

Appendix I

CHANGE IN PERSONNEL

HOA THO TEXTILE - GARMENT
JOINT STOCK CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 152/ HT-HDQT

Da Nang City, April 24, 2026

CHANGE IN PERSONNEL

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

Pursuant to Resolution No. 22/NQ-ĐHĐCĐ dated April 24, 2026 of Hoa Tho Textile – Garment Joint Stock Corporation, we hereby respectfully announce the personnel changes of Hoa Tho Textile – Garment Joint Stock Corporation as follows:

In case of appointment (*):

- Ms.: Hoang Thai Truc
- Former position in the organization: None
- Newly appointed position: Independent member of the Board of Directors
- Term: term 2022 – 2027
- Effective date: 24/04/2026

In case of dismissal:

- Mr.: Le Quoc An
- Former position in the organization: Independent member of the Board of Directors
- Dismissed position: Independent member of the Board of Directors
- Current position: None
- After the dismissal, Mr. Le Quoc An is no longer an internal person of the company
- Reason (if any): At personal request
- Effective date: 24/04/2026

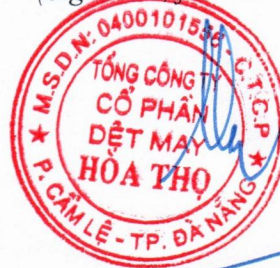
This information was published on the company's website on 24/04/2026, as in the link <https://hoatho.com.vn/quan-he-co-dong/thong-tin-co-dong/2026>

Attached documents:

- Resolution No. 22/NQ-ĐHĐCĐ dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders.
- Information Disclosure Form

Organization representative
**PERSON AUTHORIZED TO
DISCLOSE INFORMATION**

(Signature, full name, position, and seal)



Nguyễn Văn Cường

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