent BOD member also participated in providing consultation and counter-arguments before voting on matters within the authority of the Board of Directors in a spirit of upholding the law.

- The independent BOD member has a very deep understanding of the textile and garment industry, which is very favorable for the process of contributing opinions to the BOD during the direction of implementing the goals and tasks of the plan assigned by the General Meeting of Shareholders. The independent BOD member performed the assigned rights and obligations in accordance with relevant laws, the Corporation's Charter, and the Resolutions of the General Meeting of Shareholders. In 2025, the independent BOD member completed the following tasks:

- + Exercised assigned rights and obligations honestly, cautiously, and in the best manner to ensure the maximum legitimate interests of the Corporation.

- + Remained loyal to the interests of the Corporation and shareholders; did not use information, know-how, or business opportunities of the Corporation for personal gain or to serve the interests of other organizations or individuals.

- + Provided an overall perspective covering the interests of all related parties, offered opinions and decisions to enhance the effectiveness and feasibility of the BOD's decisions, improved the Corporation's business performance, and ensured the rights and interests of the Corporation and shareholders.

- + Other obligations as prescribed by law and the Corporation's Charter. The independent BOD member performed management functions through the process of participating in discussions and decision-making of the BOD, while ensuring those decisions were made fairly and reasonably.

## **4. Evaluation of the BOD's activities by the independent BOD member**

- The members of the BOD are highly qualified, experienced individuals with good relationships with partners and a reputation in the textile and garment industry. BOD members always have a spirit of learning, knowing how to listen and acknowledge the suggestions of other members for the common goal of the Corporation.

- In 2025, the BOD performed its functions and duties in accordance with the Law on Enterprises, the Corporation's Charter, the BOD's Operational Regulations, and internal corporate governance regulations. Each BOD member performed correctly and completed their assigned tasks well. The Board of Directors closely supervised the activities of the Board of Management to ensure the correct implementation of the contents of the 2025 General Meeting of Shareholders' resolutions and the Board of Directors' Resolutions; it

promptly directed and supported the Board of Management in implementing the Corporation's production and business targets.

- The BOD organized periodic and extraordinary meetings, collected written opinions from BOD members to approve work within the BOD's approval authority, resolved arising issues, and promptly removed difficulties and obstacles. The BOD also chaired the Corporation's quarterly preliminary and annual summary meetings to direct and orient production and business activities as well as the Corporation's management and administration. At the same time, the BOD always coordinated closely with the Board of Supervisors to supervise the Board of Management in managing the Corporation's production, business, finance, and investment.

### **III. Operational plan of the BOD in 2026**

1. Develop orientations and implement the Corporation's plan goals to ensure the successful completion of the 2026 production and business plan.

2. Exercise correctly and fully the powers of the Board of Directors as prescribed in the Corporation's Charter and the Law on Enterprises. Promote the governance role of the BOD and strengthen the relationship between the Board of Directors and shareholders, and between the Board of Directors and the Board of Management.

3. Organize periodic Board of Directors meetings to hear reports and recommendations from the Board of Management and the Supervisory Board, and to discuss and approve reports, schemes, projects, plans, and policies regarding the Corporation's production and business activities.

4. Direct the Board of Management to focus on implementing key investment projects, especially the project in cooperation with the Group to build the Que Son 2 Factory; invest in depth, and supplement or replace machinery, equipment, and advanced technology to improve productivity, quality, and production efficiency.

5. Direct the Board of Management to focus on training middle and senior management human resources to consolidate the management apparatus at units; actively manage cash flow, minimize financial risks, develop solutions, and effectively balance financial resources to ensure the Corporation's production, business, and investment activities.

6. Strengthen periodic and ad-hoc inspections and supervision to ensure the implementation of the Board of Directors' resolutions and decisions, and compliance with legal regulations as well as the Corporation's internal regulations.

7. Through various measures, create favorable conditions and implement the best policies to care for the lives of employees, ensure social responsibility and environmental protection, and move towards green production across the entire system.

8. Promote the implementation of building and standardizing the Corporation's corporate culture to a higher level, aligned with the cultural pillars of the Vietnam National Textile and Garment Group.

The above is the 2025 Activity Report and the 2026 Activity Program of the Board of Directors of Hoa Tho Textile - Garment Joint Stock Corporation.

Respectfully submitted to the General Meeting of Shareholders for consideration.  
Sincerely thank you! *Phu*

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



**Nguyen Van Hai**

No.: 32/BC-BKS

Da Nang, April 24, 2026

**REPORT OF THE BOARD OF SUPERVISORS ON THE REVIEW OF  
OPERATIONS OF HOA THO TEXTILE – GARMENT JOINT STOCK  
CORPORATION IN 2025**

**To: GENERAL MEETING OF SHAREHOLDERS**

On behalf of the Board of Supervisors, I would like to report to the Annual General Meeting of Shareholders on the activities of the Board of Supervisors and the results of the inspection of the production and business activities of Hoa Tho Textile - Garment Joint Stock Corporation in 2025 as follows:

**I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025**

The Board of Supervisors consists of 03 members, each of whom is in charge of tasks suitable to their professional experience, thereby effectively fulfilling the responsibilities of the Board of Supervisors.

No.	Member of Board of Supervisors	Position	Professional Qualification
1	Ms. Nguyen Thi Kim Khanh	Head of Board	Bachelor of Finance and Accounting
2	Mr. Nguyen Thanh Son	Member	Textile Technology Engineer
3	Mr. Hoang Duy Khanh	Member	Bachelor of Finance and Banking

**The main activities of the Board of Supervisors in 2025 include the following:**

Based on the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Supervisors has supervised the activities of the Board of Directors and the Board of Management, and inspected the implementation of the Corporation's production and business activities in accordance with the approved Resolution.

In 2025, the Board of Supervisors organized 06 meetings with the full participation of its members. The meetings focused on reviewing and approving the assessment reports on production and business activities and the Corporation's financial statements; at the same time, they approved the reports to be submitted to the Annual General Meeting of Shareholders and selected the auditing firm for the 2025 financial statements.

Representatives of the Board of Supervisors fully attended meetings of the Board of Directors to monitor the production, business, investment, and financial situation of the

Corporation; at the same time, they made recommendations to the Board of Directors and the Board of Management within the scope of their assigned functions and duties.

The Board of Supervisors regularly coordinates with the Internal Audit Department to inspect compliance with regulations, evaluate the effectiveness of the internal control system, and promptly provide recommendations and risk warnings. Simultaneously, it strengthens coordination with the Risk Management Department to identify material risks, contributing to improving control efficiency and ensuring the safety and transparency of the Corporation's operations.

## **II. REMUNERATION OF THE BOARD OF SUPERVISORS**

In 2025, the remuneration of the Board of Supervisors was implemented in accordance with the resolution passed by the General Meeting of Shareholders. The specific remuneration level is detailed in the report of the Board of Management submitted to the meeting.

## **III. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES**

### **1. Assessment of the Board of Directors' activities in 2025**

In 2025, the global textile and garment industry showed signs of recovery but still faced many challenges, especially political risks and the impact of US tariff policies. By proactively monitoring the market, balancing sales and raw material procurement activities, forecasting scenarios, and building appropriate response plans, along with increasingly stringent management, the Corporation achieved positive production and business results.

Under the close direction of the Vietnam National Textile and Garment Group, the Board of Directors of the Corporation also regularly directed and supported the Board of Management in the process of implementing the production and business plan, thereby helping the Corporation complete and exceed the 2025 plan targets.

The Board of Directors maintains quarterly meetings to evaluate production and business results, identify issues that need to be addressed, and issue resolutions within its authority related to investment, finance, and corporate governance, ensuring consistency with the production and business needs and development orientation of the Corporation.

Under the direction of the Board of Directors, internal audit work is implemented regularly according to the approved plan. Audit activities are strengthened in both compliance auditing and operational auditing, in coordination with the Risk Management Department to promptly detect and report limitations and shortcomings, and to supervise the implementation of post-audit recommendations.

The Board of Supervisors assesses that the Board of Directors' activities during the year were in accordance with legal regulations, complied with the Corporation's Charter and the Operating Regulations of the Board of Directors, and promptly met the requirements of the Corporation's production and business activities.

### **2. Assessment of the control of stock listing on the HOSE**

#### **2.1 Market price performance of HTG stock**

- Regarding market price: From the end of March 2025, due to the influence of US tariff policies and general stock market trends, the Corporation's stock price dropped sharply, at one point falling to 35.7 thousand VND/share (closing price on April 09, 2025). From April 10,

2025, the stock price began to recover and maintained fluctuations mainly in the range of 43-47 thousand VND/share, with a relatively stable volatility range in the final months of 2025 and early 2026.

- The stock price performance is relatively stable, showing that investor confidence continues to be maintained, linked to the Corporation's production and business results.

## **2.2 Expected dividend payment for 2025**

Based on the 2025 General Meeting of Shareholders' Resolution, the expected dividend payout ratio for shareholders is 25%–50% of the charter capital.

- Based on the estimated production and business results as of November 17, 2025, the Board of Directors agreed to advance cash dividends at a rate of 25% of the charter capital.

- Based on the actual production and business results in 2025, the Board of Directors agreed to submit to the General Meeting of Shareholders for approval an additional dividend payment of 25%, of which 05% is in cash and 20% in shares.

- Thus, the total expected dividend ratio for 2025 is 50% of the charter capital, achieving 100% of the dividend plan (of the maximum planned ratio) according to the 2025 General Meeting of Shareholders' Resolution. The dividend policy is implemented in accordance with the General Meeting of Shareholders' Resolution, demonstrating the financial capacity and commitment of the Corporation to shareholders.

## **2.3 Sanctioning decisions by competent authorities must be disclosed**

In 2025, the Board of Directors directed the Board of Management to strengthen control over the Corporation's activities, thereby limiting the occurrence of violations. During the year, only 02 administrative sanctioning decisions regarding VAT and CIT were issued in the second quarter of 2025.

## **IV. ASSESSMENT OF THE BOARD OF MANAGEMENT'S ACTIVITIES**

The Corporation's Board of Management has promoted a spirit of solidarity and unity in the management and administration of production and business activities. Together with the efforts of the collective of employees, the Corporation has maintained stable production, created jobs, increased income for employees, and comprehensively completed the targets according to the 2025 General Meeting of Shareholders' Resolution.

### **1. Assessment of the results of implementing key production and business targets in 2025**

- Consolidated revenue and income reached VND 5,544 billion, an increase of 6% compared to 2024, achieving 110% of the 2025 General Meeting of Shareholders' resolution.

- Consolidated profit before tax reached VND 400 billion, an increase of 14% compared to 2024, achieving 111% of the 2025 General Meeting of Shareholders' resolution.

- Separate profit before tax reached VND 380 billion, an increase of 11% compared to 2024, achieving 109% of the 2025 General Meeting of Shareholders' resolution.

- Average income reached 12.2 million VND/person/month, an increase of 16% compared to 2024, achieving 109% of the 2025 plan.

- Thus, regarding the 2025 production and business results, the Corporation has comprehensively completed the plan contents assigned by the General Meeting of

Shareholders. This is a great effort by the Board of Management and the collective of employees of the Corporation.

## 2. Results of financial situation monitoring

### 2.1 Assessment of the implementation of accounting regulations and financial statement preparation

- Quarterly and annual financial statements are prepared and disclosed fully and on time, ensuring openness and transparency according to the regulations of regulatory bodies and meeting the requirements of investors.

- The 2025 financial statements of the Corporation were audited by KPMG Vietnam, reflecting truthfully and reasonably in all material aspects the financial position as of December 31, 2025, and the results of business operations and cash flows for the year, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations.

- The 2025 financial statements were audited with an unmodified opinion (no qualified opinion).

### 2.2 Consolidated balance sheet as of December 31, 2025 (Unit: million VND)

Indicator	December 31, 2025	December 31, 2024	Year-over-year comparison	
			Absolute	Relative
CURRENT ASSETS	2,745,128	2,095,059	650,068	131%
NON-CURRENT ASSETS	992,633	827,156	165,476	120%
<b>TOTAL ASSETS</b>	<b>3,737,760</b>	<b>2,922,216</b>	<b>815,545</b>	<b>128%</b>
LIABILITIES	2,625,462	1,998,251	627,210	131%
OWNER'S EQUITY	1,112,299	923,964	188,335	120%
<b>TOTAL RESOURCES</b>	<b>3,737,760</b>	<b>2,922,216</b>	<b>815,545</b>	<b>128%</b>

The above figures show that as of December 31, 2025, the total assets and total capital of the Corporation reached VND 3,738 billion, an increase of 28% (equivalent to VND 816 billion) compared to 2024, in which:

- Total assets increased mainly due to current assets increasing by 31% (equivalent to VND 650 billion) and continuing to account for a large proportion of the asset structure. Maintaining the scale of current assets at a high level helps the Corporation be proactive in cash flow and solvency. Current assets increased mainly due to short-term financial investments increasing by VND 526 billion, contributing to improving the efficiency of using temporarily idle capital.

- Total capital increased mainly due to liabilities increasing by 31% (VND 627 billion) and owner's equity increasing by VND 188 billion. Liabilities increased mainly from short-term loans increasing by VND 448 billion, to meet capital needs for production, raw material procurement, and order fulfillment; the use of loans is balanced appropriately with cash flow and the production cycle, ensuring solvency.

### 2.3. Consolidated income statement for 2025 (Unit: million VND)

INDICATOR	2025	2024	Year-over-year comparison	
			Absolute	Relative

Net revenue from sales and service provision	5,412,091	5,102,929	309,162	106%
Total accounting profit before tax	400,602	352,872	47,730	114%
EPS (VND/share)	7,488	6,634	854	113%

In 2025, the Board of Management focused on controlling production and business activities, cost management, debt collection, and inventory management. The results are as follows:

- Net revenue reached VND 5,412 billion, an increase of 6% (VND 309 billion) compared to 2024.

- Total accounting profit before tax reached VND 400 billion, an increase of 14% compared to the same period; in which financial operating profit reached VND 40 billion, an increase of 29% (VND 9 billion) compared to 2024.

- Earnings Per Share (EPS) reached 7,488 VND/share, an increase of 13% (854 VND) compared to 2024, reflecting the operational efficiency and positive growth trend of the Corporation.

- Cost control was implemented effectively, with the ratio of expenses to revenue decreasing compared to the same period, specifically:

- o Selling expenses decreased by 0.38%.
- o Cost of goods sold decreased by 0.04%.
- o General and administrative expenses decreased by 0.02%.

- Regarding debt recovery: In the fourth quarter of 2025, the Corporation recovered the entire principal of bad debts from the customer Duyen Dat, amounting to over VND 4.8 billion.

- Regarding inventory control: Inventory is closely monitored and managed, with monthly updates and detailed tracking by item and inventory duration.

- Regarding the performance of member units: In 2025, member units operated effectively, meeting and exceeding the set plans.

#### 2.4. Key financial indicators

Indicator	Unit	2025	2024	Year-over-year comparison
1	2	3	4	5=4-3
<b>1. Liquidity ratios</b>				
- Current ratio	Times	1.18	1.17	0.01
- Quick ratio	Times	0.82	0.73	0.09
- Debt / Equity ratio	Times	2.36	2.16	0.20
<b>2. Activity ratios</b>				
- Inventory turnover	Times	5.87	5.81	0.06
- Accounts receivable turnover	Times	9.12	9.46	(0.34)
<b>3. Profitability ratios</b>				
- Net profit margin / Net revenue (ROS)	%	5.96%	5.54%	0.42%

- Net profit / Total assets (ROA)	%	9.68%	10.41%	-0.72%
- Net profit / Owner's equity (ROE)	%	31.67%	32.09%	-0.42%
- Net profit / Owner's invested capital	%	89.56%	78.47%	11.09%
- Operating profit margin / Net revenue	%	7.14%	6.56%	0.58%

The Board of Supervisors assesses the 2025 financial indicators as follows:

- Solvency
  - o The current ratio reached 1.18 times, an increase of 0.01 times compared to the same period.
  - o The quick ratio reached 0.82 times, an increase of 0.09 times compared to the same period.

Solvency ratios are maintained at a safe level.
- Capital Structure
  - o The Debt/Equity ratio is at 2.36 times, an increase of 0.2 times compared to the same period, which remains a good indicator.
- Operational Efficiency
  - o Inventory turnover reached 5.87 times, an increase of 0.06 times, showing improved inventory utilization efficiency.
  - o Accounts receivable turnover reached 9.12 times, a decrease of 0.34 times, due to an increase in accounts receivable as the Corporation supported debt collection extensions at the request of several traditional customers and the 2025 exchange rate increased by 3% compared to 2024.
- Profitability
  - o ROS reached 5.96%, an increase from 5.54% in 2024; the operating profit margin reached 7.14%, an increase of 0.58% compared to 2024.
  - o ROE and ROA in 2025 reached 31.67% and 9.68% respectively, a slight decrease compared to 2024 due to the continued expansion of equity and total assets.
  - o The net profit margin on owner's investment capital reached 89%, an increase of 11% compared to the same period.

### **General Assessment**

Through the analysis of 2025 financial indicators, the Board of Supervisors finds that the Corporation's financial situation continues to be consolidated in a safe and sustainable direction, creating a foundation to proactively manage production and business activities and adapt flexibly to market fluctuations.

### **3. Investment Activities**

According to the 2025 investment plan, the total value of expected projects is VND 314 billion. However, to align with production and business conditions, the Board of Directors chose to implement several key projects directly serving production activities.

In 2025, the total value of completed projects reached VND 169 billion, with a disbursement value of VND 148 billion. The remaining unimplemented projects have had their implementation plans adjusted by the Corporation to 2026.

In general, investment activities in 2025 were directed correctly and focused by the Board of Directors, and the Board of Management implemented them with various cost-saving solutions, contributing to improving the efficiency of investment projects.

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

The Board of Directors, the Board of Supervisors, and the Board of Management coordinate activities for the common interest of the Corporation, complying with legal and internal regulations, with a spirit of responsibility and transparency.

On that basis, the Board of Supervisors assesses the coordination in performing tasks in 2025 as follows:

- The Board of Supervisors is invited to attend periodic meetings of the Board of Directors to promptly recommend issues that still exist; all recommendations of the Board of Supervisors have been acknowledged and implemented.

- The Board of Directors and the Board of Management have created favorable conditions for the Board of Supervisors to perform its functions and duties as prescribed.

- The coordination relationship between the Board of Supervisors, the Board of Directors, the Board of Management, and the management team is maintained closely, exercising powers and responsibilities on the principle of the common interest of the Corporation and shareholders.

- In 2025, the Board of Supervisors did not receive any complaints or requests for inspection from shareholders.

## **VI. 2026 PRODUCTION AND BUSINESS PLAN AND RECOMMENDATIONS OF THE BOARD OF SUPERVISORS**

### **1. The Corporation's 2026 production and business plan**

- Consolidated revenue and income: VND 5,550 billion, equivalent to 2025.
- Consolidated profit: VND 423 billion, an increase of 5% compared to 2025.
- Separate profit: VND 400 billion, an increase of 5% compared to 2025.
- Average income: an increase of 7% to 10% compared to 2025.
- Dividends: From 25% to 50%.

The Board of Supervisors agrees with the 2026 production and business plan developed by the Board of Directors and the Board of Management; the set targets are ambitious and consistent with the development orientation and operational situation of the Corporation.

### **2. Recommendations of the Board of Supervisors**

In the context of the world economic and political situation continuing to have many complex fluctuations, especially factors related to trade policy, tariffs, exchange rates, and global supply chains, the Board of Supervisors recommends that the Board of Directors and the

Board of Management continue to implement flexible and cautious management solutions, focusing on the following contents:

- Continue to diversify markets and customers, strengthen supply chain management, proactively review and diversify sources of raw materials, and build contingency plans to ensure stable production in case of supply chain disruptions.
- Develop scenarios for managing production, business, and sales plans in line with world market fluctuations, especially in key export markets.
- Continue to review and restructure the management apparatus at units in a streamlined direction to improve operational efficiency.
- Research additional welfare policies to enhance engagement and stabilize human resources.
- Promote the application of digital transformation and automation in management and production to improve labor productivity. Gradually invest in replacing old equipment and improve asset exploitation efficiency.
- Strengthen thrift practices, control costs, inventory, and accounts receivable well, strictly control cash flow and capital structure, and proactively provide solutions to prevent exchange rate and interest rate risks.
- Implement risk management according to the three-lines-of-defense model, enhancing the role of internal audit. Focus on operational audits to promptly detect and handle risks.
- Continue to perfect the corporate governance system in accordance with standards for listed companies. At the same time, strengthen compliance control to eliminate sanctioning decisions from competent authorities.
- Focus on information disclosure and investor relations, ensuring that information is provided fully, transparently, and timely, contributing to consolidating the trust of shareholders and the market in the Corporation.

## **VII. TASKS AND DIRECTIONS OF THE BOARD OF SUPERVISORS IN 2026**

2026 is forecast to continue to have many difficulties and challenges for the Corporation. The Board of Supervisors has identified several key tasks as follows:

- Monitor activities and assess the management and administration of the Board of Directors and the Board of Management in accordance with the Corporation's Charter and the General Meeting of Shareholders' Resolution. Thereby ensuring that governance activities are carried out transparently and effectively.
- Appraise the completeness, legality, and honesty of the Corporation's production and business reports, as well as semi-annual and annual financial statements. On that basis, prepare a supervisory report to submit to the Annual General Meeting of Shareholders as prescribed.
- Continue to guide, support, and monitor internal audit activities in accordance with the provisions of Decree 05/2019/NĐ-CP and Circular 66/2020/TT-BTC. Thereby contributing to improving the efficiency of control and risk management.
- Strengthen supervision of compliance with corporate governance regulations applicable to listed companies. At the same time, monitor information disclosure to ensure it is full, transparent, and timely in accordance with the law.


- Monitor and supervise the management of capital, assets, and the efficiency of capital utilization of the Corporation. At the same time, supervise the implementation of large investment projects and financial investments in subsidiaries and associates.

- Strengthen information exchange with the Board of Directors and the Board of Management to improve the effectiveness of the Board of Supervisors's activities.

- Perform other tasks as requested by the Board of Directors and shareholders.

The above is the report of the Board of Supervisors on the results of the inspection of the operational and production and business situation in 2025 of Hoa Tho Textile - Garment Joint Stock Corporation.

Respectfully submitted to the General Meeting of Shareholders.

Thank you for your attention! 

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



**Nguyen Thi Kim Khanh**

No.: 323/TTr – BKS

Da Nang, April 24, 2026

**PROPOSAL**

*Re: Approval of the selection of an auditing firm for the 2026 financial statements*

**To: GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hoa Tho Textile - Garment Joint Stock Corporation.

The Board of Supervisors of Hoa Tho Textile - Garment Joint Stock Corporation hereby submits to the General Meeting of Shareholders for approval the plan for selecting an independent auditing firm to audit the 2026 financial statements of the Corporation as follows:


**1. List of proposed auditing firms**

- KPMG Limited.
- Deloitte Vietnam Limited.
- PricewaterhouseCoopers Vietnam (PWC VN)



**2. Implementation**

The Board of Supervisors requests the General Meeting of Shareholders to authorize the Board of Supervisors to select one of the three independent auditing firms to audit the 2026 financial statements of Hoa Tho Textile - Garment Joint Stock Corporation, ensuring quality, efficiency, and compliance with current regulations.

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

Thank you. 

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

  
  
**Nguyen Thi Kim Khanh**

Da Nang, April 24, 2026

**PROPOSAL**

(Regarding the appointment of an additional member to the Board of Directors for the 2022-2027 term)

**To: GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the current Charter of Organization and Operation of Hoa Tho Textile - Garment Joint Stock Corporation;
- Pursuant to the Minutes of the shareholder group nominating a candidate for the supplementary election of an Independent Member of the Board of Directors for the 2022–2027 term, representing 7.41% of the total voting shares of the Corporation.

The Board of Directors of Hoa Tho Textile - Garment Joint Stock Corporation hereby submits to the General Meeting of Shareholders for consideration and approval the election of an additional member to the Board of Directors for the 2022-2027 term, specifically:

1. The number of additional members to be elected to the Board of Directors for the 2022-2027 term is one (01) member.
2. The term of the additionally elected member of the Board of Directors shall be the remaining duration of the 2022-2027 term of the Board of Directors.
3. Information regarding the candidate for the additional election to the Board of Directors for the 2022-2027 term:

- Full name: Hoang Thai Truc
- Gender: Female
- Date of birth: June 27, 1984
- Place of origin: An Cuu Ward, Hue City
- Ethnicity: Kinh
- Religion: None
- Professional qualification: Bachelor's degree in Finance and Accounting
- Current position: Deputy General Director of Phu Bai Spinning Joint Stock Company

The curriculum vitae of the candidate for election as a member of the Board of Directors is attached to this proposal and is posted on the Corporation's website: [www.hoatho.com.vn](http://www.hoatho.com.vn).

We respectfully submit the above contents to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As above;
- Board of Directors, Board of Supervisors;
- Archived: Clerical assistant

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



Nguyen Van Hai

*Da Nang, April 24, 2026*

## **REGULATION ON THE SUPPLEMENTARY ELECTION OF A MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 2022–2027**

***Pursuant to:***

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;*
- *The current Charter of Organization and Operation of Hoa Tho Textile - Garment Joint Stock Corporation;*

The General Meeting of Shareholders of Hoa Tho Textile - Garment Joint Stock Corporation hereby establishes the Regulations for the supplementary election of members to the Board of Directors (BOD) for the 2022–2027 term as follows:

**Article 1: Election Principles.**

1. The election shall be conducted in accordance with the Law and the Charter, ensuring democracy and the legal rights of all shareholders.
2. The election shall be conducted publicly via secret ballot.
3. Voting rights and election results shall be calculated based on the number of shares owned and authorized.

**Article 2: Nomination and Candidacy Requirements for Board Members.**

- Shareholders or groups of shareholders holding at least 5% of the total voting shares at the time of closing the list of shareholders eligible to attend the meeting have the right to nominate or stand for election as a member to supplement the BOD for the 2022-2027 term.
- Shareholders or groups of shareholders holding from 5% to less than 10% of total voting shares may nominate 01 candidate;
- From 10% to less than 30% may nominate a maximum of 02 candidates;
- From 30% to less than 40% may nominate a maximum of 03 candidates;
- From 40% to less than 50% may nominate a maximum of 04 candidates;
- From 50% to less than 60% may nominate a maximum of 05 candidates;
- Candidacy dossiers shall follow the form provided by the Meeting Organizing Committee.
- Based on the nomination or candidacy dossiers submitted by shareholders or groups of shareholders, the Meeting Organizing Committee shall prepare a list of

candidates who meet the standards set forth in Article 2 and Article 3 of these Regulations and submit it to the General Meeting of Shareholders for approval.

**Article 3: Number and Standards of Board Members.**

1. Number of additional BOD members to be elected: 01 person.
2. Term: Remaining duration of the 2022-2027 term.
3. Number of BOD candidates: Unlimited.
4. BOD members must satisfy the standards and conditions for independent members of the Board of Directors as stipulated in Article 155 of the 2020 Law on Enterprises.

**Article 4: Election Method.**

Voting for the supplementary election of BOD members shall be conducted using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of BOD members to be elected, and shareholders have the right to allocate all their votes to one candidate.

**Article 5: Provisions on Ballots.**

1. *Valid ballots:* These are pre-printed ballots issued by the Meeting Organizing Committee and stamped with the seal of "Hoa Tho Textile - Garment Joint Stock Corporation". Each ballot shall contain the shareholder code, the total number of shares (*owned and authorized*), and the total number of votes calculated based on the number of additional BOD members to be elected.
2. *Invalid ballots include:*
  - Ballots not issued by the Organizing Committee in accordance with regulations;
  - Ballots that do not vote for anyone (blank ballots); ballots that are crossed out, altered, added to, or contain incorrect names.
  - Ballots where the total number of votes cast for candidates exceeds the total number of voting shares owned or authorized by the shareholder.

**Article 6: Voting.**

1. Shareholders shall vote by writing the number of their votes in the box next to the candidate's name. In cases where a shareholder allocates all their votes to one candidate, they only need to mark an X in the box next to that candidate's name.
2. In the event a shareholder makes a mistake while filling out the ballot, provided the ballot has not yet been placed in the ballot box, they may directly contact the Organizing Committee to exchange the ballot to ensure their rights are protected.

#### **Article 7: Vote Counting.**

1. The Vote Counting Committee shall inspect the ballot box in the presence of the shareholders.
2. Voting shall commence upon the signal from the Chairperson of the Meeting and conclude when the last shareholder has cast their vote into the ballot box.
3. The Vote Counting Committee shall proceed to count the votes immediately after the voting concludes.
4. The Vote Counting Committee must verify the validity of each ballot, check each ballot one by one, and record the results.
5. Upon completion of the vote counting, the Vote Counting Committee must prepare a vote counting report. The contents of the report shall include: total number of shareholders attending the meeting, total number of shareholders participating in the vote, the ratio of voting rights of shareholders participating in the vote compared to the total voting rights of shareholders attending the meeting (*using the cumulative voting method*), the number and percentage of valid and invalid ballots; and the number and percentage of votes for the additional BOD candidate.
6. All ballots counted must be sealed and handed over to the Chairperson of the Meeting.

#### **Article 8: Provisions on Elected Candidates.**

1. The person elected as a member of the BOD is the one who receives the highest number of votes.
2. If candidates receive an equal number of votes, the candidate who owns more shares shall be the one elected; in the event that the candidates do not own shares, the Meeting shall conduct a re-election.

#### **Article 9: Vote Counting Committee and its Responsibilities.**

1. The Vote Counting Committee shall be nominated by the Chairperson of the Meeting and approved by the Meeting.
2. The Vote Counting Committee is responsible for verifying the election results objectively and accurately, preparing the vote counting report, and announcing the results. The election results shall be recognized after the Election Report is approved at the Meeting.
3. The Vote Counting Committee must commit to and be held responsible for the accuracy of the election results.

#### **Article 10: Handling of Complaints.**

1. Any questions or complaints regarding the election process (if any) shall be resolved by the Chairperson of the General Meeting of Shareholders.

2. Each shareholder has the right to question the Meeting regarding matters related to the election process if they believe there are signs of violation of the Law or the Company Charter.
3. These Regulations consist of 10 Articles and shall take effect immediately upon approval by the Meeting./.

Da Nang, April 24, 2026

**CHAIRPERSON**

**GENERAL MEETING OF SHAREHOLDERS**



Nguyen Van Hai

MINUTES OF COUNTING VOTES FOR THE BOARD OF DIRECTORS  
HOA THO TEXTILE - GARMENT JOINT STOCK CORPORATION

Today, at 10:09 AM on April 24, 2026, at the Corporation's Hall, the following was conducted:  
counting of votes for the supplementary election of a member of the Board of Directors of Hoa Tho Textile - Garment Joint Stock Corporation for the 2022-2027 term.

**A. INGREDIENTS:**

1. Ms. Nguyen Thi Thu Trang – Chief Executive Officer, Head of Committee.
2. Ms. Nguyen Thi Tuong Long - Chief Accountant.
3. Mr. Nguyen Duc Tri - Deputy Chief of Office.
4. Mr. Kieu Nguyen Phong - Deputy Chief of Office.
5. Mr. Nguyen Quoc Hau – IT Department Specialist.
6. Ms. Pham Anh Thao – Deputy Head of Finance and Accounting Department, Secretary.

**B. CONTENT:**

1/ Conducted the vote counting for the supplementary election of a member of the Board of Directors of the Corporation for the term 2022 - 2027 as follows:

- Total number of shareholders attending the General Meeting: 139 people.
- Number of candidates nominated for the Board of Directors: 1 person.
- Number of ballots issued : 139 ballots, with a total of 30,922,090 voting shares  
(Thirty million nine hundred twenty-two thousand and ninety)
- Number of ballots collected : 136 ballots, with a total of 30,856,254 voting shares  
(Thirty million eight hundred fifty-six thousand two hundred and fifty-four)
- Number of valid votes : 132 ballots, with a total of 30,819,161 voting shares  
(Thirty million eight hundred nineteen thousand one hundred and sixty-one)
- Number of invalid ballots : 4 ballots, with a total of 37,093 voting shares  
(Thirty-seven thousand and ninety-three)

**2/ RESULTS OF COUNTING VOTES:**

- Ms. Hoang Thai Truc, number of voting shares received: 30,819,161 (Thirty million eight hundred nineteen thousand one hundred and sixty-one) shares, accounting for 99.7%.

Based on the election results, Ms. Hoang Thai Truc has been elected to the Board of Directors of Hoa Tho Textile - Garment Joint Stock Corporation for the 2022-2027 term.

The minutes were prepared at the 2026 Annual General Meeting of Shareholders of Hoa Tho Textile – Garment Joint Stock Corporation at 10:09 on April 24, 2026.

SECRETARY



PHAM ANH THAO

HEAD OF THE VOTE COUNTING COMMITTEE



NGUYEN THI THU TRANG