

REPORT ON CORPORATE GOVERNANCE

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

**VIETNAM NATIONAL TEXTILE AND
GARMENT GROUP
HOA THO TEXTILE - GARMENT JOINT
STOCK CORPORATION**
No.: 371/BCQT-HT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang City, July 28, 2025

REPORT ON CORPORATE GOVERNANCE
First 6 months of 2025

To: - The State Securities Commission;
- Ho Chi Minh Stock Exchange.

- Name of company: **HOA THO TEXTILE - GARMENT JOINT STOCK CORPORATION**
- Address of headoffice: 36 Ong Ich Duong Street, Hoa Tho Dong Ward, Cam Le District, Da Nang City, Vietnam.
- Telephone: 0236.3846290. Fax: 0236.3846216
- Email : office@hoatho.com.vn
- Charter capital: 360.027.080.000 đồng.
- Stock symbol: HTG.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution/ Decision No.	Date	Contents
1	21/NQ-GMS	26/04/2025	<p>The Annual General Meeting of Shareholders approves the following matters:</p> <p>1. Report on the production and business performance in 2024 and the production and business plan for 2025 of the Corporation.</p> <p>2. Report on the activities of the Board of Directors in 2024 and the activity plan of the Board of Directors for 2025</p> <p>3. Inspection report of the Board of Supervisors on the Corporation's operations in 2024.</p>

			<p>4. The separate and consolidated financial statements for 2024 audited by KPMG Vietnam Co., Ltd.</p> <p>5. The profit distribution plan for 2024.</p> <p>6. Settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 and the remuneration payment plan for the Board of Directors and Board of Supervisors in 2025.</p> <p>7. Amend the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors of the Corporation.</p> <p>8. Selection of the auditing firm for the financial statements of 2024. The General Meeting of Shareholders authorizes the Board of Supervisors to choose one of the following auditing firms:</p> <ul style="list-style-type: none"> - KPMG Vietnam Co., Ltd. - Deloitte Vietnam Co., Ltd. - PricewaterhouseCoopers Vietnam (PWC VN)
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II. Board of Directors (First 6 months of 2025):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
1	Mr. Nguyen Van Hai	Chairman of the Board of Directors	16/04/2022	
2	Mr. Nguyen Ngoc Binh	Member of the Board of Directors	16/04/2022	
3	Mr. Le Quoc An	Independent members of the Board of Directors	16/04/2022	
4	Mr. Nguyen Duc Tri	Member of the Board of Directors	16/04/2022	
5	Ms. Tran Tuong Anh	Member of the Board of Directors	16/04/2022	

2. Meetings of the Board of Directors:

In the first 6 months of 2025, the Board of Directors held 20 meetings, including 3 in-person meetings and 17 meetings in the form of written consultations. Both the in-person meetings and the written consultations of the Board of Directors complied fully with the regulations of the law and the Corporation's Charter.

No.	Member of the Board of Directors	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nguyen Van Hai	20	100%	
2	Mr. Nguyen Ngoc Binh	20	100%	
3	Mr. Le Quoc An	20	100%	
4	Mr. Nguyen Duc Tri	20	100%	
5	Ms. Tran Tuong Anh	20	100%	

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

- The Board of Directors supervised the Board of Management by conducting weekly and monthly direct working sessions with production units and functional departments to understand the business operations. This supervision was also carried out through the activities of the Corporation's Internal Audit Committee.

- Following the supervision, the Board of Directors issued documents requesting the General Director to immediately implement several solutions to address existing issues, enhance production, and improve the business efficiency of member units. The Board of Directors highly appreciates the unity, responsibility, scientific working spirit and strong determination of the Corporation's Board of Management in effectively and comprehensively fulfilling the strategic tasks, the resolutions of the 2025 Annual General Meeting of Shareholders, and the resolutions set forth by the Board of Directors, especially given the extremely challenging textile and garment market in the first 6 months of 2025 due to the impact of the global economic and political situation and the tariff policies of the US government.

4. Activities of sub-committees under the Board of Directors (if any):

At the Corporation, there is an Internal Audit Committee (formerly the Internal Supervisors Board) under the Board of Directors, responsible for conducting internal audits of the Corporation's operations. In the first 6 months of 2025, the Internal Audit Committee largely achieved the key tasks outlined in the plan approved by the Board of Directors, with a focus on enhancing the quality of internal audit work. Through these audits, the Internal Audit Committee has also recommended that the Corporation's Management Board take measures to address the remaining shortcomings in the units, thereby contributing to strengthening the Corporation's internal control system, making it increasingly robust and effective.

The activities of the Board of Directors are based on the principle of discussion, deliberation, and consensus among its members to make decisions regarding strategic development orientation, investment, organizational structure, and remuneration. These decisions are aimed at directing the General Director, the Board of Management, and management staff in their implementation.

5. Resolutions/Decisions of the Board of Directors in the first 6 months of 2025:

No.	Resolution/ Decision No.	Issuance Date	Contents	Approval Rate
1	01/NQ-HĐQT	23/01/2025	Approval of credit transactions at the Commercial Joint Stock Bank	100%
2	02/NQ-HĐQT	24/01/2025	Approval of credit transactions at the Commercial Joint Stock Bank	100%
3	03/NQ-HĐQT	12/02/2025	Approval of the policy to adjust the implementation progress of the Corporation's investment project	100%
4	04/NQ-HĐQT	17/02/2025	Approval of the policy to implement the workshop renovation project at the Branch of Hoa Tho Textile - Garment Corporation Joint Stock Company - Hoa Tho Dien Ban Garment Company	100%
5	05/NQ-HĐQT	24/02/2025	Finalization of the List of Shareholders Attending the 2025 Annual General Meeting of Shareholders	100%
6	06/NQ-HĐQT	28/02/2025	Approval of the investment policy to install an air conditioning system for the Corporation's canteen	100%
7	07/NQ-HĐQT	28/02/2025	Approval of the investment policy for the construction of a 2-story parking building at the Branch of Hoa Tho Textile - Garment Corporation Joint Stock Company - Hoa Tho Dong Ha Garment Company	100%
8	08/NQ-HĐQT	07/03/2025	Approval of the starting price for auctioning all shares of the Corporation in The Central Cotton Joint Stock Company	100%
9	09/NQ-HĐQT	07/03/2025	Approval of the adjustment of the investment policy for the Rooftop Solar Power System Project at the Corporation's affiliated units	100%
10	10/NQ-HĐQT	07/03/2025	Approval of the policy for in-depth investment in equipment and technology for the Garment Sector - Phase 1, 2025	100%
11	11/NQ-HĐQT	31/03/2025	Approval of the policy to adjust the implementation schedule of the Corporation's investment projects	100%
12	12/NQ-HĐQT	31/03/2025	Approval of the policy and project for overall renovation and equipment supplementation for Hoa Tho Yarn Factory 2 – Phase 2	100%
13	13/NQ - HĐQT	15/04/2025	Agreement on the Contents of Documents to be submitted to the 2025 Annual General Meeting of Shareholders	100%
14	14/NQ - HĐQT	15/04/2025	Preliminary evaluation of Production and Business Activities in Q1 2025 and Implementation of the Plan for Q2 2025	100%
15	15/NQ-HĐQT	22/05/2025	Approval of the policy to invest in purchasing additional automobiles to transport business partners, customers, and staff for business trips	100%

16	16/NQ-HĐQT	23/05/2025	Approval of the policy to implement the workshop renovation project at the Branch of Hoa Tho Textile - Garment Corporation - Hoa Tho Dien Ban Garment Company	100%
17	17/NQ-HĐQT	29/05/2025	Approval of the policy to hand over and return the land for the Hoa Quy Industrial Garment Workshop Expansion Project	100%
18	18/NQ-HĐQT	03/06/2025	Approve the policy to terminate the operations of Hoa Quy Garment Factory	100%
19	19/NQ-HĐQT	04/06/2025	Approval of the salary distribution plan for the Corporation's management positions	100%
20	20/NQ-HĐQT	30/06/2025	Unanimously agree to re-appoint personnel of the Corporation's Board of Management	100%

III. Board of Supervisors (First 6 months of 2025):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Nguyen Thi Kim Khanh	Head of the Board of Supervisors	16/4/2022	Bachelor of Finance and Accounting
2	Mr. Nguyen Thanh Son	Member of the Board of Supervisors	16/4/2022	Textile Technology Engineer
3	Mr. Hoang Duy Khanh	Member of the Board of Supervisors	16/4/2022	Bachelor of Finance and Banking

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Nguyen Thi Kim Khanh	3	100%	100%	
2	Mr. Nguyen Thanh Son	3	100%	100%	
4	Mr. Hoang Duy Khanh	3	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

The Supervisory Board fully participated in the in-person meetings of the Board of Directors and conducted oversight of activities related to the implementation of documents and resolutions of the

General Meeting of Shareholders and the Board of Directors. It also provided input on important matters such as inventory control, debt recovery, and risk management.

From April 1, 2025 to April 22, 2025, the Supervisory Board conducted a review of the 2023 financial statements of Hoa Tho Textile and Garment Joint Stock Corporation and submitted a report to the Board of Directors and the General Meeting of Shareholders.

The Supervisory Board also conducted an evaluation of the Corporation's activities in the first quarter of 2025, recommending areas for improvement for the Board of Directors and the Management Board to consider and implement in order to enhance the management of the Corporation's production and business operations.

Based on the authorization of the General Meeting of Shareholders, the Supervisory Board also conducted an evaluation and proposed the selection of an auditing firm for the financial statements of the 2025 fiscal year.

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

The activities of the Supervisory Board, the Board of Directors, and the Board of Management are closely coordinated based on compliance with the current provisions of the Enterprise Law, the Corporation's Charter, and internal regulations on corporate governance, aiming to enable all parties to fulfill the tasks assigned by the General Meeting of Shareholders.

The Board of Directors and the Board of Management have provided all necessary conditions for the Supervisory Board to access records, documents, and financial data of the Corporation when needed. Additionally, the Board of Directors and the Board of Management have always listened to and taken into account the feedback and recommendations of the Board of Supervisors.

5. Other activities of the Board of Supervisors (if any):

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management
1	Mr. Nguyen Ngoc Binh (General Director)	10/5/1976	Master of Business Administration	11/10/2024
2	Ms. Hoang Thuy Oanh (Deputy General Director)	06/2/1977	Master of Business Administration	21/7/2014
3	Ms. Tran Thi Hoa Chau (Deputy General Director)	10/10/1980	Bachelor of Foreign Languages	01/8/2020
4	Mr. Pham Ngoc Trung (Chief Executive Officer)	01/5/1978	Bachelor of Economics - Business Administration	21/7/2014
5	Mr. Phan Quang Long (Chief Executive Officer)	15/5/1970	Bachelor of Economics - Finance and Accounting	02/01/2016
6	Mr. Nguyen Phuoc Hoang (Chief Executive Officer)	29/10/1969	Bachelor of Economics	01/8/2020

7	Mr. Nguyen Van Cuong (Chief Executive Officer)	24/01/1966	Bachelor of Accounting	01/01/2020
8	Ms. Nguyen Thi Thu Trang (Chief Executive Officer)	19/9/1985	Master of Business Administration	06/4/2023
9	Ms Nguyen Thi Minh Hang (Chief Executive Officer)	11/12/1989	Bachelor of International Business Administration	06/4/2023

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment
Ms. Nguyen Thi Tuong Long	21/01/1983	Bachelor of Accounting	01/07/2020

VI. Training courses on corporate governance:

Mr. Nguyen Van Cuong – Chief executive officer and the person in charge of corporate governance, participated in the “Corporate Governance” training program organized by the Center for Scientific Research and Securities Training under the State Securities Commission on June 29 and 30, 2023, and received a certificate for the course.

The members of the Board of Directors, the members of the Supervisory Board, the General Director, the person in charge of corporate governance, and other management staff of the Company regularly update themselves on legal documents and regulations. Additionally, they appoint representatives to attend training sessions, briefings, and discussions on legal documents and corporate governance regulations organized by the State Securities Commission.

VII. The list of affiliated persons of the public company (First 6 months of 2025) and transactions of the Company's related parties with the Company itself:

1. The list of affiliated persons of the Company: **Appendix 01 attached**
2. List of related persons of the Company is an organization: **Appendix 02 attached**
3. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

In the first 6 months of 2025, Hoa Tho Textile - Garment Joint Stock Corporation continued to engage in transactions with its parent company, Vietnam National Textile and Garment Group, as well as its subsidiaries and affiliates, involving financial lending, leasing of factories, garment processing, transfer and leasing of machinery and equipment, These are regular transactions conducted in compliance with the Corporation's Charter, the Enterprise Law, and other legal regulations on transactions, civil contracts, and commercial contracts: The list of transactions is provided in **Appendix 03 attached**.

4. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

5. Transactions between the Company and other objects:

5.1 Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members

or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **Appendix 04 attached.**

5.2 Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): **Appendix 05 attached.**

5.3 Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None.**

VIII. Share transactions of internal persons and their affiliated persons (First 6 months of 2025):

1. The list of internal persons and their affiliated persons: Appendix 06 attached.
2. Transactions of internal persons and affiliated persons with shares of the company: **None**

IX. Other significant issues: None *De*

*** Recipients:**

- The State Securities Commission;
- Ho Chi Minh Stock Exchange.
- Board of Directors/ Board of Supervisors.
- Save: Admin, Board of Directors Secretary.

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



Nguyen Van Hai

REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 01: The list of affiliated persons of the Company

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Insider
I Related Parties - Board of Directors (Term 2022-2027)											
1	Nguyen Van Hai		Chairman of the Board of Directors					16/06/2017			Insider
2	Nguyen Duc Tri		Member of the Board of Directors					16/06/2017			Insider
3	Le Quoc An		Independent members of the Board of Directors					16/06/2017			Insider
4	Tran Tuong Anh		Member of the Board of Directors					16/06/2017			Insider
5	Nguyen Ngoc Binh		Member of the Board of Directors					16/06/2017			Insider
II Related Parties - Board of Supervisors (Term 2022-2027)											
1	Nguyen Thi Kim Khanh		Head of the Board of Supervisors					26/06/2020			Insider
2	Nguyen Thanh Son		Member of the Board of Supervisors					16/06/2017			Insider
3	Hoang Duy Khanh		Member of the Board of Supervisors					15/04/2023			Insider
III Related Parties - Board of Management											
1	Nguyen Ngoc Binh		General Director					11/10/2024			Insider
2	Hoang Thuy Oanh		Deputy General Director					21/07/2014			Insider
3	Tran Thi Hoa Chau		Deputy General Director					08/01/2020			Insider
4	Pham Ngoc Trung		Chief Executive Officer					21/07/2014			Insider
5	Phan Quang Long		Chief Executive Officer					01/02/2016			Insider

6	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					01/01/2020		According to Power of Attorney No. 754/DMHT dated September 15, 2022, issued by the General Director	Insider
7	Nguyen Phuoc Hoang		Chief Executive Officer					08/01/2020			Insider
8	Nguyen Thi Thu Trang		Chief Executive Officer					04/06/2023			Insider
9	Nguyen Thi Minh Hang		Chief Executive Officer					04/06/2023			Insider
IV Related Parties - Chief Accountant											
1	Nguyen Thi Tuong Long	009C062263 0304556223	Chief Accountant					07/01/2020			Insider
V Other Related Parties											
1	Vietnam National Textile and Garment Group			100100008	06/10/2021	Department of Business Registration of Hanoi City	No. 25 Ba Trieu - Hang Bai Ward - Hoan Kiem District - Hanoi City	01/03/2007			The parent company, holding 61.87% of the voting shares of HTG
2	Trade Union of Hoa Tho Textile - Garment Joint Stock Corporation			61/ToC-CBDM	26/02/2007		36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	01/03/2007			Union
3	Hoa Tho - Thang Binh Spinning Joint Stock Company			4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	09/03/2015			Subsidiary
3,1	Nguyen Ngoc Binh		Member of the Board of Directors, General Director					09/03/2015			Mr. Nguyen Ngoc Binh save as the Chairman of the Board of Directors.
3,2	Nguyen Xuan Binh							09/06/2016			Director, Legal Representative of the Company
3,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					10/01/2021			Mr. Nguyen Van Cuong is a Member of the Board of Directors.

4	Hoa Tho Duy Xuyen Garment Joint Stock Company			4000939407	05/12/2020	Department of Planning and Investment of Quang Nam Province	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	03/10/2011			Subsidiary
4,1	Hoang Thuy Oanh		Deputy General Director					01/08/2020			Ms. Hoang Thuy Oanh serves as the Chairwoman of the Board of Directors.
4,2	Nguyen Truong Anh Tu							05/12/2020			Director, Legal Representative of the Company
4,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					09/11/2020			Mr. Nguyen Van Cuong serves as a Member of the Board of Directors.
4,4	Nguyen Thi Kim Khanh		Head of the Board of Supervisors					25/04/2020			Ms. Nguyen Thi Kim Khanh serves as the Head of the Supervisory Board
5	Hoa Tho Hoi An Garment Joint Stock Company			4000837028	16/03/2021	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	22/12/2011			Subsidiary
5,1	Tran Thi Hoa Chau		Deputy General Director					08/01/2020			Ms. Tran Thi Hoa Chau serves as the Chairwoman of the Board of Directors
5,2	Do Xuan Khiet							16/03/2021			Director, Legal Representative of the Company
5,3	Nguyen Thi Tuong Long		Chief Accountant					24/08/2022			Ms. Nguyen Thi Tuong Long serves as a Member of the Board of Directors.
6	Hoa Tho Fashion Joint Stock Company			0401290899	10/06/2022	Department of Planning and Investment of Da Nang City	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	06/08/2009			Subsidiary
6,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					31/05/2022			Mr. Nguyen Van Cuong serves as a Member of the Board of Directors.

6,2	Trinh Ngoc Son							06/08/2009			Director, Legal Representative of the Company
6,3	Nguyen Thi Tuong Long		Chief Accountant					30/06/2017			Ms. Nguyen Thi Tuong Long serves as the Head of the Supervisory Board.
7	Hoa Tho Construction Mechanics Company Limited			0401705303	12/11/2015	Department of Planning and Investment of Da Nang City	36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	12/11/2015			Subsidiary
7,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					01/06/2025			Mr. Nguyen Van Cuong serves as the Chairman of the Members' Council.
7,2	Nguyen Trang							22/05/2020			Director, Legal Representative of the Company
8	Hoa Tho Quang Nam Garment Joint Stock Company			4000735347	06/01/2023	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan Town, Thang Binh District, Quang Nam Province	30/03/2010			Related Organization: Hoa Tho holds 32.14% of the voting shares of the Company since March 30, 2010
8,1	Nguyen Duc tri		Member of the Board of Directors					30/03/2010			Mr. Nguyen Duc Tri save as the Chairman of the Board of Directors.
8,2	Nguyen Thi Nhat Vy							06/01/2023			Director, Legal Representative of the Company
8,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					30/03/2010			Mr. Nguyen Van Cuong serves as the Head of the Supervisory Board
9	HoaTho PhuNinh Garment Joint Stock Company			4000851992	22/05/2017	Department of Planning and Investment of Quang Nam Province	Cho Lo Industrial Cluster, Tam Thai Village, Phu Ninh District, Quang Nam Province	15/03/2012			Related Organization: Hoa Tho holds 20% of the voting shares of the Company since March 15, 2012

9,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					01/06/2025			Mr. Nguyen Van Cuong save as the Chairman of the Board of Directors.
9,2	Vo Thi Nhan							22/05/2017			Director, Legal Representative of the Company

REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 02: List of related persons of the Company is an organization

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Insider
1	Vietnam National Textile and Garment Group			100100008	06/10/2021	Department of Business Registration of Hanoi City	No. 25 Ba Trieu - Hang Bai Ward - Hoan Kiem District - Hanoi City	01/03/2007			The parent company, holding 61.87% of the voting shares of HTG
2	Trade Union of Hoa Tho Textile - Garment Joint Stock Corporation			61/ToC-CDDM	26/02/2007		36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	01/03/2007			Union
3	Hoa Tho - Thang Binh Spinning Joint Stock Company			4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	09/03/2015			Subsidiary
3,1	Nguyen Ngoc Binh		Member of the Board of Directors, General Director					09/03/2015			Mr. Nguyen Ngoc Binh serves as the Chairman of the Board of Directors.
3,2	Nguyen Xuan Binh							09/06/2016			Director, Legal Representative of the Company
3,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					10/01/2021			Mr. Nguyen Van Cuong is a Member of the Board of Directors.
4	Hoa Tho Duy Xuyen Garment Joint Stock Company			4000939407	05/12/2020	Department of Planning and Investment of Quang Nam Province	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	03/10/2011			Subsidiary
4,1	Hoang Thuy Oanh		Deputy General Director					01/08/2020			Ms. Hoang Thuy Oanh serves as the Chairwoman of the Board of Directors.
4,2	Nguyen Truong Anh Tu							05/12/2020			Director, Legal Representative of the Company
4,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					09/11/2020			Mr. Nguyen Van Cuong serves as a Member of the Board of Directors.

4,4	Nguyen Thi Kim Khanh		Head of the Board of Supervisors					25/04/2020			Ms. Nguyen Thi Kim Khanh serves as the Head of the Supervisory Board
5	Hoa Tho Hoi An Garment Joint Stock Company			4000837028	16/03/2021	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	22/12/2011			Subsidiary
5,1	Tran Thi Hoa Chau		Deputy General Director					08/01/2020			Ms. Tran Thi Hoa Chau serves as the Chairwoman of the Board of Directors
5,2	Do Xuan Khiat							16/03/2021			Director, Legal Representative of the Company
5,3	Nguyen Thi Tuong Long		Chief Accountant					24/08/2022			Ms. Nguyen Thi Tuong Long serves as a Member of the Board of Directors.
6	Hoa Tho Fashion Joint Stock Company			0401290899	10/06/2022	Department of Planning and Investment of Da Nang city	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	06/08/2009			Subsidiary
6,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					31/05/2022			Mr. Nguyen Van Cuong serves as a Member of the Board of Directors.
6,2	Trinh Ngoc Son							06/08/2009			Director, Legal Representative of the Company
6,3	Nguyen Thi Tuong Long		Chief Accountant					30/06/2017			Ms. Nguyen Thi Tuong Long serves as the Head of the Supervisory Board.
7	Hoa Tho Construction Mechanics Company Limited			0401705303	12/11/2015	Department of Planning and Investment of Da Nang city	36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	12/11/2015			Subsidiary
7,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					01/06/2025			Mr. Nguyen Van Cuong serves as the Chairman of the Members' Council.
7,2	Nguyen Trang							22/05/2020			Director, Legal Representative of the Company

8	Hoa Tho Quang Nam Garment Joint Stock Company			4000735347	06/01/2023	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan Town, Thang Binh District, Quang Nam Province	30/03/2010			Related Organization: Hoa Tho holds 32.14% of the voting shares of the Company since March 30, 2010
8,1	Nguyen Duc tri		Member of the Board of Directors					30/03/2010			Mr. Nguyen Duc Tri save as the Chairman of the Board of Directors.
8,2	Nguyen Thi Nhat Vy							06/01/2023			Director, Legal Representative of the Company
8,3	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					30/03/2010			Mr. Nguyen Van Cuong serves as the Head of the Supervisory Board
9	HoaTho PhuNinh Garment Joint Stock Company			4000851992	22/05/2017	Department of Planning and Investment of Quang Nam Province	Cho Lo Industrial Cluster, Tam Thai Village, Phu Ninh District, Quang Nam Province	15/03/2012			Related Organization: Hoa Tho holds 20% of the voting shares of the Company since March 15, 2012
9,1	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance, Person authorized to disclose information					01/06/2025			Mr. Nguyen Van Cuong save as the Chairman of the Board of Directors.
9,2	Vo Thi Nhan							22/05/2017			Director, Legal Representative of the Company
10	Viet Thang Garment Corporation - JSC			0301445210	10/03/2021	Department of Planning and Investment of Ho Chi Minh city	127 Le Van Chi, Linh Trung Ward, Thu Duc City, Ho Chi Minh City	20/06/2022			Organization Related to Insiders
10,1	Nguyen Ngoc Binh		Member of the Board of Directors, Deputy General Director					09/03/2015			Mr. Nguyen Ngoc Binh serves as a Member of the Board of Directors.
11	Hue Textile Garment Joint Stock Company			3300100628	22/07/2022	Department of Business Registration of Thua Thien Hue Province	122 Duong Thieu Tuoc, Thuy Duong ward, Huong Thuy town, Thua Thien Hue				Organization Related to Insiders
11,1	Nguyen Duc Tri		Member of the Board of Directors					01/01/2019			Mr. Nguyen Duc Tri - Member of the Board of Directors, serves as the Chairman of the Board of Directors

REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 03: Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Organization/Individual Name	Relationship with the Company	NSH No.*	Date of issue	Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
1	Vietnam National Textile and Garment Group	Major shareholder – Parent company	100100008	06/01/2021	Department of Business Registration of Hanoi City	No. 25 Ba Trieu - Hang Bai Ward - Hoan Kiem District - Hanoi City	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Leasing assets, sales agency, Loan transactions	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements; Frequent lending transactions under 10% of the total asset value of the Corporation as recorded in the most recent financial statements
2	Hoa Tho Duy Xuyen Garment Joint Stock Company	Subsidiary; Organization Related to Insiders	4000939407	05/12/2020	Department of Planning and Investment of Quang Nam Province	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
3	Hoa Tho Hoi An Garment Joint Stock Company	Công ty con; Organization Related to Insiders	4000837028	22/12/2011	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

4	Hoa Tho Construction Mechanics Company Limited	Subsidiary; Organization Related to Insiders	401705303	12/11/2015	Department of Planning and Investment of Da Nang city	36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Mechanical processing, construction, buying and selling of goods, services	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
5	Hoa Tho - Thang Binh Spinning Joint Stock Company	Subsidiary; Organization Related to Insiders	4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Buying and selling of cotton, fibers, yarn; buying and selling of goods, services, machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
6	Hoa Tho Fashion Joint Stock Company	Subsidiary; Organization Related to Insiders	401290899	10/06/2022	Department of Planning and Investment of Da Nang city	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Sales agency, buying and selling of goods and services	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
7	HoaTho PhuNinh Garment Joint Stock Company	Organization Related to Insiders	4000851992	22/05/2017	Department of Planning and Investment of Quang Nam Province	Cho Lo Industrial Cluster, Tam Thai Village, Phu Ninh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
8	Hoa Tho Quang Nam Garment Joint Stock Company	Organization Related to Insiders	4000735347	14/07/2020	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan Town, Thang Binh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

9	Hue Textile Garment Joint Stock Company	Organization Related to Insiders	3300100628	29/06/2023	Department of Business Registration of Thua Thien Hue Province	122 Duong Thieu Tuoc, Thuy Duong ward, Huong Thuy town, Thua Thien Hue	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Sales agency, buying and selling of goods	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
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REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 04: Transactions between the Company and other companies where members of the Board of Directors, the Board of Supervisors, or General Directors have been or are founding members, members of the Board of Directors, or General Directors within the last three (03) years

No.	Organization/Individual Name	Relationship with the Company	NSH No.*	Date of issue	Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
1	Hoa Tho Duy Xuyen Garment Joint Stock Company	Subsidiary; Ms. Hoang Thuy Oanh - Deputy General Director and Mr. Nguyen Van Cuong - Chief Executive Officer, are currently the Chairman and Member of the Board of Directors of the Company; Ms. Nguyen Thi Kim Khanh - Head of the Supervisory Board, is currently the Head of the Supervisory Board of the Company	4000939407	05/12/2020	Department of Planning and Investment of Quang Nam Province	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HDQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
2	Hoa Tho Hoi An Garment Joint Stock Company	Subsidiary; Ms. Tran Thi Hoa Chau - Deputy General Director and Ms. Nguyen Thi Tuong Long - Chief Accountant, are currently the Chairwoman and Members of the Board of Directors of the Company	4000837028	22/12/2011	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HDQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

3	Hoa Tho Construction Mechanics Company Limited	Subsidiary; Mr. Nguyen Ngoc Binh - Member of the Board of Directors and General Director, is currently the Chairman of the Members' Council of the Company	401705303	12/11/2015	Department of Planning and Investment of Da Nang city	36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Mechanical processing, construction, buying and selling of goods, services	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
4	Hoa Tho - Thang Binh Spinning Joint Stock Company	Subsidiary; Mr. Nguyen Ngoc Binh - Member of the Board of Directors and General Director and Mr. Nguyen Van Cuong, Chief Executive Officer are currently Chairman of the Board of Directors and Members of the Board of Directors of the Company.	4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Buying and selling of cotton, fibers, yarn; buying and selling of goods, services, machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
5	Hoa Tho Fashion Joint Stock Company	Subsidiary; Mr. Nguyen Van Cuong - Chief Executive Officer, is currently the Chairman of the Board of Directors and Ms. Nguyen Thi Tuong Long - Chief Accountant, is currently the Head of the Supervisory Board of the Company	401290899	10/06/2022	Department of Planning and Investment of Da Nang city	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Sales agency, buying and selling of goods and services	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
6	Hoa Tho Phu Ninh Garment Joint Stock Company	Affiliate Company; Mr. Pham Ngoc Trung - General Director, is currently the Chairman of the Board of Directors of the Company	4000851992	22/05/2017	Department of Planning and Investment of Quang Nam Province	Cho Lo Industrial Cluster, Tam Thai Village, Phu Ninh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

7	Hoa Tho Quang Nam Garment Joint Stock Company	Affiliate Company; Mr. Nguyen Duc Tri - Member of the Board of Directors, is currently the Chairman of the Board of Directors of the Company, and Mr. Nguyen Van Cuong - Chief Executive Officer, is currently the Head of the Supervisory Board of the Company.	4000735347	14/07/2020	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan Town, Thang Binh District, Quang Nam Province	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Garment processing, asset leasing, buying and selling of goods, services, materials, and machinery and equipment	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements
8	Hue Textile Garment Joint Stock Company	Mr. Nguyen Duc Tri - Member of the Board of Directors, is currently the Chairman of the Board of Directors of the Company	3300100628	29/06/2023	Department of Business Registration of Thua Thien Hue Province	122 Duong Thieu Tuoc, Thuy Duong ward, Huong Thuy town, Thua Thien Hue	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Sales agency, buying and selling of goods	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 05: Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO)

No.	Organization/Individual Name	Relationship with the Company	NSH No.*	Date of issue	Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
1	Thien Tin Company Limited	Ms. Pham Thi My is the wife of Mr. Nguyen Duc Tri - Member of the Board of Directors, Director of this Company.	400509320	22/01/2024	Department of Planning and Investment of Da Nang city	19-21 Cam Bac 1, Hoa Tho Dong ward, Cam Le district, Da Nang city	Year 2025	Resolution No. 30/NQ-HĐQT dated December 31, 2024	Embroidery processing for garments	- Frequent transactions, under 35% of the total asset value of the Corporation as recorded in the most recent financial statements

REPORT ON THE COMPANY'S CORPORATE GOVERNANCE FOR THE FIRST 6 MONTHS OF 2025

Appendix 06: The list of internal persons and their affiliated persons at June 30, 2025

No.	Full Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Time of starting to be affiliated person	Time of ending to be affiliated person	Relationship with the Company/Insider
1	Nguyen Van Hai		Chairman of the Board of Directors					142.056	0,39%	26/06/2020		Insider
1,01	Nguyen Van Ngoc							-	-	26/06/2020		Father-in-law
1,02	Nguyen Thi Tai							-	-	26/06/2020		Mother-in-law
1,03	Nguyen Thi Lan Phuong							-	-	26/06/2020		Wife
1,04	Nguyen Van Anh Khoa							-	-	26/06/2020		Child
1,05	Ngo Chau Nhi							-	-	26/06/2020		Daughter-in-law
1,06	Nguyen Duc Huy							-	-	26/06/2020		Child
1,07	Nguyen Xuan Hung							-	-	26/06/2020		Brother
1,08	Nguyen Thi Tham							-	-	26/06/2020		Younger sister
1,09	Nguyen Thi Anh Hong							-	-	26/06/2020		Younger sister
1,1	Nguyen Thi Thu Huong							-	-	26/06/2020		Younger sister
1,11	Nguyen Thi Di							-	-	26/06/2020		Sister-in-law
1,12	Nguyen Duc Hung							-	-	26/06/2020		Brother-in-law
1,13	Nguyen Hong Tam							-	-	26/06/2020		Brother-in-law
2	Nguyen Duc Tri		Member of the Board of Directors					1.123.185	3,12%	16/06/2017		Insider
2,01	Nguyen Thi Xuan							-	-	01/01/2021		Mother-in-law
2,02	Nguyen Thi Giang							-	-	16/06/2017		Sister
2,03	Pham Thi My							278.190	0,77%	16/06/2017		Wife
2,04	Nguyen Pham My Duyen							50.000	0,14%	16/06/2017		Child
2,05	Nguyen Duc Thinh							50.000	0,14%	16/06/2017		Child

2,06	Hue Textile Garment Joint Stock Company		Chairman of the Board of Directors	3300100628	22/07/2022	Department of Business Registration of Thua Thien Hue Province	122 Duong Thieu Tuoc, Thuy Duong Ward, Huong ThuyTown, Thua Thien Hue	-	-	01/01/2019		
2,07	Vietnam National Textile and Garment Group		General Director	0100100008	06/10/2021	Department of Business Registration of Hanoi City	41A Ly Thai To, Hoan Kiem District, Hanoi City	22.274.205	61,87%	28/05/2020		
2,08	Hoa Tho Quang Nam Garment Joint Stock Company		Chairman of the Board of Directors	4000735347	14/07/2020	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan town, Thang Binh District, Quang Nam Province	-	-	16/06/2017		
3	Le Quoc An		Member of the Board of Directors					30.480	0,08%	16/06/2017		Insider
3,1	Huynh Phi Nhan							-	-	16/06/2017		Wife
3,2	Le Hoang Phu							-	-	16/06/2017		Child
3,3	Le Hoang Uyen Vy							-	-	16/06/2017		Child
3,4	Le Thi Xuan Dai							-	-	16/06/2017		Sister
4	Tran Tuong Anh		Member of the Board of Directors					236.019	0,66%	16/06/2017		Insider
4,1	Tran Tuong							2.724	0,008%	16/06/2017		Father
4,2	Nguyen Thi Kim Phuong							-	-	16/06/2017		Mother
4,3	Le Truong Giang							-	-	16/06/2017		Husband
4,5	Tran Tuong Van							-	-	16/06/2017		Younger sister
4,6	Nguyen Huu Hai							-	-	16/06/2017		Brother-in-law
4,7	Le Bao Ngoc							52	0,00014%	16/06/2017		Child
4,8	Cao Huu Duc							1.828	0,005%	16/06/2017		Son-in-law
4,9	Le Bao Chau							-	-	16/06/2017		Child
5	Nguyen Ngoc Binh		Member of the Board of Directors, General Director					273.171	0,76%	16/06/2017		Insider
5,1	Nguyen Ngoc Hoa							-	-	16/06/2017		Father
5,2	Vo Thi Xuan							-	-	16/06/2017		Mother
5,3	Do Phu Lang							-	-	16/06/2017		Father-in-law
5,4	Tran Thi Hong Thu							-	-	16/06/2017		Mother-in-law

5,5	Do Thi Bao Quyen							-	-	16/06/2017		Wife
5,6	Nguyen Ngoc Bao Nhi							-	-	16/06/2017		Child
5,7	Nguyen Ngoc Bao Thi							-	-	16/06/2017		Child
5,8	Nguyen Thi Thu Ha							-	-	16/06/2017		Younger sister
5,9	Bui Thien Chuong							-	-	16/06/2017		Brother-in-law
5,10	Hoa Tho - Thang Binh Spinning Joint Stock Company		Chairman of the Board of Directors	4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	-	-	16/06/2017		
5,12	Viet Thang Garment Corporation - JSC		Member of the Board of Directors	0301445210	10/03/2021	Department of Planning and Investment of Ho Chi Minh city	127 Le Van Chi, Linh Trung Ward, Thu Duc City, Ho Chi Minh City	-	-	20/06/2022		
6	Hoang Thuy Oanh		Deputy General Director					187.968	0,52%	21/07/2014		Insider
6,1	Hoang Van Dung							-	-	21/07/2014		Father
6,2	Le Tu Cuong							-	-	21/07/2014		Husband
6,3	Le Tu Bao Khanh							-	-	21/07/2014		Child
6,4	Le Hoang Bao Ngoc							-	-	21/07/2014		Child
6,5	Hoang Tung							-	-	21/07/2014		Son-in-law
6,6	Vo Thi Khanh Trang							-	-	21/07/2014		Sister-in-law
6,7	Hoa Tho Duy Xuyen Garment Joint Stock Company		Chairman of the Board of Directors	4000939407	05/12/2020	Department of Administrative Police for Social Order	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	-	-	01/08/2020		
7	Tran Thi Hoa Chau		Deputy General Director					119.206	0,33%	08/01/2020		Insider
7,1	Tran Huu Tam							-	-	08/01/2020		Father
7,2	Nguyen Thi Loi							-	-	08/01/2020		Mother
7,3	Nguyen Thi Lan							-	-	08/01/2020		Mother-in-law
7,4	Truong Tan Thu							-	-	08/01/2020		Husband
7,5	Truong Tan Thien							-	-	08/01/2020		Child

7,6	Truong Minh Ngoc							-	-	08/01/2020		Child
7,7	Tran Bao Khanh							-	-	08/01/2020		Younger sister
7,8	Hoa Tho Hoi An Garment Joint Stock Company		Chairman of the Board of Directors	4000837028	16/03/2021	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	-	-	08/01/2020		
8	Pham Ngoc Trung		Chief Executive Officer					138.630	0,39%	21/07/2014		Insider
8,1	Pham Ngoc Anh							-	-	21/07/2014		Father
8,2	Dinh Thi Tien							-	-	21/07/2014		Mother
8,3	Nguyen Quy							-	-	21/07/2014		Father-in-law
8,4	Tran Thi Ha							-	-	21/07/2014		Mother-in-law
8,5	Nguyen Thi Kim Phuong							-	-	21/07/2014		Wife
8,6	Pham Ngoc Khiem							-	-	21/07/2014		Child
8,7	Pham Ngoc Khoa							-	-	21/07/2014		Child
8,8	Pham Thi Ngoc Anh							-	-	21/07/2014		Sister
8,9	Pham Thi Ngoc Dung							-	-	21/07/2014		Sister
8,10	Nguyen Quoc Viet							-	-	21/07/2014		Brother-in-law
8,11	Le Duc La							-	-	21/07/2014		Brother-in-law
9	Nguyen Van Cuong		Chief Executive Officer, Person in charge of Corporate Governance					95.594	0,27%	01/01/2020		Insider
9,1	Vo Thi Hanh							-	-	01/01/2020		Mother
9,2	Tong Thi Thanh							-	-	01/01/2020		Mother-in-law
9,3	Le Thi Bich Man							8.220	0,02%	01/01/2020		Wife
9,4	Nguyen Thi Le Nhi							-	-	01/01/2020		Child
9,5	Nguyen Van Khoa							-	-	01/01/2020		Child
9,6	Nguyen Thi Ky							-	-	01/01/2020		Sister
9,7	Nguyen Thi Lan							-	-	01/01/2020		Sister
9,8	Tran Ngu							-	-	01/01/2020		Brother-in-law
9,9	Nguyen Thi Phung							-	-	01/01/2020		Sister
9,10	Le Cong Hinh							-	-	01/01/2020		Brother-in-law

9,11	Nguyen Thi Hoa							-	-	01/01/2020		Sister
9,12	Pham Ngoc Anh							-	-	01/01/2020		Brother-in-law
9,13	Nguyen Van Hoang							-	-	01/01/2020		Brother
9,14	Nguyen Van Hung							-	-	01/01/2020		Brother
9,15	Nguyen Thi Vien							-	-	01/01/2020		Sister-in-law
9,16	Nguyen Van Luc							-	-	01/01/2020		Younger brother
9,17	Nguyen Thi Hoang Nghia							25.774	0,07%	01/01/2020		Sister-in-law
9,18	Hoa Tho Fashion Joint Stock Company		Chairman of the Board of Directors	0401290899	10/06/2022	Department of Planning and Investment of Da Nang city	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	-	-	30/05/2022		
9,19	Hoa Tho - Thang Binh Spinning Joint Stock Company		Member of the Board of Directors	4001020020	23/09/2019	Department of Planning and Investment of Quang Nam Province	Ngoc Son Hamlet, Binh Phuc Village, Thang Binh District, Quang Nam Province	-	-	10/01/2020		
9,20	Hoa Tho Duy Xuyen Garment Joint Stock Company		Member of the Board of Directors	4000939407	05/12/2020	Department of Administrative Police for Social Order	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	-	-	09/11/2020		
9,21	Hoa Tho Quang Nam Garment Joint Stock Company		Head of the Board of Supervisors	4000735347	06/01/2023	Department of Business Registration, Quang Nam Province	National Highway 1A, Ha Lan Town, Thang Binh District, Quang Nam Province	-	-	10/01/2020		
9,22	Hoa Tho Construction Mechanics Company Limited		Chairman of the Members' Council.	0401705303	12/11/2015	Department of Planning and Investment of Da Nang City	36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	-	-	01/06/2025		
9,23	HoaTho PhuNinh Garment Joint Stock Company		Chairman of the Board of Directors.	4000851992	22/05/2017	Department of Planning and Investment of Quang Nam Province	Cho Lo Industrial Cluster, Tam Thai Village, Phu Ninh District, Quang Nam Province	-	-	01/06/2025		
10	Nguyen Phuoc Hoang		Chief Executive Officer					53.541	0,15%	08/01/2020		Insider
10,1	Nguyen Thi Huong							-	-	08/01/2020		Sister
10,2	Nguyen Thi Dung							-	-	08/01/2020		Sister
10,3	Vo Van Tuu							-	-	08/01/2020		Brother-in-law

10,4	Nguyen Phuoc Thanh						-	-	08/01/2020		Bother
10,5	Nguyen Thi Kim Loan						-	-	08/01/2020		Sister-in-law
10,6	Nguyen Thi Thu						-	-	08/01/2020		Younger sister
10,7	Tran Van Tung						-	-	08/01/2020		Brother-in-law
10,8	Nguyen Phuoc Son						-	-	08/01/2020		Younger brother
10,9	Le Thi Thanh Huyen						-	-	08/01/2020		Daughter-in-law
10,10	Dang Thi Dinh						-	-	08/01/2020		Wife
10,11	Nguyen Cong Thien						-	-	08/01/2020		Child
10,12	Nguyen Thi Minh Tam						-	-	08/01/2020		Child
11	Phan Quang Long		Chief Executive Officer				140.199	0,39%	01/02/2016		Insider
11,1	Nguyen Xuan Canh						-	-	01/02/2016		Father-in-law
11,2	Nguyen Thi Lien						-	-	01/02/2016		Mother-in-law
11,3	Nguyen Thi Bich Ngoc						506	0,001%	01/02/2016		Wife
11,4	Phan Quang Thanh						-	-	01/02/2016		Child
11,5	Phan Thi Minh Anh						-	-	01/02/2016		Child
11,6	Phan Thi Ngoc Diep						-	-	01/02/2016		Child
11,7	Phan Thi Phuong						6.696	0,019%	01/02/2016		Sister
11,8	Phan Thi Ly						-	-	01/02/2016		Sister
11,9	Phan Thi Van						-	-	01/02/2016		Sister
11,10	Phan Quang Hung						-	-	01/02/2016		Brother
11,11	Pham Thi Phien						-	-	01/02/2016		Sister-in-law
11,12	Tran Nhu Khoat						-	-	01/02/2016		Brother-in-law
12	Nguyen Thi Minh Hang		Chief Executive Officer				43.453	0,12%	04/06/2023		Insider
12,1	Nguyen Thi Nam						-	-	04/06/2023		Mother
12,2	Nguyen Thi Minh Hien						-	-	04/06/2023		Sister
12,3	Huynh Van Lam						-	-	04/06/2023		Brother-in-law

13	Nguyen Thi Thu Trang		Chief Executive Officer					20.553	0,06%	04/06/2023		Insider
13,1	Nguyen Van Dung							-	-	04/06/2023		Husband
13,2	Nguyen Van Khanh							-	-	04/06/2023		Child
13,3	Nguyen Xuan Hung							-	-	04/06/2023		Child
13,4	Tran Thi Tung							-	-	04/06/2023		Mother
13,5	Nguyen Van Nam							-	-	04/06/2023		Father-in-law
13,6	Trinh Thi Xoan							-	-	04/06/2023		Mother-in-law
13,7	Nguyen Ngoc Trong							-	-	04/06/2023		Brother
13,8	Le Thi Dong							-	-	04/06/2023		Sister-in-law
13,9	Nguyen Thi Thanh Thuy							-	-	04/06/2023		Sister
13,10	Nguyen Thi Thu Thuy							-	-	04/06/2023		Sister
13,11	Nguyen Van Suu							-	-	04/06/2023		Brother-in-law
13,12	Nguyen Thi Kim Quy							-	-	04/06/2023		Young sister
13,13	Nguyen Van Hien							-	-	04/06/2023		Brother-in-law
13,14	Nguyen Thi Cam Nhung							-	-	04/06/2023		Young sister
13,15	Truong Nhu Trung							-	-	04/06/2023		Brother-in-law
13,16	Nguyen Thi Bich Le							-	-	04/06/2023		Young sister
14	Nguyen Thi Tuong Long		Chief Accountant					54.330	0,15%	07/01/2020		Insider
14,1	Le Thi Ninh							-	-	07/01/2020		Mother
14,3	Duong Thi Lai							-	-	01/01/2021		Mother-in-law
14,4	Le Viet Hung							-	-	07/01/2020		Husband
14,5	Le Viet Thien Phuoc							-	-	07/01/2020		Child
14,6	Nguyen Trung Man							-	-	07/01/2020		Brother
14,7	Dinh Tran Thi Diem Huong							-	-	01/01/2021		Sister-in-law
14,8	Nguyen Thi Tuong Linh							-	-	07/01/2020		Young sister
14,9	Nguyen Truong Son							-	-	01/01/2021		Young brother

14,10	Hoa Tho Fashion Joint Stock Company		Head of the Board of Supervisors	0401290899	06/08/2009	Department of Planning and Investment of Da Nang city	31 Phan Chau Trinh, Hai Chau 1 Ward, Hai Chau District, Da Nang City	-	-	30/06/2017		
14,11	Hoa Tho Hoi An Garment Joint Stock Company		Member of the Board of Directors	4000837028	22/12/2011	Department of Planning and Investment of Quang Nam Province	26 Nguyen Tat Thanh, Tan An Ward, Hoi An City, Quang Nam Province	-	-	28/04/2022		
15	Nguyen Thi Kim Khanh		Head of the Board of Supervisors					80.520	0,22%	26/06/2020		Insider
15,1	Ho Van Tu							-	-	26/06/2020		Father-in-law
15,2	Nguyen Thi Phuong Thao							-	-	26/06/2020		Mother-in-law
15,3	Nguyen Nho Khuong							-	-	26/06/2020		Brother
15,4	Nguyen Thi Ninh							-	-	26/06/2020		Sister
15,5	Nguyen Nho Cuong							-	-	26/06/2020		Sister
15,6	Nguyen Nho Tho							-	-	26/06/2020		Brother
15,7	Nguyen Thi Nhung							-	-	26/06/2020		Sister
15,8	Nguyen Thi Kim Hoang							-	-	26/06/2020		Sister
15,9	Nguyen Thi Kim Chi							-	-	26/06/2020		Sister
15,10	Nguyen Nho Anh Tai							-	-	26/06/2020		Brother
15,11	Nguyen Nho Hoa Binh							-	-	26/06/2020		Brother
15,12	Ho Tuan Vu							-	-	26/06/2020		Husband
15,13	Ho Xuan Giao							-	-	26/06/2020		Child
15,14	Ho Tuan Kiet							-	-	26/06/2020		Child
15,15	Nguyen Dinh Hai							-	-	26/06/2020		Brother-in-law
15,16	Phan Dieu							-	-	26/06/2020		Brother-in-law
15,17	Nguyen Cong Vinh							-	-	26/06/2020		Brother-in-law
15,18	Le Thi Kim Anh							-	-	26/06/2020		Sister-in-law
15,19	Nguyen Thi Tu							-	-	26/06/2020		Sister-in-law
15,2	Tran Thi Ha							-	-	26/06/2020		Sister-in-law
15,21	Huynh Thi Kim Huyen							-	-	26/06/2020		Sister-in-law
15,22	Nguyen Thi Hong							-	-	26/06/2020		Sister-in-law

15,23	Hoa Tho Duy Xuyen Garment Joint Stock Company		Head of the Board of Supervisors	4000939407	03/10/2013	Department of Planning and Investment of Quang Nam Province	855 Hung Vuong Street, Duy Trung Village, Duy Xuyen District, Quang Nam Province	-	-	25/04/2020		
16	Nguyen Thanh Son		Member of the Board of Supervisors					120.380	0,33%	16/06/2017		Insider
16,1	Nguyen Thuy Hong							-	-	16/06/2017		Wife
16,2	Nguyen Thi Hong Ngoc							-	-	16/06/2017		Child
16,3	Nguyen Thanh Hao							-	-	16/06/2017		Child
16,4	Pham Thi Cuu							-	-	16/06/2017		Mother
16,5	Nguyen Thi Thanh Hai							-	-	16/06/2017		Young sister
16,6	Ngo Van Ban							-	-	16/06/2017		Brother-in-law
16,7	Truong Thi Be							-	-	16/06/2017		Mother-in-law
17	Hoang Duy Khanh		Member of the Board of Supervisors					-	-	15/04/2023		Insider (General Meeting of Shareholders elects additional members on April 15, 2023)
17,1	Hoang Van Quang							-	-	15/04/2023		Father
17,2	Chu Thi Lai							-	-	15/04/2023		Mother
17,3	Dau thi Hoe							-	-	15/04/2023		Mother-in-law
17,4	Vo Thi Lan Anh							-	-	15/04/2023		Wife
17,5	Hoang Anh Nam							-	-	15/04/2023		Child
17,6	Hoang Thi Huyen							-	-	15/04/2023		Young sister
17,7	Nguyen Viet Hoang							-	-	15/04/2023		Brother-in-law
18	Vietnam National Textile and Garment Group			100100008	06/10/2021	Department of Business Registration of Hanoi City	No. 25 Ba Trieu - Hang Bai Ward - Hoan Kiem District - Hanoi City	22.274.205	61,87%	01/03/2007		Parent company
19	Trade Union of Hoa Tho Textile - Garment Joint Stock Corporation			61/ToC-CDDM	26/02/2007		36 Ong Ich Duong, Hoa Tho Dong ward, Cam Le district, Da Nang city	413.227	1,14%	01/03/2007		Union