



DRAFT

AGENDA**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**

No.	Time	Content	Person in charge
1	8:45-9:00	- Welcoming delegates and shareholders attending the General Meeting	Organizing committee
2	9:00-9:15	Opening the General Meeting	
		- Declaring the purpose and introducing the delegates	Organizing committee
		- Reporting the verification results of the shareholders' eligibility to attend the General Meeting	Shareholder Eligibility Verification Committee
		- Approving the Presidium of the General Meeting, approving the Vote Counting Committee	Organizing committee
		- Introducing the Secretary Committee of the General Meeting	Presidium
3	9:15-9:25	- Approving the Agenda of the General Meeting - Approving the Working Regulations of the General Meeting	Presidium
4	9:25-9:50	Presenting Reports and Proposals for General Meeting's Opinions: - 2024 Report on Activities of the Board of Directors; - 2024 Production - Business Performance Report and the 2025 Production - Business Plan; - Approval of the 2024 Audited Financial Statements; - Approval of the Dividend Payment and Profit Appropriation for the Year 2024; - Approval of the Remuneration Levels for the Board of Directors and the Board of Supervisors for the Year 2024 and plan for the Year 2025; - Approval of the Selection of the Auditing Firm for the 2025 Financial Statements; - Approval of the Plan for Issuing Shares to increase Charter Capital in 2025; - Approval of Proposal on the Dismissal of a member of the Board of Supervisors for the term 2022 – 2026; - Approval of Proposal on the Election of an Additional Member of the Board of Supervisors	Presidium

		for the Remaining Term of 2022-2026;	
5	9:50-10:00	Presenting the 2024 Report on Activities of the Board of Supervisors	Board of Supervisors
6	10:00-10:20	The General Meeting discusses	Organizing committee
7	10:20 - 10:30	<ul style="list-style-type: none"> - Guidance on voting for the contents of reports and proposals by means of a poll. - Voting on the proposals; the Vote Counting Committee at work. - Announcing the results of the vote counting. 	Vote Counting Committee
8	10:30-10:45	Break of the General Meeting	
9	10:45-10:55	<ul style="list-style-type: none"> - Election regulations for the additional election of members to the Board of Supervisors for the term 2022-2026; - Conducting the election for the additional members of the Board of Supervisors for the term 2022-2026; - Announcing the results of the additional election for the members of the Board of Supervisors for the term 2022-2026. 	Vote Counting Committee
10	10:55-11:05	The Speech of the Chairman of the Board of Directors	Chairman of the Board of Directors
11	11:05-11:20	<ul style="list-style-type: none"> - Reading the Minutes of the meeting and the Resolution of the 2025 Annual General Meeting of Shareholders; - Approving the Minutes of the 2025 Annual General Meeting of Shareholders; - Approving the Draft Resolution of the 2025 Annual General Meeting of Shareholders. 	General Meeting Secretary
12	11:20-11:30	Closing the General Meeting	Organizing committee

**ON BEHALF OF THE ORGANIZING COMMITTEE
OF THE GENERAL MEETING
CHAIRMAN OF THE BOD**



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

**POWER OF ATTORNEY
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

**To: Organizing Committee of the General Meeting of Shareholders of Nha Trang
Textile and Garment Joint Stock Company**

- Authorizing party:

No.	Full name	Number of Shares Authorized	Signature of the Authorizing Party
1.
2.
3.

Total number of shares authorized..... shares;

In words:..... shares.

As I am unable to attend the 2025 Annual General Meeting of Shareholders of Nha
Trang Textile and Garment Joint Stock Company in person, I hereby:

DECISION TO AUTHORIZE

- Authorized Party:

- ID Card No.:**Date of issue:** .../.../.....**Place of issue:**

- Address:

- Tel:.....**Fax:****Email:**

On my/our behalf, to attend and vote at the 2025 Annual General Meeting of
Shareholders of Nha Trang Textile and Garment Joint Stock Company as a representative of
.....shares/..... shares that I/we currently own.

The authorized party is obligated to strictly comply with the content of this Power of
Attorney as well as the Working Regulations at the General Meeting, may not delegate the
authorization to another person, and is responsible for reporting the results of the General
Meeting to the authorizing entity or person.

This Power of Attorney is effective from the date of signing and will terminate upon the conclusion of the Meeting./.

AUTHORIZING PARTY

AUTHORIZED PARTY

(Signature and full name)



Khanh Hoa, April,... 2025.



**NHA TRANG TEXTILE AND
GARMENT JOINT STOCK COMPANY**

**REGISTRATION FORM
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

**To: Organizing Committee of the General Meeting of Shareholders of Nha Trang Textile
and Garment Joint Stock Company**

- Name of individual/organization:
- ID/ Citizen ID Card /ERC No.: Date of issue: Place of issue:
- Address:
- Tel.....Fax:Email:
- Representative (organization):Position:
- Number of shares owned: shares;
- Number of shares authorized: shares;
- Total number of shares attending the General Meeting: shares.

I/We hereby register to attend the 2025 Annual General Meeting of Shareholders of Nha Trang Textile and Garment Joint Stock Company in the following manner:

➤ **DIRECT ATTENDANCE AT THE GENERAL MEETING** ☐

➤ **AUTHORIZE A REPRESENTATIVE TO ATTEND THE GENERAL MEETING** ☐

(Power of attorney attached)

Kindly notify the Organizing Committee of the General Meeting of Shareholders for acknowledgment and compilation./.

Individual/Organization

(Signature, seal, full name)



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY

Khanh Hoa, April 2025.

AGENDA

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY

No.	Time	Content	Person in charge
1	8:45-9:00	- Welcoming delegates and shareholders attending the General Meeting	Organizing committee
2	9:00-9:15	Opening the General Meeting	
		- Declaring the purpose and introducing the delegates	Organizing committee
		- Reporting the verification results of the shareholders' eligibility to attend the General Meeting	Shareholder Eligibility Verification Committee
		- Approving the Presidium of the General Meeting, approving the Vote Counting Committee	Organizing committee
		- Introducing the Secretary Committee of the General Meeting	Presidium
3	9:15-9:25	- Approving the Agenda of the General Meeting - Approving the Working Regulations of the General Meeting	Presidium
4	9:25-9:50	Presenting Reports and Proposals for General Meeting's Opinions: - 2024 Report on Activities of the Board of Directors; - 2024 Production - Business Performance Report and the 2025 Production - Business Plan; - Approval of the 2024 Audited Financial Statements; - Approval of the Dividend Payment and Profit Appropriation for the Year 2024; - Approval of the Remuneration Levels for the Board of Directors and the Board of Supervisors for the Year 2024 and plan for the Year 2025; - Approval of the Selection of the Auditing Firm for the 2025 Financial Statements; - Approval of the Plan for Issuing Shares to increase Charter Capital in 2025; - Approval of Proposal on the Dismissal of a member of the Board of Supervisors for the term 2022 – 2026; - Approval of Proposal on the Election of an Additional Member of the Board of Supervisors	Presidium

		for the Remaining Term of 2022-2026;	
5	9:50-10:00	Presenting the 2024 Report on Activities of the Board of Supervisors	Board of Supervisors
6	10:00-10:20	The General Meeting discusses	Organizing committee
7	10:20 - 10:30	<ul style="list-style-type: none"> - Guidance on voting for the contents of reports and proposals by means of a poll. - Voting on the proposals; the Vote Counting Committee at work. - Announcing the results of the vote counting. 	Vote Counting Committee
8	10:30-10:45	Break of the General Meeting	
9	10:45-10:55	<ul style="list-style-type: none"> - Election regulations for the additional election of members to the Board of Supervisors for the term 2022-2026; - Conducting the election for the additional members of the Board of Supervisors for the term 2022-2026; - Announcing the results of the additional election for the members of the Board of Supervisors for the term 2022-2026. 	Vote Counting Committee
10	10:55-11:05	The Speech of the Chairman of the Board of Directors	Chairman of the Board of Directors
11	11:05-11:20	<ul style="list-style-type: none"> - Reading the Minutes of the meeting and the Resolution of the 2025 Annual General Meeting of Shareholders; - Approving the Minutes of the 2025 Annual General Meeting of Shareholders; - Approving the Draft Resolution of the 2025 Annual General Meeting of Shareholders. 	General Meeting Secretary
12	11:20-11:30	Closing the General Meeting	Organizing committee

**ON BEHALF OF THE ORGANIZING COMMITTEE
OF THE GENERAL MEETING
CHAIRMAN OF THE BOD**



DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 25, 2025

**WORKING REGULATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY**

Pursuant to:

- The Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;
- The Law on Security No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26;
- The Charter of Organization and Operation of Nha Trang Textile & Garment Joint Stock Company;

The 2025 General Meeting of Shareholders of Nha Trang Textile & Garment Joint Stock Company shall be organized and conducted in accordance with the following regulations:

**CHAPTER I
GENERAL PROVISIONS**

Article 1. These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Nha Trang Textile & Garment Joint Stock Company (hereinafter referred to as the "Company").

Article 2. These Regulations specify the rights and obligations of the parties participating in the General Meeting, the conditions, and the procedures for conducting the General Meeting.

Article 3. Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF THE PARTIES PARTICIPATING IN THE
GENERAL MEETING**

Article 4. Rights of Shareholders

1. Conditions for Participation:

Shareholders have their names on the Company's shareholder list as of 2025-03-31, which is the record date for attending the General Meeting.

2. Rights of Shareholders:

- To directly attend or authorize another person to attend the General Meeting.
- To vote as prescribed in Article 10 of these Regulations.
- Shareholders or shareholder representatives, upon arrival at the General Meeting, shall be publicly informed of the General Meeting agenda and draft General Meeting documents. The opinions of shareholders or shareholder representatives regarding the General Meeting shall be discussed at the General Meeting.
- To receive meeting materials, voting cards, and voting ballots indicating the number of shares they are entitled to vote. The voting value of a shareholder corresponds to the proportion of voting shares they own or that the shareholder representative has registered with the Organizing Committee.
- Shareholders arriving after the commencement of the General Meeting have the right to register and subsequently participate and vote in the General Meeting, however, the Chairperson has no obligation to pause the General Meeting for their registration, and the validity of previous voting rounds will not be affected.

Article 5. Obligations of Shareholders

1. Shareholders and shareholder representatives, when attending the General Meeting of Shareholders, must bring personal identification documents (citizen identity card or passport), a power of attorney (if authorized), and complete the registration procedures with the Organizing Committee of the General Meeting.
2. Comply with the provisions of this Regulation.
3. Strictly comply with the rules of the General Meeting and respect the results of the General Meeting.

Article 6. Rights and Obligations of the Organizing Committee of the General Meeting and the Shareholder Eligibility Verification Board.

1. The Organizing Committee of the General Meeting is responsible for welcoming shareholders or shareholder representatives attending the meeting, distributing materials, voting cards, and voting ballots, and guiding them to their seats.
2. The Shareholder Eligibility Verification Board has the duty to verify and report to the General Meeting on the results of the verification of the eligibility of shareholders attending the General Meeting.

Article 7. Rights and Obligations of the Presidium and the Secretary Committee of the General Meeting

1. Members of the Presidium are nominated by the Organizing Committee and approved by the General Meeting of Shareholders, in which the Chairperson is the Chairman of the Board of Directors or a person authorized in writing by the Chairman of the Board of Directors.

2. The Presidium's decisions on matters of procedure, process, or events arising outside the agenda of the General Meeting of Shareholders shall be decisive.

3. The Presidium has the right to conduct the proceedings to manage the General Meeting of Shareholders in a valid and orderly manner and ensure that the Meeting reflects the wishes of the majority of attending shareholders.

4. Without consulting the General Meeting, the Presidium of the General Meeting may at any time postpone the Meeting to another time and at another appropriate location in accordance with the Law on Enterprise and the Company Charter if it finds that:

- The conduct of those present obstructs or is likely to obstruct the orderly conduct of the meeting or;
- The postponement is necessary for the business of the meeting to be conducted validly.

5. The Secretary Committee consists of 02 people nominated by the Presidium with the task of recording the minutes of the General Meeting fully and faithfully reflecting the entire content of the General Meeting proceedings and matters approved or noted by shareholders or shareholder representatives at the General Meeting; drafting and presenting the Minutes and Resolutions of the General Meeting to the Meeting.

Article 8. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee of the General Meeting consists of 03 people, including 01 Head and 02 members nominated by the Chairperson and approved by the General Meeting.

2. Obligations of the Vote Counting Committee:

- Accurately determine the voting results for each issue submitted for voting at the General Meeting and notify the voting results to the Secretary;
- Review and report to the General Meeting any violations of voting procedures or complaints regarding voting results.

CHAPTER III

GENERAL MEETING PROCEEDINGS

Article 9. Conditions for Conducting the General Meeting

The annual General Meeting of Shareholders shall be held when the number of attending shareholders or shareholder representatives represents more than 50% of the total voting shares of the Company.

Article 10. Method of Conducting the General Meeting

The General Meeting of Shareholders shall be held in one session. The General Meeting will discuss and approve the reports and submissions of the Meeting in turn.

Article 11. Voting Regulations at the General Meeting

1. Principle: All matters in the agenda and content of the General Meeting must be publicly discussed and voted on by the General Meeting of Shareholders, using voting ballots.

2. Voting Ballots:

- Voting ballots are printed by the Organizing Committee and sent directly to the Delegates at the General Meeting after finalizing the list of participating shareholders.

- Each Delegate has only 01 voting ballot. The ballot clearly states the Delegate's code, Delegate's full name, and the total number of shares represented by that Delegate.

3. Voting method:

Delegates attending the meeting in person vote by selecting the option: Agree, Disagree or No Opinion for each issue on the voting ballot distributed at the General Meeting of Shareholders; the Organizing Committee will collect, synthesize and report the results.

4. An invalid ballot is a ballot that falls under one or more of the following circumstances:

- The ballot was not issued by the Organizing Committee;
- The ballot lacks a complete signature and/or does not clearly state the Delegate's name;
- The ballot has been crossed out and/or corrected and/or has additional voting content;
- The voting matters were not selected, or more than one option was chosen for a General Meeting Proposal.

5. The voting process for members of the Board of Directors will be conducted according to the Election Regulation.

Article 12. Principles of speaking at the General Meeting

1. Shareholders attending the General Meeting may express their opinions by raising their Voting Card and may speak only after receiving the Chairperson's consent.

2. Shareholders should speak concisely and focus on the key issues for discussion, in accordance with the approved agenda of the General Meeting.

CHAPTER IV

CONCLUSION OF THE GENERAL MEETING

Article 13. Minutes and Resolution of the General Meeting of Shareholders

All matters discussed at the General Meeting of Shareholders must be recorded in the minutes and Resolution by the Secretary Committee of the General Meeting. The minutes and Resolution of the meeting are read and approved before the closing of the General Meeting and are kept at the Company.

CHAPTER V OTHER PROVISIONS

Article 14. Cases where the General Meeting of Shareholders fails to convene

1. In the event that there is not a sufficient number of delegates as prescribed in Article 8 of these Regulations, the organizers of the General Meeting shall decide to postpone the meeting and must reconvene the General Meeting within 30 days from the date of the decision to postpone the meeting.

2. The reconvened General Meeting of Shareholders is valid when the number of shareholders and shareholder representatives present represents at least 33% of the voting shares. In the event that there is not a sufficient number of delegates at the second meeting, the General Meeting must be postponed, and a third General Meeting of Shareholders must be convened within 20 days from the opening date of the second meeting.

3. The third convened General Meeting of Shareholders shall be valid with any number of attending shareholders or shareholder representatives and shall have the right to decide on all matters intended for voting included in the agenda sent to shareholders in the previous convening sessions.

CHAPTER VI IMPLEMENTATION CLAUSE

Article 15. Effective date

1. Shareholders or authorized shareholder representatives and members attending the General Meeting must strictly comply with this Working Regulation.

2. These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders of the Company./.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD



DANG VU HUNG

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS 2024 AND THE ORIENTATION OF THE BOARD OF DIRECTORS FOR 2025

1) General assessment of activities of the Company in 2024:

1.1) Global economic situation in 2024:

In 2024, the global economy continued its slow and uneven recovery, with a projected growth rate of 3.2% and an increase to 3.3% in 2025.

- Global inflation cooled down, falling from 6% in 2023 to 4.5% in 2024, allowing central banks to begin cutting interest rates in the second half of the year.
- However, geopolitical risks, such as the conflict in Ukraine and instability in the Middle East, continue to negatively impact the economic outlook.
- Global public debt continued to increase, with a forecast of 100 trillion USD in 2024, equivalent to about 93% of global GDP.
- Deepening geo-economic fragmentation, with more restrictions on trade and capital flows, could increase commodity price volatility and hinder multilateral cooperation. In addition, climate change continues to pose major challenges to the global economy.

1.2) Economic situation in Vietnam:

Amidst a volatile global economy, Vietnam achieved impressive GDP growth of 7.09% in 2024, exceeding the 6.5-7% target set by the National Assembly.

- GDP at current prices is estimated at 11,511.9 trillion VND, equivalent to 476.3 billion USD; GDP per capita reached 4,700 USD, an increase of 377 USD compared to 2023.
- The economic structure continued to shift positively: the agriculture, forestry, and fishery sector accounted for 11.86%; industry and construction accounted for 37.64%; and services accounted for 42.36%.
- Exports of goods and services increased by 15.45%, with total export turnover reaching 405.53 billion USD, a 14.3% increase compared to the previous year.
- Imports of goods and services increased by 16.10%, with total import turnover reaching 380.76 billion USD, resulting in a trade surplus of 24.77 billion USD.

- Foreign investment continued to play an important role, with total foreign direct investment (FDI) reaching 25.35 billion USD, a 9.4% increase compared to the previous year.
- The government set a GDP growth target of 6.8% to 7.0% in 2025, with the direction of attracting more foreign investment and expanding export markets.

1.3) Situation of the textile and garment industry in Vietnam:

In 2024, Vietnam's textile and garment industry continued to face many challenges, but effectively utilized free trade agreements (FTAs) to maintain growth. Textile and garment export turnover reached over 40 billion USD, with major markets including the US, Japan, South Korea, and the EU. The implementation of 16 FTAs and negotiation of 3 additional FTAs have created a competitive advantage for Vietnam's textile and garment industry in the international market.

The government has approved the Strategy for Textile and Garment Industry Development to 2030, with a vision to 2035, aiming to attract investment in yarn, weaving, and dyeing, creating conditions for the industry to take advantage of incentives from FTAs. However, the textile and garment industry also faces challenges in digital governance, production line automation, and meeting new regulations on the environment and human rights in the supply chain.

Overall, in 2024, Vietnam's economy achieved remarkable results in the context of a volatile global economy. Maintaining high growth, improving the economic structure, and effectively utilizing trade agreements have helped enhance Vietnam's position in the international arena. However, to continue sustainable development, Vietnam needs to focus on improving labor productivity, investing in technology, and meeting international standards on environment and society.

1.4) Company Status:

In that context, the Company has achieved the following results:

- Ensuring employment, income, and livelihood for employees, preserving the workforce, continuing to be a year with a higher number of employees at the end of the year compared to the beginning;
- Implemented the investment programs.

The results of implementing the planned targets according to the Resolution of the 2024 Annual General Meeting of Shareholders are shown in the table below:

No.	Content	Unit	Resolution of the 2024 GMS	2024 Performance Results	Percentage of achieved results compared to the Resolution
-----	---------	------	----------------------------	--------------------------	---

					of the 2024 GMS
1	Total Revenue	VND	890.00	1,242.54	140%
2	Profit before tax	VND	11.00	33.90	308%
3	Profit after tax	VND	9.00	29.51	328%
4	Percentage of Dividend Payment	%	0	0	0

2) Activities of the Board of Directors in 2024:

- The Company's Board of Directors closely monitored the situation and developments to provide timely direction on the most appropriate production and business organization, ensuring the dual goal of both maintaining the health and safety of employees and preventing disruptions and interruptions in production, ensuring delivery schedules.
- Concurrently, the Board of Directors continued to decisively direct the work of reorganizing the market, product lines, and orders most effectively to focus on production and supplementary investment to improve product quality and output; at the same time, it provided direction on an appropriate raw material strategy in the context of large price fluctuations.
- Continuously improving production processes to increase labor productivity: all production plants in the group's system apply 3P salary, TQM assessment standards, Kaizen operating regulations, etc. Applying digital transformation to the production system to enhance goods control and comprehensive management of the group's operating system.

To achieve the above results, in 2024, the Board of Directors carried out the following activities:

- The Board of Directors regularly monitored all activities of the Company, providing many important and timely directions and solutions regarding production, market, finance, organizational system, etc., contributing to the Company's effective operation.

- The Board of Directors held meetings in accordance with the procedures and regulations specified in the Company Charter and the Law on Enterprise to implement the Resolution of the 2024 General Meeting of Shareholders, while directing and promptly resolving arising issues to ensure the Company's operations are in line with the development orientation.
- The Board of Directors' meetings were held in accordance with the provisions of the law and the Company Charter; the records and documents were fully sent to the Board of Directors members for reference and prior study as regulated; all minutes of the Board of Directors' meetings were fully signed by the attending Board of Directors members, in accordance with the provisions of the Company Charter and legal regulations.

3) Remuneration of the Board of Directors and the Board of Supervisors in 2024:

- The remuneration for the Board of Directors and Member of the Board of Supervisors according to the Resolution of the 2024 General Meeting of Shareholders is 47 million VND/month (after-tax income).
- The actual disbursement of this remuneration in 2024 is: 47 million VND/month (after-tax income).

4) Assessment of the Board of Directors on the activities of the Board of Management of the Company in 2024:

- The Board of Management has managed the Company's operations with a high sense of responsibility, providing timely and effective advice according to assigned functions, tasks, and fields.
- The Board of Management of the Company has operated and complied with the Company Charter and legal regulations.
- The Board of Management made significant efforts in fulfilling the targets set by the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors in directing production and business activities and other aspects of the Company's work.

5) Plans and orientations of the Board of Directors for 2025:

5.1) General assessment of the market situation in 2025:

- The 2025 global GDP forecast anticipates stabilization at 3.3%, with global inflation continuing its downward trend, approaching price stability objectives. Global trade recovery stems from positive economic prospects and increased demand for products related to artificial intelligence and energy transition.

- Concurrently, substantial risks to the global economic and financial landscape, such as US tariff policies, geopolitical conflicts, rising trade protectionism, high transportation costs, and China's developmental policies, could reignite inflation, decelerate the global economy, and elevate unemployment rates from their current lows. Conflicts in Ukraine and the Middle East, coupled with political instability in nations like Germany and France, contribute to escalating energy costs and further strain the global economy.
- For Vietnam, the global trade recovery originating from major economies helps stabilize supply chains, facilitating increased production and exports, particularly in strong sectors like textiles, electronics, and agricultural products. Consumption demand from key trading partners such as the US, Europe, and China is maintained, supporting domestic economic growth. The production shift from China and the "China +1" strategy of large corporations have positioned Vietnam centrally in the new supply chain.
- Furthermore, the positive global economic environment, combined with Vietnam's young workforce advantage, competitive costs, and proactive investment attraction policies, also stimulate FDI inflows, enhancing production capacity and job creation.
- However, escalating transportation costs and trade barriers could increase export expenses, impacting the competitiveness of Vietnamese goods in the international market. The rising US dollar and global financial market volatility exert considerable pressure on Vietnam's monetary and fiscal policies. Import inflationary pressures due to the strong dollar and international commodity prices pose risks of increased production costs.

5.2) Solution implementation orientation:

- Continued focus on developing three core areas: Yarn, Sewing, and Industrial Zone Infrastructure Management. These three core pillars will be Nha Trang Textile and Garment's developmental focus in 2025 and beyond, ensuring enhanced in-depth management for greater future efficacy.
- Invest in technology to reduce production costs such as electricity, water, steam, and dyeing chemicals.
- Invest in renewable resource programs utilizing water, solar energy, and biomass to meet green production standards.
- Strengthen market forecasting and price fluctuation predictions related to geopolitical factors and disease outbreaks, establishing risk mitigation strategies.

- Production systems must intensify equipment, technology, quality, productivity, quotas, savings, and efficiency management.
- Invest in new technologies and equipment, replacing outdated machinery to enhance automation and efficiency.
- Effective financial management: Monitor and evaluate total production costs for optimized financial management; Establish clear budget plans and adjust as needed to ensure financial stability.
- Ensure timely completion and quality execution of investment projects.
- Ensure sufficient capital resources for investment projects and the Company's regular production and business activities.
- Focus on labor-related tasks, encompassing recruitment, training, compensation, healthcare, and both material and mentally well-being to retain existing employees and recruit sufficient personnel for investment expansion projects for this year and the next. Fully implement and guarantee absolute safety in occupational safety, fire prevention and fighting, and natural disaster prevention.
- Enhance product quality: Establish high quality standards and ensure adherence throughout the production process; Gather customer feedback for continuous product quality improvement.
- Continue fostering the corporate culture.

The above constitutes the 2025 activity report of the Nha Trang Textile and Garment Joint Stock Company's Board of Directors, respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely./.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Khanh Hoa, April 2, 2025

REPORT ON THE RESULT OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024 - PRODUCTION AND BUSINESS FOR 2025

Part I

SUMMARY OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024

I. Context of 2024

- In 2024, exports from the Textile & Garment industry reached 44 billion USD, marking an increase of 11.26% compared to 2023. The target for 2025 is set at 47-48 billion USD. However, the industry continues to face numerous challenges, including limited access to large orders, stagnant unit prices, and dependence on raw material sources...

- Amidst the ongoing complexities in the global landscape, characterized by unpredictable developments, escalating conflicts in multiple regions, volatile fuel prices, fluctuating transportation costs, slow economic recovery, a decline in global investment, natural disasters, climate change, and intricate energy security issues, Vietnam's Textile & Garment sector has nevertheless managed to sustain a relatively robust growth trajectory.

- The industry holds substantial advantages, with 17 out of 19 new-generation Free Trade Agreements (FTAs) now in effect. These agreements provide significant opportunities in global markets, offering considerable benefits to the Vietnamese Textile & Garment industry. The industry has demonstrated a swift adoption of strategies focused on market diversification, expanding customer bases, and introducing high value-added products. Moreover, the sector has made notable advancements in embracing automation technologies, digital management practices, and effectively adapting to the stringent sustainability and green standards mandated by numerous export markets. These developments form the foundation for the industry's growth in 2024.

II. Result of production and business activities in 2024:

The year 2024 continued to be a year marked by volatility and challenges, significantly impacting the Company's operations. Nevertheless, it was also a year that highlighted the unwavering commitment and continuous efforts of the entire leadership and staff to successfully execute the resolutions adopted at the 2024 Annual General Meeting of Shareholders:

1. Result of production and business activities in 2024 (key indicators):

ST T	Conte nt	Unit	2024 Resolut ion of AGM	Implement ation in 2024	% Implement ation compared to the Resolution of AGM	Implement ation in 2023	% Implement ation TH so với năm 2023
1	Total Reven ue	Billi on dong	890	1,242.54	140%	820	151%
2	Profit before tax	Billi on dong	11	33.90	308 %	-12.26	
3	Profit after tax	Billi on dong	9	29.51	328 %	-16.48	
4	Divid end Payou t Ratio	%	-	-	-	-	-

2. To achieve the above results, the Company has implemented the following solutions:**a. Fiber Industry:**

- The production was reorganized in a specialized direction with a clear focus on market segmentation, customer base, and product lines, aiming to serve the integrated production chain of PPJ Group.
- Additional investments were made in machinery, equipment, and spare parts; maximizing the efficiency of machinery usage to increase productivity and reduce production costs.
- Strengthened price forecasting for input materials such as cotton and polyester, enabling timely purchasing decisions and financial arrangements to optimize procurement over the year, thereby minimizing production losses in the Fiber sector.
- Developed plans, regular reviews, and assessments to closely monitor daily, weekly, and monthly production activities, allowing for timely production adjustments and cost reductions.

b. Garment Industry:

- Established stable customer relationships and orders, while implementing various advanced production management improvements to enhance labor productivity, maintain consistent product quality according to customer requirements, and minimize material wastage, yielding high efficiency for the factory.
- Ensured stable work and orders for production, with wages and employee income remaining stable and growing; the management's attention to employee welfare at all levels was strong, and the workforce remained skilled and stable.

c. DMNT Industrial Cluster Activities:

- The DMNT Industrial Cluster operates by providing infrastructure services and technical support to the companies, units, and factories operating within the industrial cluster, including:
 - o Leasing factories, machinery, and equipment.
 - o Providing technical support services such as electricity, steam, water supply, wastewater treatment, and infrastructure, as well as environmental landscape services
 - o Offering auxiliary services such as transportation for workers, industrial meals, and medical care....
- In 2024, the Industrial Cluster gradually improved its technical systems and infrastructure, applying an appropriate management model, and cooperating with specialized partners to optimize operational tasks. The units within the cluster increased the demand for production services, which has contributed to the overall effectiveness of Nha Trang Textile – Garment Joint Stock Company.

d. Financial Activities:

- In 2024, as in previous years, the Company faced significant financial pressure due to its ongoing financial difficulties, with banks reducing credit limits while a large amount of financing was needed for cotton and fiber reserves, given the fluctuating market prices. Thanks to the support from the Parent Company, PPJ Group, the financial system was able to secure sufficient resources in a timely manner for all operations, significantly contributing to the stability of production activities and achieving positive business results in 2024, as well as laying the groundwork for future years.
- Accounting and financial reporting, analysis, and evaluations were conducted fully, promptly, and accurately for each factory and sector, helping the Board of Directors, the Board of Management, and department heads to effectively manage and direct the production and business activities.

PART II

PRODUCTION AND BUSINESS PLAN FOR 2025

I. Assessment of the Situation

- The year 2024 concluded with many positive signals for Vietnam's Textile & Garment industry, as export turnover recovered strongly, increasing by over 11% to reach 44 billion USD. Growth was primarily driven by two key areas: fiber and textile

products. However, macroeconomic instability remains a factor influencing growth prospects, placing the industry at a crucial turning point in 2025.

- Key markets for Vietnam's Textile & Garment industry are likely to maintain their growth momentum in 2025, including major markets such as the United States, Europe (EU), Japan, South Korea, and China, providing opportunities for the continued development of the sector.
- However, the Textile & Garment industry will also face many difficulties and challenges due to unpredictable macroeconomic factors. In parallel with the instability caused by geopolitical conflicts, one of the biggest risks is the U.S.-China trade war 2.0, which began in April 2025.
- Amidst the opportunities and challenges, Vietnam's Textile & Garment industry will need to be flexible in adjusting strategies to maintain its competitive advantage, optimize the supply chain, and ensure growth in the context of ongoing volatility. Effectively leveraging advantages and tightly managing risks will be key to sustaining the industry's long-term growth.

II. Objectives of the Production and Business plan for 2025:

- With the aforementioned challenges and advantages, based on the analysis and forecast of both short-term and long-term situations, the Company will leverage its strengths and advantages while continuing to address the financial inefficiencies in production and business from previous years caused by natural disasters, pandemics, and their consequences. The goal is to swiftly recover and drive growth. With this in mind, the objectives for the business plan in 2025 are as follows:

ST T	Content	Unit	Amount
1	Total Revenue	Billion dong	1,417
2	Profit before tax	Billion dong	50
3	Profit after tax	Billion dong	40
4	Dividend Payout Ratio	%	-

- *Note: Corporate Income Tax may change depending on the results of tax audits and inspections for the year 2025 and previous years by the competent authorities.*

III. Solutions to Achieve the Business Plan Objectives:

1. Investment Program:

- Focus on in-depth investment in fiber production to diversify product offerings and integrate into the supply chain, providing fibers to knitting and weaving factories within the Parent Company's supply chain.
 - Concentrate on improving management processes through the application of digital technology, optimizing production processes, and enhancing fiber quality management to increase productivity, reduce waste, and stabilize quality. This aims to lower costs and enhance the competitiveness of Nha Trang Textile – Garment Joint Stock Company's fiber products.
 - Investment in fiber will generate substantial returns for the company, reduce accumulated losses from previous years, and create conditions for the company's development.
- a. Fiber Plant 2:**
- It is planned to invest in TFO spinning machines with an investment of 12 billion VND.
 - Researching in-depth investment to improve productivity, quality, and reduce waste in the production line at Fiber Plant 2 to enhance its competitiveness and efficiency.
- b. Fiber Plant 4:**
- Implementing the development project for Fiber Plant 4, Phase 3, to increase the CM compact fiber range, with an investment of approximately 64 billion VND, supported by the parent company, PPJ Group.
- 2. Market Strategy:**
- Adopting the customer-centric approach, the company will explore various solutions ranging from product development to production organization and service provision to meet customer requirements.
 - Strengthening cooperation with fabric producers supplying the export garment sector to form a stable and sustainable supply chain for the fiber industry.
 - The Fiber Division will continue to maintain a strong position in the domestic market, particularly with key customers that are part of the interconnected supply chain, focusing on stable quality, stable output, and maximizing the efficiency of machinery use, raw material consumption, and auxiliary costs to enhance operational effectiveness.
 - Promoting creativity to improve production, increase productivity, stabilize quality, and enhance the competitiveness of garment products, ensuring the retention of current customers and the expansion of new orders and clients. Flexible production management will be employed to meet small, quick-turnaround orders as well as large-volume, low-cost orders.
- 3. Solutions of Production Management:**
- Continuing to manage based on objectives, evaluating work effectiveness to guide tasks and motivate employees.
 - Strengthening collaboration and support among team members, between units, and across leadership levels to address emerging issues efficiently during implementation, assisting employees in completing assigned tasks.

- Enhancing control over economic-technical norms and product quality indicators, ensuring strict adherence to production processes and quality standards to minimize waste.
- Focusing on optimizing the management and operation of production processes to meet advanced economic-technical standards, ensuring competitiveness in the fiber market and satisfying the growing quality demands from customers.

4. Financial Solutions:

Maintaining a balanced cash flow, credit, accounts receivable, inventory, foreign currency, and exchange rates to support investment projects and business operations; effectively controlling raw material reserves to mitigate risks from price fluctuations and exchange rate changes.

5. Human Resources, Training, and Compensation Solutions:

- Selecting, planning, training, and developing key personnel for succession planning, closely managing and enhancing the workforce at all levels; assigning tasks and setting specific targets to maximize individual potential.
- Planning, recruiting, and training personnel for the company's expansion investment projects.
- Continuing to build corporate culture, strengthening the valuable traditional cultural traits of the company, such as solidarity, honesty, ethics in business operations, mutual support, organizational discipline, and a strong sense of responsibility in the workplace, to establish a solid foundation for the company's more effective growth.

6. Other Activities:

- Consistently focusing on employee health care to ensure a continuous and adequate workforce for production and operational needs.
- Effectively implementing fire prevention and fighting, natural disaster prevention, environmental protection, labor safety, and corporate security measures.
- Prepare and effectively implement tax and customs policies, conducting customer evaluations, and necessary certifications to ensure business operations and brand reputation.

It is recognized that this remains a particularly challenging period for the Textile & Garment industry in general and for the Company specifically. However, with determined directions and solutions, along with the agility, creativity, and boldness of the Board of Directors and the Board of Management, coupled with the solidarity and dedicated efforts of all employees, Nha Trang Textile & Garment Joint Stock Company is confident that 2025 will be a pivotal year for the strong recovery and growth of the Company.

The above is the report on the summary of the results of production and business activities for 2024 and the production and business plan for 2025.

We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

Sincerely submitted./.

**ON BEHALF OF THE BOARD
OF DIRECTORS**

**CHAIRMAN OF THE BOARD
OF DIRECTORS**



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Nha Trang, 2025-04-03.

REPORT
ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
*“Regarding the verification results of the 2024 Production - Business Performance
Report of Nha Trang Textile & Garment Joint Stock Company”*
(Submitted to the General Meeting of Shareholders for approval on 2025-04-25)

Dear: Delegates

Dear: Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 dated 2020-06-17 of the National Assembly of the Socialist Republic of Vietnam;
- The powers and duties of the Board of Supervisors are stipulated in the Charter on organization and operation (“Charter”) and the internal regulations on corporate governance of Nha Trang Textile & Garment Joint Stock Company (“Company”);
- The Regulations on operation of the Board of Supervisors;
- The report on the activities of the Board of Directors, the 2024 Production - Business Performance Report and the 2025 Production - Business Plan, and the audited financial statements for 2024.

The Board of Supervisors (“BOS”) respectfully submits to the General Meeting of Shareholders (“GMS”) a report on the results of supervision of the Company's operations in 2024 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024:

In 2024, the BOS organized and performed the functions and duties stipulated in the Law on Enterprise, the Charter, and the Regulations on operation of the Board of Supervisors, as follows:

- The BOS consists of 03 members; based on the Operational Regulation of the Board of Supervisors, each member is in charge of tasks suitable to their professional experience, and has therefore performed the responsibilities of the BOS well according to the Company's Charter.
- The coordination between the BOS and the Board of Directors (“BOD”), the Board of Management (“BOM”) is basically implemented in accordance with the provisions of law, the Charter, and the internal regulations of the Company.

II. RESULTS OF IMPLEMENTING SOME SPECIFIC TASKS:

1. Supervising business activities, compliance with legal regulations and the Charter; the implementation of Resolutions of the General Meeting of Shareholders.

The BOS has conducted regular supervision through the following specific activities:

The BOS regularly monitors the implementation of resolutions of the General Meeting of Shareholders, attends and expresses opinions at regular meetings of the Board of Directors, and meetings of the Board of Management. At the meetings, the BOS has offered independent opinions and viewpoints on business operation data; existing issues and risks in business operations, and the Company's management and administration, thereby proposing contents that need to be implemented to overcome limitations and backlogs, and recommendations to help the BOD and BOM complete the plan assigned by the General Meeting of Shareholders. Along with the contents that need attention and enhanced control, the BOS has made specific recommendations to improve operational efficiency and ensure safe and sustainable growth.

In general, in 2024, the BOD and BOM directed and managed the Company's business operations in accordance with the objectives and in compliance with the provisions of the Law on Enterprise and the Company's Charter in governance and administration.

2. Self-assessment Report on Activities of the Board of Supervisors and members of the Board of Supervisors.

During the reporting period, the BOS fully performed its functions and duties in accordance with the provisions of law and the Company's Charter, with some specific issues as follows:

- The Head of the BoS fully participated in the periodic meetings of the Board of Directors and the meetings of the Board of Management.
- The BOS regularly monitors, supervises, and promptly updates the list of major shareholders, members of the Board of Directors, members of the BOS, members of the Board of Management, Chief Accountant, and related persons as prescribed.
- Exchange with the independent auditing unit on the audit results of the financial statements and assess the Company's internal control system.
- Members of the BOS have effectively fulfilled their assigned responsibilities and duties, actively participated in discussions, and voting to approve issues and contents under the functions and duties of the BOS.

3. Activities of the Board of Directors and the Board of Management of the Company:

a. Activities of the Board of Directors:

The Board of Directors during the year from 2024-01-01 to 2024-12-31 has 04 members, fully assigned according to the provisions of law and the Company's Charter. In 2024, the Board of Directors held meetings when necessary to promptly make decisions related to governance, business strategy, risk management, inventory management, debt management, and issuing policies in accordance with actual circumstances, aligned with the General Meeting of Shareholders Resolution, based on compliance with legal regulations. The Board of Directors members have effectively performed their roles, functions, and duties, advising and proposing to the Board of Directors to improve the system of documents and policies for managing key

risks in the Company; issues related to personnel, salary, remuneration, bonus and benefit policies for employees; developing important projects of the Company.

b. Activities of the Board of Management

In 2024, the Vietnam Textile and Garment industry "surpassed the waves" remarkably, recording a strong recovery. In particular, the recovery of global consumer demand has created great momentum for domestic textile and garment enterprises, including Nha Trang Textile & Garment. Along with the timely support of PPJ group, the close and decisive leadership of the Board of Directors, the Board of Management has been active in implementing the business plan, translating the policies in the Company's production and business activities; Assigning specific tasks to each member of the Board of Management, implementing monthly action plans, proposing solutions to overcome limitations, and controlling ratios to ensure operational safety; Maintaining monthly meetings with the full participation of the Board of Directors, BOS, Directors of factories and heads of business units to evaluate the entire operation of the previous month, implement the work of the following month and listen to and taking into account the directives and contributions from the Board of Directors as well as difficulties and problems from business units, thereby offering appropriate business plans. The Board of Management has developed a medium-term strategic plan based on the objectives issued by the Board of Directors and has prepared well for the implementation of several important projects in the near future. Units under the Board of Management are maintaining good operations and promoting efficiency.

c. Supervisory results for the Board of Directors and the Board of Management.

In 2024, the Company's Board of Directors has exercised the rights and responsibilities of managing the Company in accordance with the provisions of the Law on Enterprise, Charter and Resolutions of the General Meeting of Shareholders. The Board of Directors regularly monitors the Company's operations in all fields (production, business, personnel, etc.) to provide timely directions and solutions to help the Company respond to market fluctuations, reduce costs, improve production and business efficiency and preserve capital for Shareholders. Despite facing many difficulties, the Company's operations have been effective, making a great contribution to exceeding the production and business targets approved by the 2024 Annual General Meeting of Shareholders.

All information related to the BOD's decisions was disclosed on time, satisfying shareholder concerns and ensuring transparency in information disclosure.

The Board of Management has fully complied with and implemented the responsibilities and powers stipulated in the Charter and the Resolutions of the General Meeting of Shareholders, set forth by the BOD. Each member of the Board of Management has operated in accordance with their assigned functions and tasks, and all have performed effectively.

The difficulties of the market have directly affected the management and administration, however the Board of Management has worked with a high sense of responsibility, with timely solutions in administration to achieve the best results for the Company.

The Board of Management has fully and effectively implemented the regimes, policies, rights and welfare for all Company employees in accordance with labor laws and the Collective Labor Agreement.

4. Assessing the coordination of activities between the Board of Supervisors, the Board of Directors, the Board of Management, and the shareholders.

The coordination of activities between the BOS, the BOD, the Board of Management, and the shareholders is assessed as effective, ensuring independence and continuous regularity, especially in activities such as:

- The BOS is provided with documents and information on the management, administration and business operations of the Company fully and promptly in accordance with regulations.
- The BOS fully participates in the periodic meetings of the BOD and the briefings of the Board of Management.
- The BOS regularly exchanges with members of the BOD and members of the Board of Management on issues related to governance and administration;
- The BOS has regularly updated the fluctuation situation in the list of major shareholders.
- The recommendations of the BOS sent to the BOD and the Board of Management are seriously considered for implementation and promptly responded to.

III. SALARIES, REMUNERATION, AND OPERATING EXPENSES OF THE BOARD OF SUPERVISORS AND BOARD OF DIRECTORS

In 2024, the Company paid remuneration for members of the BOD and the Board of Supervisors: 47,000,000 VND/month (after-tax income) in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

IV. Operational, Financial Situation AND BUSINESS PERFORMANCE OF NHA TRANG TEXTILE-GARMENT JOINT STOCK COMPANY

1. Regarding business performance:

The Company's Board of Management, with a high sense of solidarity and unity, has proposed many solutions appropriate to the actual conditions of business performance such as strictly adhering to the issued production and quality management processes, focusing on improving the quality of customer service and maintaining product quality; ensuring a sufficient balance of capital to serve business performance and investment, etc. Along with the effective support of PPJ Group, it helps the Company to well implement the policy of prioritizing the preservation of the labor force and the strategy of investing in a closed production chain, adhering to the motto that employees are the most valuable assets of the business. At the same time, it helps the Company achieve good results, contributing greatly to the over-fulfillment of the 2024 plan. Specifically:

- Total assets: VND 1,235 billion.
- Owners's equity: VND 188 billion.

- Business performance:

No.	Item	Unit	Resolution of the General Meeting of Shareholders	Implemented	% Implementation Compared to Resolution
1	Total revenue	Billion	890	1.242,54	140
2	Profit before tax	Billion	11	33,9	308
3	Profit after tax	Billion	9	29,51	328

Total revenue reached VND 1,243 billion, reaching 140% compared to the 2024 General Meeting of Shareholders Resolution.

Profit before tax was VND 33.9 billion, reaching 308% compared to the 2024 General Meeting of Shareholders Resolution.

2. Regarding the financial situation in 2024:

- The Company signed contract No. 262/2024/HĐKT-AFCVN on 2024-06-28 on reviewing financial statements for the 6-month financial period ending on 2024-06-30 and auditing financial statements for the financial year ending on 2024-12-31 with AFC Vietnam Auditing Company Limited in accordance with the Resolution of the 2024 General Meeting of Shareholders that was approved. According to the opinion of the independent auditor, the Company's financial statements fairly and reasonably reflect, in all material respects, the financial situation of the Company as of December 31, 2024, as well as the results of its business performance and cash flows for the fiscal year ending on that date, in accordance with Vietnamese accounting standards, the enterprise accounting system and related legal regulations on the preparation and presentation of consolidated financial statements.

- Quarterly, semi-annual, and annual financial statements are prepared and fully disclosed on time.

- There were no changes in accounting policies or accounting standards during the year that had a material impact on the financial situation and published financial statements.

- Through the audit results, no material irrationalities or errors occurred, indicating that the quality of accounting work is quite good. The Member of the Board of Supervisors assesses that the Company has maintained a level of caution and reasonableness in organizing accounting, statistics, and preparing financial statements.

- The results of production-business performance and the situation of assets and capital sources audited as of 2024-12-31 are summarized as follows:

Item	Unit	2024	2023	% compared to the same period
A. Business Results				
1. Total Revenue	billion VND	1,242.54	820.34	151%

2. Profit Before Tax	billion VND	33.90	-12.26	277%
3. Profit After Tax	billion VND	29.51	-16.48	179%
4. Earnings per Share	VND/share	1,256.00	701.00	179%
B. Assets and Capital Sources				
I. Total Assets	billion VND	1,234.81	1,040.99	119%
1. Current Assets	billion VND	739.73	477.97	155%
In which:				
1.1 Accounts receivable from customers	billion VND	215.53	94.81	227%
1.2 Inventories	billion VND	389.79	263.62	148%
2. Non-current Assets	billion VND	495.09	563.02	88%
In which:				
2.1 Long-term accounts receivable	billion VND	1.36	36.65	4%
2.2 Fixed Assets	billion VND	458.88	388.58	118%
II. Total Capital Sources	billion VND	1,234.81	1,040.99	119%
1. Liabilities	billion VND	727.98	508.71	143%
1.1 Current Liabilities	billion VND	457.92	301.58	152%
1.2 Non-current Liabilities	billion VND	270.06	207.13	130%
2. Owner's Equity	billion VND	187.75	188.28	100%
In which:				
2.1 Contributed Capital	billion VND	235.00	235.00	100%
2.2 Undistributed Profit After Tax	billion VND	-102.28	12.77	-802%
2.2.1 Undistributed Profit After Tax until the end of last year	billion VND	-102.28	12.77	-802%
2.2.2 Undistributed Profit After Tax this year	billion VND	29.51	-16.48	179%

(Data source: Audited consolidated financial statements for 2024)

- Key ratios of production-business and financial efficiency:

Item	Unit	2024	2023
I. Growth Rate			
1. Revenue Growth	%	51.47	8.42
2. Profit Before Tax Growth	%	(376.48)	(824.18)
II. Liquidity Ratios			
1. Current Ratio	times	1.02	0.92
2. Quick Ratio	times	0.48	0.42
III. Business Performance Ratios			
1. Gross Profit/Revenue (ROS)	%	7.72	4.39
2. Net Profit/Equity (ROE)	%	2.39	(2.06)
3. Net Profit /Total Assets (ROA)	%	15.72	(10.42)
4. Earning per Share	VND	52,441	34,081
5. Profit After Tax per Share	VND	1,256	68

IV. Activity Ratios			
1. Inventory Turnover Ratio	<i>times</i>	3.49	2.36
2. Receivables Turnover Ratio	<i>times</i>	7.59	6.40
3. Accounts Payable Turnover	<i>times</i>	95	111
4. Working Capital Turnover	<i>times</i>	2.02	1.47
5. Total Assets Turnover	<i>days</i>	103	153
6. Inventory Turnover Days	<i>days</i>	47	56
7. Days to Account Receivables	<i>days</i>	73	111
8. Days to Account Payable	<i>days</i>	73	111
V. Solvency Ratios			
1. Short-term debt/Owner's Equity	<i>times</i>	3.58	3.28
2. Total debt/Owner's Equity	<i>times</i>	5.58	5.85
3. Average debt/Average assets	<i>times</i>	0.85	0.83
VI. Capital Structure Ratios			
1. Total liabilities/Total assets	<i>times</i>	0.85	0.83
2. Total liabilities/Owner's Equity	<i>times</i>	5.58	5.58

3. Regarding Information Disclosure:

The Company has properly complied with the information disclosure obligations in accordance with the regulations of the Ministry of Finance on information disclosure of public companies listed on the Vietnamese stock market and the regulations of the Hanoi Stock Exchange on the promulgation of the Regulations on Information Disclosure at the Hanoi Stock Exchange.

V. CONCLUSION OF THE BOARD OF SUPERVISORS ON THE ACTIVITIES THE COMPANY'S THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT IN 2024:

In 2024, the Board of Directors and the Board of Management of the Company made efforts to operate drastically and flexibly to complete the objectives approved by the 2024 Annual General Meeting of Shareholders.

The Company's 2024 financial statements have been independently audited and fairly and reasonably reflect the Company's financial situation in all material respects.

VI. 2025 PRODUCTION-BUSINESS PLAN AND RECOMMENDATIONS OF THE BOARD OF SUPERVISORS:

1. The Company's 2025 production-business plan:

- Revenue: VND 1,654 billion
- Profit before tax: VND 65 billion
- Profit after tax: VND 48 billion
- Average income (VND/person/month): up 5-10% compared to 2024
- Dividends: 0%

With the right development orientation, the attention of the PPJ Group, the consensus and determination of the collective of employees, the Board of Supervisors believes that the Company will complete the 2025 plan targets that have been developed and submitted to the General Meeting of Shareholders.

2. Recommendations of the Board of Supervisors:

2024 ended with many positive signals for the Vietnam's garment industry when exports recovered strongly. However, macroeconomic uncertainties remain a shadow over the growth prospects, 2025 is forecast to be a "stormy" year for the Vietnam's garment industry in the face of a series of challenges from trade fluctuations, inflation, monetary policy... Along with geopolitical instability surrounding the Russia - Ukraine and Israel - Hamas war, one of the biggest risks is the US - China trade war 2.0. The US's announcement of a series of new tariff measures targeting China, Canada and Mexico, as well as the application of "reciprocal tariffs" to many other countries. Vietnam's name on this list of "reciprocal tariffs" threatens the competitiveness of the garment industry. Along with that, increased inflation, reduced order values, order shortages, and labor shortages are challenges for the flexibility to adapt and create a solid foundation for the breakthrough of the Vietnam's garment industry.

With the above assessments, the Member of the Board of Supervisors recommends the following to the Management Board:

- Continue to focus on and stay close to the market and partners to promptly forecast and develop appropriate plans for production and supply to ensure sufficient production capacity. Continue to maintain key customers and specialized product lines, explore new markets, expand markets, and improve production efficiency in conjunction with business performance.
- Focus on improving production to increase productivity, enhance customer service quality, standardize the production system and quality management system, and focus on maintaining product quality.
- Promote the digital transformation of the Company's business and management model.
- Strengthen the management of cash flow, inventory, accounts receivable, and expenses; focus on practicing thrift from the management stage to the production stage.

- Focus on training to improve the skills and expertise of staff, continue to take good care of employees' lives, build and spread corporate culture to stabilize labor, meet production needs, and ensure the company's sustainable development process.

VII. Orientations and tasks of the Board of Supervisors for 2025:

The BOS, representing the General Meeting of Shareholders, oversees operations, evaluates the administration and management of the Board of Directors and the Board of Management in accordance with the principles of independence, objectivity, and integrity for the benefit of shareholders and employees.

The year 2025 is also a challenging and difficult year for the Company; the BOS sets out the main orientations and tasks as follows:

- Inspect the reasonableness, legality, truthfulness, and prudence in the management and administration of business operations, as well as the system, consistency, and suitability of accounting, statistics, and financial statement preparation.
- Evaluate the completeness, legality, and truthfulness of reports on business performance and quarterly, semi-annual, and annual financial statements of the company.
- Participate and make recommendations at meetings of the Board of Directors and other meetings of the Company's Board of Management.
- Perform other tasks as requested by the Board of Directors and shareholders.

The above is the Report of the Board of Supervisors on the supervision of production, business and financial activities of Nha Trang Textile & Garment Joint Stock Company in 2024.

Respectfully submit to the Annual General Meeting of Shareholders for approval.

Finally, the Board of Supervisors sincerely thanks the trust of the General Meeting of Shareholders as well as the support and facilitation of the Board of Directors and Board of Management of the Company, which has helped the Board of Supervisors complete its assigned tasks.

We wish all shareholders health, happiness, and success. Wishing the General Meeting a brilliant success!

Sincerely./.

ON BEHALF OF THE BOARD OF SUPERVISORS

CHAIRMAN



Phan Thi Kieu Oanh



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness**NHA TRANG TEXTILE &
GARMENT JOINT STOCK COMPANY***Khanh Hoa, April 25, 2025.*

No.: /TTr.DMNT

PROPOSAL**On the Dividend Distribution and Profit Allocation Plan for 2024****To: 2025 Annual General Meeting of Shareholders****Pursuant to:**

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;
- The 2024 Production - Business Performance Report and the 2025 Production - Business Plan.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the profit distribution plan for 2024, as follows:

No.	Item	Unit	Amount
1	2024 net profit after tax	VND	29,511,755,656
2	Estimated profit distribution:	VND	0
A	Dividend distribution to shareholders (0%/Par value of shares)	VND	0
B	Allocation to the reward and welfare fund	VND	0
C	Allocation to the investment and development fund	VND	0

In 2024, the company achieved a profitable business performance, but needs to address the accumulated losses from previous years and focus its resources on expanding

production. Therefore, no funds will be allocated to reserves and no dividends will be distributed. The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above,
- Archived: Administration Office

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD



DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 25, 2025.

No.: /TTr.DMNT

PROPOSAL

**On Remuneration Payment for Members of the Board of Directors and Members of
the Board of Supervisors**

To: 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders approving the remuneration for Members of the Board of Directors and the Members of Board of Supervisors.

The Board of Directors respectfully reports and proposes to the 2025 Annual General Meeting of Shareholders for approval of the following matters:

1. Remuneration Payment Report for 2024:

In the financial year 2024, the Company paid monthly remuneration to Members of the Board of Directors and Members of the Board of Supervisors in the amount of 47,000,000 VND (after tax), in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

2. Proposed Remuneration for Members of the Board of Directors and Members of the Board of Supervisors for the Financial Year 2025 VND 47,000,000, equal to the actual payment in 2024.

The above remuneration does not include:

- Personal income tax;
- Salary in case Members of the Board of Directors or Members of the Board of Supervisors are employees of the Company or Members of the Board of Directors performing specialized tasks at the Company;

- Bonuses, holiday and Tet benefits as applicable to other employees under the Company's internal policies;
- Travel, accommodation, and other reasonable expenses incurred by Members of the Board of Directors and Members of the Board of Supervisors while performing their responsibilities.

Respectfully submitted to the General Meeting for consideration and approval.

Sincerely./.

Recipients:

- As above,
- Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD



DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

NHA TRANG TEXTILE & GARMENT

Khanh Hoa, April 2025.

JOINT STOCK COMPANY

No.: /TTr.DMNT

PROPOSAL

On the Selection of the Auditing Firm for the 2025 Financial Statements

To: 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the selection of the auditing firm for the 2025 financial statements as follows:

1. Requirements for the auditing firm:

- Must be included in the list of eligible auditing firms announced by the State Securities Commission.
- Must meet the Company's requirements, conduct the audit on schedule, and ensure credibility and quality.

2. List of proposed auditing firms for the 2025 financial statement audit:

- AFC Vietnam Auditing Company Limited
- FAC Auditing Company Limited
- VACO Auditing Company Limited

3. Proposal of the Board of Directors:

The Board of Directors proposes to select the auditing firms listed in item 2 and authorizes the Board of Directors to choose one of the aforementioned auditing firms to conduct the audit of the 2025 financial statements for Nha Trang Textile & Garment Joint Stock Company.

Respectfully submitted to the General Meeting for consideration and approval./.

Sincerely./.

Recipients:

- As above,
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

No: /TTr.DMNT

Khanh Hoa, April 25, 2025.

SUBMISSION

**Regarding the dismissal of a member of the Board of Supervisors
for the 2022–2026 Term**

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;
- Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26;
- Charter on Organization and Operation of Nha Trang Textile & Garment Joint Stock Company;
- Official Letter No. 107/PP on introducing and nominating personnel to participate in the Board of Supervisors at Nha Trang Textile & Garment Joint Stock Company of Phong Phu Corporation.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the dismissal from the Member of the Board of Supervisors of the Company of Ms. Mai Thi Tinh.

Respectfully submitting to the General Meeting for consideration and approval./.

Sincerely./.

Recipients:

- As above,
- Archived: Administrative Office

On behalf of THE BOARD OF DIRECTORS

Chairman of the Board of Directors



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 25, 2025.

No: /TTr.DMNT

PROPOSAL

**On the Election of Additional Member of the Board of Supervisors for the 2022-
2026 Term**

To: The 2025 Annual General Meeting of Shareholders

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of Socialist Republic of Vietnam on 2020-06-17;
- The Law on Securities No. 54/2019/QH14, passed by the National Assembly of Socialist Republic of Vietnam on 2019-11-26;
- The Charter on Organization and Operation of Nha Trang Textile & Garment Joint Stock Company;
- Official Letter No. 107/PP on introducing and nominating personnel to participate in the Board of Supervisors at Nha Trang Textile & Garment Joint Stock Company of Phong Phu Corporation.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the contents related to the personnel of the Board of Supervisors for the remaining term of 2022-2026 as follows:

The Board of Supervisors elected by the 2022 AGM includes:

- 01 Mrs. Phan Thi Kieu Oanh
- 02 Mrs. Mai Thi Tinh
- 03 Ms. Nguyen Thi Cam Van

After the submission No. /TTr.DMNT is approved, the Board of Supervisors will have 2 remaining members. To ensure compliance with the provisions of law and the Company's charter on the number of members of the Board of Supervisors, the Board of Directors respectfully requests the General Meeting of Shareholders to approve the election of additional members to the Board of Supervisors for the remaining term of 2022-2026.

Please submit to the General Meeting for consideration and approval./.

Sincerely./.

Recipients:

- As above,
- Archived: Administrative Office

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the Board of Directors



DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

DRAFT

**ELECTION BALLOT
FOR THE BOARD OF SUPERVISORS**

Full name of the delegates:

.....

Number of shares owned: shares

Number of shares authorized: shares

Total number of shares represented:shares

Total number of election voting: election voting

I agree to elect the Board of Supervisors as follows:

STT	Full name of the candidate	Vote distribution (for the candidates)	Number of votes (for each candidate)
1	A		
2	B		
3	C		
4	D		
5	E		

Instructions:

- 1.The delegate votes for a maximum number of candidates equal to the number of elected candidates.
- 2.If all votes are allocated to one or more candidates, the delegate marks the "Vote distribution" box for the corresponding candidates.
- 3.If the votes are distributed unevenly among several candidates, the delegate specifies the number of votes in the "Number of votes" box for each respective candidate.

Date ... month ... year 2025

DELEGATE

(Signature and full name)



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April ..., 2025

SELF-NOMINATION

MEMBERS OF THE BOARD OF SUPERVISORS

To: *Nha Trang Textile & Garment Joint Stock Company*

- Full Name:.....
- ID Card/Passport:
- Date of issue: Place of issue:
.....
- Legal representative (if any):
- Number of shares owned (as of the record date for the list of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders):
.....(share(s))
- Corresponding total value according to face value:
..... (VND)

I request that the Nha Trang Textile & Garment Joint Stock Company allow me to nominate myself to the Board of Supervisors of the Nha Trang Textile & Garment Joint Stock Company:

If the shareholders trust me to be elected as a member of the Board of Supervisors, I would like to use all my abilities and enthusiasm to contribute to the development of the Nha Trang Textile & Garment Joint Stock Company.

Best regards!

Attached documents:

- Candidate's curriculum vitae;
- Copy of ID card/Passport;
- Degree certifying cultural and professional qualifications.

Self-nominated person

(Sigh, stamp your full name)



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April ..., 2025

**NOMINATION RECOMMENDATION
MEMBERS OF THE BOARD OF SUPERVISORS**

((Applies to shareholders))

To: Nha Trang Textile & Garment Joint Stock Company

- Full name of shareholder:.....
- ID Card/Passport:
- Date of issue: Place of issue:.....
- Legal representative (if any):
- Number of shares owned *(as of the record date for the list of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders)*:
.....share(s)
- Corresponding total value according to face value:
..... (VND)

Please suggest that Nha Trang Textile & Garment Joint Stock Company... let me nominate:

- 1. Mr/Mrs.....**
ID Card/Passport:.....
Date of issue:..... Place of issue:.....
Permanent address:
Education level:..... Major:
Share ownership: (share(s))
Corresponding total value according to face value:..... (VND))

- 2. Mr/Ms:**
ID Card/Passport:.....
Date of issue:.....Place of issue:.....

Permanent

address:

.....

Education level:.....Major:

Share ownership : (share(s))

Corresponding total value according to face
value:..... (VND)

3. Mr/Mrs:.....

ID Card/Passport:.....

Date of issue:..... Place of
issue:.....

Permanent address:

Education level:.....Major:

Share ownership: (share(s))

Corresponding total value according to face
value:..... (VND)

4. Mr/Mrs:.....

ID Card/Passport:.....

Date of issue:.....Place of
issue:.....

Permanent address:

Education level:..... Major:

Share ownership : (share(s))

Corresponding total value according to face
value:..... (VND)

**Applying to join the Board of Supervisors of Nha Trang Textile & Garment
Joint Stock Company.**

Best regards!

Attached documents:

- Candidate's curriculum vitae;
- Copy of ID card/Passport;
- Certificates of educational and professional qualifications (if any).

Nominee

(Sign, stamp your full name)



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April ..., 2022

**NOMINATION RECOMMENDATION
MEMBERS OF THE BOARD OF SUPERVISORS TERM 2022 – 2026**

(Applies to shareholders groups)

To: Nha Trang Textile & Garment Joint Stock Company

- Representative of shareholder
group:.....

- ID Card/Passport:..... Date of issue:.....Place of issue:
.....

(Enclosed with the List of group shareholders)

- Number of shares owned (as of the record date for the list of shareholders eligible to
attend the 2022 Annual General Meeting of Shareholders) of the shareholder group:
..... share(s)

- Corresponding total value according to face value:
..... (VND)

**Please suggest that Nha Trang Textile & Garment Joint Stock Company let our
nominate:**

1. Mr/Mrs.....
ID Card/Passport:.....Date of
issue:..... Place of issue:.....

Permanent address:
Education level:..... Major:
Share ownership: (share(s))
Corresponding total value according to face
value:..... (VND)

2. Mr/Mrs:
ID Card/Passport:.....
Date of issue:..... Place of
issue:.....

Permanent address:
Education level:.....Major:

Share ownership : (share(s))
Corresponding total value according to face
value:..... (VND)

3. Mr/Ms:.....
ID Card/Passport:.....Date of
issue:.....Place of issue:.....
Permanent address:
.....

Education level:.....Major:
Share ownership : (share(s))
Corresponding total value according to face
value:..... (VND)

4. Mr/Ms:.....
ID Card/Passport:.....Date of
issue:.....Place of issue:.....
Permanent address:
.....

Education level:.....Major:
Share ownership : (share(s))
Corresponding total value according to face
value:..... (VND)

**Applying to join the Board of Supervisors of Nha Trang Textile & Garment Joint
Stock Company term 2022 – 2026.**

Best regards!

Attached documents:

- Candidate's curriculum vitae;
- Copy of ID card/Passport;
- Certificates of educational and professional qualifications (if any).

Nominee of the shareholder group

(Sign, stamp your full name)

LIST OF SHAREHOLDERS GROUP

Enclosed with the Nomination Recommendation of Shareholders Group (Sample)

Ordinal number	Full name	ID card/Passport	Permanent address	Share ownership (as of the record date)	Shareholder's signature/signature and stamp if it is an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS

NHA TRANG TEXTILE AND GARMENT JOINT STOCK COMPANY

- Pursuant to the Charter of Organization and Operation of Nha Trang Textile and Garment Joint Stock Company

- Pursuant to the Regulations on nominating members for the Board of Supervisors of Nha Trang Textile & Garment Joint Stock Company.

Today, on/...../20.., at, we, the shareholders of Nha Trang Textile & Garment Joint Stock Company, collectively holding ... shares (in words: shares), accounting for% of the total voting shares of the Company, are listed as follows:

No.	Full name	ID card/Passport	Permanent address	Share ownership	Shareholder's signature/signature and stamp if it is an organization
1		p			
2					
3					
4					
5					
	Total				

We unanimously nominate:

Mr./Ms.:.....

ID/Passport No:..... Date of Issue:.....

Place of

Issue:.....

Permanent address:

To represent the group in carrying out the nomination procedures in accordance with the Regulations on Nominating Members for the Board of Supervisors of Nha Trang Textile and Garment Joint Stock Company.

And unanimously nominate the following candidates for the Board of Supervisors:

1. Mr./Ms......

ID/Passport No:.....Date of

Issue:..... Place of Issue:.....

Permanent Address:.....

Educational Background:..... Major:
Currently Holding: (share(s))
Equivalent Total Nominal Value:..... (VND)

2. Mr./Ms.:.....

ID/Passport No.:.....
Date of Issue:.....
Place of Issue:.....
Permanent Address:.....
Educational Background:..... Major:
Currently Holding: (share(s))
Equivalent Total Nominal Value:..... (VND)

3. Mr./Ms.:.....

ID/Passport No.: Date of Issue: Place of Issue:.....

Permanent Address:.....
Educational Background:..... Major:
Currently Holding: (share(s))
Equivalent Total Nominal Value: (VND)

4. Mr./Ms.:.....

ID/Passport No.:.....Date of Issue:.....Place of Issue:.....

Permanent Address:.....
Educational Background:..... Major:
Currently Holding: (share(s))
Equivalent Total Nominal Value:..... (VND)

This document was prepared at hours, on /.../.....
at:.....
.....

....., day month year

Nominated Group Representative

(Sign, stamp, and clearly print full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----o0o-----

CURRICULUM VITAE

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID card/Citizen Identity Card/Passport:	Date of issue:
6/ Nationality:	
7/ Ethnic group:	
8/ Permanent address:	
9/ Company phone number:	<i>Mobile phone number:</i>
10/ Email address:	
11/ Professional qualifications:	
12/ Work process: + From ... to ... : + From ... to ... :	
13/ Current job positions:	
14/ Total number of shares held (closed date.../.../...) shares, accounting for% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	<i>.... shares, accounting for% of charter capital</i>
+ Individual owns:	<i>.... shares, accounting for% of charter capital</i>
15/ Commitments (if any)	
16/ Related people holding shares of the company:	<i>..... - Relationship:; Holding: CP, accounting for charter capital</i> <i>..... - Relationship:; Holding: CP, accounting for charter capital</i>
17/ Liabilities to the Company:	

18/ Related benefits for the Company:	
19/ Conflicting interests with the Company:	

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Attached is the list of related parties

....., date month 2025

Declarant

(Signature, Full Name)

LIST OF RELATED PERSONS¹

No	Name of Individual/Organization	Trading Account Number (if applicable)	Position/Relationship	Gender	Address	ID Card/Passport Number	Date of Issue	Place of Issue	Number of Shares Owned	Telephone	Fax	Nationality

....., dated _____ month _____, 2025

Declarant
(Signature, Full Name)

¹ Related persons as stipulated in Clause 46, Article 4 of the Law on Securities No. 54/2019/QH14

Clause 46, Article 4 of the Law on Securities provides that "Related persons" are individuals or organizations having relationships with each other in the following cases:

- a) An enterprise and its insiders; a public fund, a public securities investment company, and its insiders;
- b) An enterprise and an organization or individual holding more than 10% of the voting shares or contributed capital of that enterprise;
- c) An organization or individual that, in relation to another organization or individual, directly or indirectly controls or is controlled by that organization or individual, or is under common control with that organization or individual;
- d) An individual and their biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father of spouse, mother of spouse, spouse, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, younger brother, brother-in-law, younger sister, sister-in-law of the individual;
- e) A securities investment fund management company and the securities investment funds, securities investment companies managed by that securities investment fund management company;
- f) A contractual relationship in which one organization or individual acts as a representative for the other organization or individual;
- g) Other organizations or individuals who are related persons as prescribed by the Law on Enterprises.



**NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

DRAFT

**ELECTION BALLOT
FOR THE BOARD OF SUPERVISORS**

Full name of the delegates:

.....

Number of shares owned: shares

Number of shares authorized: shares

Total number of shares represented:shares

Total number of election voting: election voting

I agree to elect the Board of Supervisors as follows:

STT	Full name of the candidate	Vote distribution (for the candidates)	Number of votes (for each candidate)
1	A		
2	B		
3	C		
4	D		
5	E		

Instructions:

- 1.The delegate votes for a maximum number of candidates equal to the number of elected candidates.
- 2.If all votes are allocated to one or more candidates, the delegate marks the "Vote distribution" box for the corresponding candidates.
- 3.If the votes are distributed unevenly among several candidates, the delegate specifies the number of votes in the "Number of votes" box for each respective candidate.

Date ... month ... year 2025

DELEGATE

(Signature and full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----oOo-----

CURRICULUM VITAE

1/ Full name:	LE THI HA ANH
2/ Gender:	Female
3/ Date of birth:	30/04/1978
4/ Place of birth:	Thua Thien Hue
5/ ID card/Citizen Identity Card/Passport: 046178006064	Date of issue: 10/05/2021
6/ Nationality:	Viet Nam
7/ Ethnic group:	Kinh
8/ Permanent address:	63/23/19 Street 10, Tang Nhon Phu B Ward, Thu Duc District, Ho Chi Minh City
9/ Company phone number:	Mobile phone number: 0901338225
10/ Email address:	lthanht@phongphucorp.com
11/ Professional qualifications:	Master in Corporate Finance
12/ Work process: + From 2000 to 2006 : + From 2007 to 2010 : + From 2011 to present :	Tien Dat Electronics Company Limited Medianet Company (VNN Telecommunications) Phong Phu Corporation
13/ Current job positions:	Deputy Head of Finance – Accounting Department of Phong Phu Corporation Head of the TCT Investment Management Team Chief Accountant of Nam Duong Phu JSC Board of Supervisors of Phong Phu Home Textile JSC and Da Lat Garment JSC
14/ Total number of shares held (closed date.../.../...) shares, accounting for% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other): shares, accounting for% of charter capital
+ Individual owns: shares, accounting for% of charter capital
15/ Commitments (if any)	

16/ Related people holding shares of the company: - <i>Relationship:; Holding: CP, accounting for charter capital</i>
 - <i>Relationship:; Holding: CP, accounting for charter capital</i>
17/ Liabilities to the Company:	None
18/ Related benefits for the Company:	None
19/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Attached is the list of related parties

HCM City, April 03, 2025

Declarant

(Signature, Full Name)

LIST OF RELATED PERSONS¹

No .	Name of Individual/Organization	Trading Account Number (if applicable)	Position/ Relation ship	Gender	Address	ID Card/Pass port Number	Date of Issue	Place of Issue	Number of Shares Owned	Telep hone	Fax	Nationality

....., dated _____ month _____, 2025

Declarant
(Signature, Full Name)

¹ Related persons as stipulated in Clause 46, Article 4 of the Law on Securities No. 54/2019/QH14

Clause 46, Article 4 of the Law on Securities provides that "Related persons" are individuals or organizations having relationships with each other in the following cases:

- a) An enterprise and its insiders; a public fund, a public securities investment company, and its insiders;
- b) An enterprise and an organization or individual holding more than 10% of the voting shares or contributed capital of that enterprise;
- c) An organization or individual that, in relation to another organization or individual, directly or indirectly controls or is controlled by that organization or individual, or is under common control with that organization or individual;
- d) An individual and their biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father of spouse, mother of spouse, spouse, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, younger brother, brother-in-law, younger sister, sister-in-law of the individual;
- e) A securities investment fund management company and the securities investment funds, securities investment companies managed by that securities investment fund management company;
- f) A contractual relationship in which one organization or individual acts as a representative for the other organization or individual;
- g) Other organizations or individuals who are related persons as prescribed by the Law on Enterprises.

PROPOSALS

Regarding: the Approval of the Plan to Issue Additional Shares to Existing Shareholders

To: THE 2025 ANNUAL GENERAL MEETINGS OF SHAREHOLDERS

Căn cứ:

- *The Law on Enterprise No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019*
- *Decree No. 155/2020/NĐ-CP dated December 31, 2020;*
- *Circular No. 118/2020/TT-BTC dated December 31, 2020;*
- *The Charter of Nha Trang Textile & Garment Joint Stock Company (“NTT”);*
- *Actual needs of Nha Trang Textile & Garment Joint Stock Company.*

The Board of Directors ("BOD") of Nha Trang Textile & Garment Joint Stock Company respectfully submits to the General Meeting of Shareholders ("GMS") for approval the plan to issue additional shares to existing shareholders, with the specific details as follows:

- 1. Name of the share:** Shares of Nha Trang Textile & Garment Joint Stock Company
- 2. Type of share:** Common share
- 3. Securities Code:** NTT
- 4. Par Value of Shares:** 10,000 VND per share
- 5. Current Charter Capital:** 235,000,000,000 VND
- 6. Total Number of Shares Issued:** 23,500,000 shares, including:
 - **Number of shares outstanding:** 23,500,000 shares
 - **Number of treasury shares:** 0 shares
- 7. Proposed number of shares to be issued:** 5,000,000 shares (in words: Five million shares)
- 8. Total value of issuing shares expected at par value:** 50,000,000,000 VND (in words: Fifty billion VND)
- 9. Method of Offering:** public offering of additional shares to existing shareholders.
- 10. Offering target:** All existing shareholders of Nha Trang Textile & Garment Joint Stock Company listed in the shareholder registry as of the final registration date (the record date) provided by the Vietnam Securities Depository and Clearing Corporation, who are eligible to exercise their subscription rights.

11. Offering price: Bằng với mệnh giá 10.000 đồng/cổ phiếu

12. Total value of the amount expected to be collected from the offering: 50,000,000,000 VND
(in words: Fifty billion VND)

13. Rights exercise ratio: 47:10 (*As of the record date, each shareholder holding 1 share is entitled to 1 share purchase right, and for every 47 share purchase rights, 10 new shares can be purchased, rounded down to the nearest whole number*)

14. Rounding method for fractional shares (If any) arising from the exercise of rights: To ensure that the number of shares offered does not exceed the expected amount, the number of additional shares that existing shareholders are entitled to purchase will be rounded down to the nearest whole number. Any fractional shares (if any) will be allocated to other investors, with the condition that the sale price must be greater than or equal to 10,000 VND per share.

*Example: On the list closing date for shareholders entitled to purchase additional shares, shareholder A is holding 103 shares. With the right exercise ratio of 47:10, shareholder A is entitled to purchase $(103/47*10) = 21.91$ shares. According to the principle of rounding down to the unit, the number of shares that shareholder A is entitled to purchase is 21 shares, the fractional share of 0.91 shares will be redistributed to other investors, provided that the selling price must be greater than or equal to 10,000 VND per share.*

15. Handling method for fractional shares (If any), shares of existing shareholders who do not register to buy, do not pay to buy: The handling of fractional shares arising from rounding down (If any) and shares of shareholders who do not register to buy, do not pay to buy must ensure compliance with the provisions of Article 42 of Decree 155/2020/ND-CP dated December 31, 2020 and comply with the regulations on investment and capital contribution to the parent company, subsidiary company according to the provisions in Clause 2, Article 195 of the Law on Enterprise 2020.

- The fractional shares arising from rounding down (if any) and the shares not subscribed or paid for by existing shareholders shall be allocated by the General Meeting of Shareholders to *Phong Phu International Joint Stock Company*, provided that the sale price is greater than or equal to 10,000 VND per share.

❖ **Detailed information about Phong Phu International Joint Stock Company:**

- Business Registration Certificate No.: 0304995318
 - Address: 48 Tang Nhon Phu Street, Tang Nhon Phu B Ward, Thu Duc City, Ho Chi Minh City, Vietnam
 - Ownership percentage of Phong Phu International JSC in NTT (as of March 31, 2025): 19.31% of charter capital
- In the event that the above shares are not fully distributed, the General Meeting of Shareholders authorizes the Board of Directors to decide on the distribution objects, criteria, distribution method, and sale price (*which must be greater than or equal to VND 10,000 per share*).

- The fractional shares resulting from rounding down when redistributed will not be subject to transfer restrictions. The shares not subscribed or paid for by existing shareholders will be subject to transfer restrictions for 1 year from the end of the offering period.
- In the event that the share distribution period expires under legal regulations (*including any extensions, if any*), and there are still undistributed shares, these remaining shares will be canceled, and the Board of Directors will decide to end the share offering. The Board of Directors will consider selecting and adjusting the use of funds to ensure no impact on the Company's capital or business operations.

16. Regulations on Offered Shares and Transfer of Share Purchase Rights:

- Offered shares are common shares and are not subject to transfer restrictions.
- Existing shareholders listed on the shareholder registry as of the record date for exercising the right to purchase additional shares have the right to transfer their share purchase rights to others within the specified period. Each shareholder may transfer their rights only once (*the transferee may not transfer those rights to a third party*). The transferor and transferee will agree on the transfer price, payment terms, and be responsible for fulfilling the obligations related to the transfer in accordance with the regulations.

17. Distribution Method:

- For shareholders who have deposited NTT shares: The procedure for transferring share purchase rights and registering to buy shares should be done through the depository members where the shareholder holds the account.
- For shareholders who have not deposited NTT shares: The procedure for transferring share purchase rights and registering to buy shares should be done at Nha Trang Textile & Garment Joint Stock Company, Km 1447 National Highway 1A, Vinh Phuong Commune, Nha Trang City, Khanh Hoa Province, Vietnam.

18. Payment Method: Pay for the shares by depositing the purchase amount into the designated escrow account as per the regulations.

19. Expected Offering Time: After being approved by the General Meeting of Shareholders and after being granted a Certificate of Registration for public offering of securities by the State Securities Commission (SSC), it is expected to be implemented from **Quarter III, IV/2025**.

20. Plan to ensure the offering of shares meets regulations on foreign ownership ratio: The General Meeting of Shareholders authorizes the Board of Directors to implement a plan to ensure the offering of shares meets regulations on foreign ownership ratio at the Company as prescribed.

21. Purpose and Plan for using capital raised from the offering:

The entire amount of money expected to be raised from the offering will be allocated for use in activities to supplement capital to serve the Company's production and business activities, specifically in the following:

No.	Purpose of using capital	Amount to Be Used	Estimated Value (VND)
1	Payment of loan to Vietcombank (Joint Stock Commercial Bank For Foreign Trade of Vietnam)	100% of the total amount raised from the offering	50,000,000,000

The expected timeline for the use of the capital is from Quarter III and IV of 2025, with the specific timing to be determined by the Board of Directors in line with the progress of the implementation.

The General Meeting of Shareholders authorizes the Board of Directors to develop a specific capital usage plan, make decisions, and/or amend, supplement, or adjust the plan in accordance with the Company's business operations when issuing shares, the Company's overall development plan, and ensuring shareholders' interests while complying with legal regulations.

In the event of any change in the capital usage purpose, the Board of Directors must disclose the information in accordance with current legal regulations and report to the General Meeting of Shareholders at the next meeting regarding the use of the funds raised from this share offering.

22. Plan to compensate for the capital shortfall in case shares are not fully offered as expected: In the event that shares are not fully distributed and the amount of capital raised is not sufficient as expected, the Board of Directors will decide on a plan to compensate for the capital shortfall, including but not limited to carrying out procedures for borrowing bank credit and/or raising other long-term capital sources, using capital from business operations; adjusting the capital use plan in accordance with the provisions of law.

23. Commitment to Implement Additional Securities Registration and Additional Trading Registration: The General Meeting of Shareholders approves and authorizes the Board of Directors to carry out the procedures for additional securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional trading registration with the Hanoi Stock Exchange (HNX).

24. Approval of the Change in Charter Capital: Approval of the change in Charter Capital (charter capital section) in the Company's Charter and the procedure to amend the Business Registration Certificate with the competent authority after receiving the official letter from the State Securities Commission (SSC) acknowledging the receipt of the report on the results of the share offering.

25. Authorization of the Board of Directors:

To expedite and facilitate the development of the public offering of additional shares to existing shareholders, the General Meeting of Shareholders authorizes the Board of Directors to perform the following tasks related to the offering:

- Development of the share offering plan, Decision on the timing of the offering, performance of necessary procedures with regulatory authorities to register the share offering.
- Proactively prepare and present the application for securities offering to the State Securities Commission and other regulatory bodies. Simultaneously, proactively adjust the offering plan and other related documents according to the actual situation of the Enterprise or at the request of the State Securities Commission and other regulatory agencies.
- Develop a plan to handle fractional shares arising (if any) and shares not fully offered due to existing shareholders not registering to purchase or failing to pay for the purchase (if any) in accordance with the law. Select investors, conduct negotiations, decide on the conditions and terms, determine the criteria and list of investors to be allocated the number of shares that existing shareholders do not fully register to purchase in the public offering to existing shareholders at a selling price greater than or equal to 10,000 VND/share or cancel and terminate the offering. The selection of investors ensures that the share offering meets the maximum foreign ownership ratio in the Company in accordance with current legal regulations
- In cases where the distribution of unsold shares is not under the authority of the Board of Directors according to regulations, the Board of Directors will seek opinions from the General Meeting of Shareholders to approve the share distribution
- Decision on the specific capital utilization plan and proactive adjustments to the use of mobilized capital, the timing of capital disbursement, and the purpose of capital use in accordance with the Company's actual situation and compliance with relevant legal regulations
- Perform the necessary procedures with the regulatory authorities to register the share offering
- Amend the articles related to charter capital and shares in the Company's Charter after receiving written notice from the State Securities Commission regarding the receipt of the offering results report.
- Carry out the procedures to change the Company's business registration content related to the change in charter capital according to the actual results of the issuance with the competent state agency after the State Securities Commission issues a written notice of receiving the offering results report.
- Carry out the procedures, tasks, and selection of appropriate timing to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register the listing of additional securities with the Hanoi Stock Exchange (HNX) for the number of shares issued according to the plan approved by the General Meeting of Shareholders after the State Securities Commission issues a written notice of receiving the offering results report.

- Any changes to the plan for using the funds raised from the offering (if any) must be reported to the General Meeting of Shareholders at the next meeting and in accordance with legal regulations.
- In specific cases, the Board of Directors is authorized to delegate tasks to the Chairperson of the Board of Directors to carry out one or more of the aforementioned tasks.

The Board of Directors respectfully submits this for the General Meeting of Shareholders to consider and approve!

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

Recipients:

- *As above;*
- *File in Company Office.*

DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness



NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY

No.: /NQ-DMNT

Nha Trang, April 25, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS NHA TRANG TEXTILE & GARMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Nha Trang Textile & Garment Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No./BB-DMNT dated April 25, 2025.

RESOLVES:

The General Meeting of Shareholders has unanimously resolved the following matters:

Article 1: Unanimously approving the 2024 Report on Activities of the Board of Directors. (Detailed report is attached)

Article 2: Unanimously approving the 2024 Production - Business Performance Report and the 2025 Production - Business Plan, with the following key targets:

- 2024 Production - Business Performance:

No.	Item	Unit	Resolution of the 2024 GMS	2024 Performance Results	Percentage of achieved results compared to the Resolution of the 2024 GMS
1	Total Revenue	Billion VND	890.00	1,232.37	138.5%
2	Profit before tax	Billion VND	11.00	33.90	308.2%

3	Profit after tax	Billion VND	9.00	29.51	327.9%
5	Percentage of Dividend Payment	%	-	-	-

- 2025 Production - Business Plan

No.	Item	Unit	2025 Plan
1	Total Revenue	Billion VND	1,417
2	Profit before tax	Billion VND	50
3	Profit after tax	Billion VND	40
4	Percentage of Dividend Payment	%	0

(Detailed report attached)

Article 3: Unanimously approving the 2024 Audited Financial Statements. (Detailed report is attached)

Article 4: Unanimously approving the Dividend Distribution and Profit Allocation Plan for 2024. (Detailed report is attached)

Article 5: The General Meeting unanimously approved the total remuneration for Members of the Board of Directors and Members of the Board of Supervisors for 2024 at 47,000,000 VND per month (*after tax*), and the remuneration plan for Members of the Board of Directors and Members of the Board of Supervisors for 2025 at 47,000,000 VND per month (*after tax*). (Detailed report is attached).

Article 6: The General Meeting unanimously selected the audit firm for the 2025 financial statements. (Detailed report is attached).

Article 7: The General Meeting unanimously approved the 2024 Report on Activities of the Board of Supervisors. (Detailed report is attached).

Article 8: Approval of the Plan to Issue Additional Shares to Existing Shareholders. (Detailed report is attached)

Article 9: Approval of the proposal for the dismissal of a member of the Board of Supervisors for the 2022 – 2026 term. (Detailed report is attached)

Article 10: Approval of the proposal for the election of an additional member to the Board of Supervisors for the 2022 – 2026 term. (Detailed report is attached)

Article 11: Implementation

- The Board of Directors and the Board of Management are responsible for effectively implementing the contents of this Resolution, which has been approved by the General Meeting of Shareholders in accordance with the provisions of the law and the Company's Charter.

- The resolution of the 2025 Annual General Meeting of Shareholders of Nha Trang Textile & Garment Joint Stock Company was approved with 100% of the voting rights in favor.
- This resolution will be announced by Nha Trang Textile & Garment Joint Stock Company to shareholders on the website <http://nhatrangtex.com/> under the "Shareholder Notification" section within 24 working hours after the meeting concludes./.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**

Recipients:

- As per Article 9;
- Hanoi Stock Exchange;
- Relevant regulatory authorities
- Administration Office.

DANG VU HUNG