

NORTHERN TEXTILE AND GARMENT
CORPORATION - VINATEX

HANOI TEXTILE AND GARMENT
JOINT STOCK CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness

Ha Noi, July 28, 2025

REPORT ON CORPORATE GOVERNANCE

For the first 6 months of 2025

To:

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

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

I. Activities of the General Meeting of Shareholders

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

| No. | Resolution No. | Date | Content |
|-----|----------------|------------|--|
| 01 | 04/NQ-DHCD | 25/04/2025 | <ul style="list-style-type: none"> - Approval of the 2024 business performance results and the 2025 business plan. - Approval of the audited standalone and consolidated financial statements. - Approval of the proposal on the dismissal and election of members of the Board of Directors for the 2023–2028 term. - Approval of the proposal on remuneration and salaries for the Board of Directors, the Supervisory Board, and the Secretary to the Board of Directors for 2024, and the plan for payment of remuneration and salaries for the Board of Directors, the Supervisory Board, and the Secretary to the Board of Directors for 2025. - Approval of the proposal on the selection of the firm to review and audit the 2025 financial statements. - Approval of the Supervisory Board’s report on the review of business operations and the 2024 financial statements. - Approval of the 2024 report of the Board of Directors and the 2025 operational plan. - Approval of the result of the election to additionally appoint and replace one (01) member of the Board of Directors for the 2023–2028 term. |

II. Board of Directors (For the first 6 months of 2025)

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

| No. | Board of Directors' members | Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors) | The date becoming/ceasing to be the member of the Board of Directors | |
|-----|-----------------------------|--|--|-----------------------------|
| | | | Date of appointment | Date of appointment |
| 1 | Mr Cao Huu Hieu | Chairman of the BODs | Apr 24 th , 2024 | |
| 2 | Mr Ho Le Hung | Member of the BODs - General Director | Apr 27 th , 2020 | Apr 25 th , 2025 |
| 3 | Mr Nguyen Ngoc Cach | Member of the BODs | Apr 27 th , 2020 | Apr 25 th , 2025 |
| 4 | Mr Nguyen Tri Son | Member of the BODs - General Director | Apr 24 th , 2024 | |
| 5 | Ms Hoang Thuy Oanh | Member of the BODs | Apr 26 th , 2023 | Apr 25 th , 2025 |
| 6 | Mr Nguyen Ba Khanh Tung | Member of the BODs | Apr 25 th , 2025 | |

2. Meetings of the Board of Directors:

| No. | Board of Director' member | Number of meetings attended by Board of Directors | Attendance rate | Reasons for absence |
|-----|---------------------------|---|-----------------|-----------------------|
| 1 | Mr Cao Huu Hieu | 6/6 | 100% | |
| 2 | Mr Ho Le Hung | 3/3 | 100% | Dismissed as of April |

| | | | | |
|---|-------------------------|-----|------|--|
| | | | | 25 th , 2025 |
| 3 | Mr Nguyen Ngoc Cach | 3/3 | 100% | Dismissed as of April 25 th , 2025 |
| 4 | Mr Nguyen Tri Son | 6/6 | 100% | |
| 5 | Ms Hoang Thuy Oanh | 3/3 | 100% | Dismissed as of April 25 th , 2025 |
| 6 | Mr Nguyen Ba Khanh Tung | 3/3 | 100% | Serving as a member of the BOD as of April 25 th , 2025 |

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

- The supervisory activities of the Board of Directors (BOD) over the Executive Body are carried out strictly and periodically, in compliance with the Charter on the organization and operation of the Corporation, the applicable laws and regulations, as well as the Resolutions and Decisions of the General Meeting of Shareholders (GMS) and the Corporation's BOD.
- Directed the organization of the 2025 Annual General Meeting of Shareholders (AGM) on April 25, 2025, and issued Resolution No. 04/NQ-DHCD dated April 25, 2025.
- In the first six months of 2025, the Corporation's BOD consistently emphasized the guideline of maintaining cash flow for business operations, sustaining production capacity amid a highly volatile market. The BOD convened 6 meetings and issued 7 Resolutions, mainly focusing on directing and supervising the operations of the Executive Body.
- During annual and extraordinary BOD meetings, along with mid-term review meetings, and communications via phone and email, the BOD required the Executive Body (EB) to report and analyze the Corporation's overall business and production situation, human resources management and training, finance, market development, internal control, performance evaluation, identification of existing issues, and timely implementation of solutions and corrective actions, as follows:
 - **About the Yarn Sector:**
 - Raw Material Procurement: Cotton prices fluctuated widely, making it difficult to secure raw materials for production. It is necessary to carefully balance procurement to ensure sufficient supply with suitable types for production, aiming for a high proportion of U.S. cotton, avoiding long-term purchases and stockpiling.

- Market and sales:
 - + The sales market faced many difficulties, with unfavorable yarn price fluctuations compared to cotton prices.
 - + The Corporation maintained a diverse and familiar customer base and, in the first six months, developed additional clients from Japan, South Korea, Chile, and the Philippines. It is necessary to continue maintaining existing markets and expand domestic customers through large, stable orders for defense and security.
- Production management:
 - + Orders were received as planned to mobilize equipment, but due to market difficulties, many times orders could not be confirmed early, making production scheduling challenging. Orders remained small and irregular, requiring frequent production technology changes.
 - + Severe labor shortages at factories caused difficulties in arranging production.
 - + Invest in additional highly automated machinery and equipment to reduce labor requirements and increase productivity.
 - + Balance product mix to suit production lines, existing labor, and market demand, maximizing machine efficiency for the most effective production plan (e.g., recycled yarn production).
 - + Implement cost-saving measures, reduce raw material consumption, energy usage, spare parts, and auxiliary materials
- Quality:
 - + Maintain quality standards to meet customer requirements.
 - + Focus on industrial sanitation (VSCN) to ensure no negative impact on the quality of semi-finished products and yarn
- **About the Garment Sector:**
 - The Board of Directors (BOD) closely directed production management to enhance productivity, recruit skilled labor, reorganize and restructure the workforce, and reduce indirect staff.
 - The order plan was sufficient for production; however, at certain times, delays in the arrival of raw materials and supplies affected productivity. Additionally, due to U.S. tariff policies, some customers required changes to tags and prices, causing the factories to spend extra effort on replacements, incurring additional labor costs.

Delivery schedules were also postponed or delayed, negatively affecting revenue in the first six months of 2025.

- The Corporation received special attention and support from Vinatex and assistance from Hue Textile and Garment Joint Stock Company, which significantly improved productivity, quality, and management, delivering positive results.
- **About human resources:**
 - Labor turnover fluctuated significantly, requiring the Corporation to supplement the wage fund to ensure employees' livelihoods and to develop policies to retain workers.
 - Develop internal human resources following the principle of Training – Retention – Development.
 - Innovate the human resources communication strategy.
 - Reorganize and restructure the organizational model to achieve flexible and effective operations.
 - Digitize the management, labor, and payroll systems.
 - Foster and build a strong corporate culture.
- **About finance:**
 - Control revenues and expenditures, ensuring effective cash flow balance.
 - Arrange sufficient capital sources for business operations and investments.
 - Manage working capital, including inventories and receivables.
 - Respond promptly to exchange rate fluctuations.
 - Effectively control costs.
 - Gradually implement digital transformation for production management.
- **About Risk management and investment:**
 - Closely monitor macroeconomic and domestic developments that may impact the yarn and garment markets, especially U.S. tariff policies.
 - Analyze and assess the market, sales performance, inventory control, and monitor financial conditions to balance business operations, sales, and cash flow for optimal efficiency.

- Invest in highly automated machinery and equipment to reduce costs, minimize labor requirements, and enhance productivity. Renovate factories to create a green, clean, and pleasant working environment

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions – Decisions of the Board of Directors (For the first 6 months of 2025):

5.1. Resolutions:

| No | Resolution No. | Date | Content | Approval rate |
|----|---------------------|------------|---|---------------|
| 1 | 01/NQ - HDQT- DMHN | 27/02/2025 | Organize the 2025 Annual General Meeting of Shareholders (AGM). | 100% |
| 2 | 02/NQ - HDQT-DMHN | 25/03/2025 | Appoint representatives for Hanosimex's capital contributions at invested entities. | 100% |
| 3 | 03/NQ - HDQT - DMHN | 14/04/2025 | Preparations for the 2025 AGM and personnel matters; assessment of Q1 2025 business performance, Q2 2025 business plan, and implementation solutions. | 100% |
| 4 | 04/NQ - DHCD | 25/04/2025 | Resolution of the General Meeting of Shareholders. | 100% |
| 5 | 05/NQ - HDQT-DMHN | 25/04/2025 | Regarding personnel organization for the Executive Body. | 100% |
| 6 | 06/NQ - HDQT - DMHN | 25/04/2025 | Assignment of duties for members of the Board of Directors. | 100% |
| 7 | 07/NQ - HDQT- DMHN | 19/06/2025 | Assessment of the estimated business performance for the first six months of 2025; Q3 2025 plan and implementation solutions. | 100% |

5.2. Decisions:

| No. | Decision No. | Date | Content |
|-----|--------------------|------------|--|
| 1 | 11/QD - HDQT | 02/04/2025 | Appoint the Corporation's capital representative at Hanosimex Fashion Joint Stock Company. |
| 2 | 12/QD - HDQT | 02/04/2025 | Appoint the Corporation's capital representative at Hanosimex Ha Dong Textile Joint Stock Company. |
| 3 | 21/QD – DMHN- HDQT | 25/04/2025 | Regarding the dismissal of the Corporation's General Director. |
| 4 | 23/QD – DMHN- HDQT | 25/04/2025 | Regarding the appointment of the Corporation's General Director. |

III. Supervisory Board (For the first 6 months of 2025) (BKS):

1. Information about members of Supervisory Board:

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

2. Meetings of Supervisory Board:

| No. | Members of Supervisory Board | Number of meetings attended | Attendance rate | Voting rate | Reasons for absence |
|-----|------------------------------|-----------------------------|-----------------|-------------|---------------------|
| 1 | Mr Do Minh Son | 2/2 | 100% | 100% | |
| 2 | Mr Nguyen Tuan Dao | 2/2 | 100% | 100% | |
| 3 | Ms Nguyen Thi Nhung | 2/2 | 100% | 100% | |

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

- The Supervisory Board performs its duties and powers as stipulated in the Charter on the organization and operation of the Corporation.
- Oversees the activities of the Board of Directors (BOD) and the Executive Body, ensuring that the issuance of Resolutions and Decisions by the BOD complies with the Law on Enterprises and current internal regulations, as well as monitoring the implementation of the 2025 business plan approved by the General Meeting of Shareholders.
- Supervises compliance with laws in business operations, including the fulfillment of tax obligations to the State.
- On a quarterly basis, the Supervisory Board submits to the BOD and the Executive Body reports on the monitoring results of the production and business performance of the Parent Company and its member units.

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

- In the Corporation's business and production activities, the Supervisory Board (SB) works closely with the Board of Directors (BOD), members of the SB, the internal SB, and relevant departments, regularly evaluating various aspects of operations and contributing opinions.
- The SB, the BOD, the Executive Body, and management departments have closely coordinated based on the principle of serving the common interests of the Corporation, its employees, and its obligations to the State.

5. Other activities of the Supervisory Board: None

IV. Board of Management (BOM):

| N o. | Members of Board of Management | Position | Qualification | Date of birth | Date of appointme nt/dismissa l of members of the BOM |
|-----------------|---|---|--|--------------------------|--|
| 1 | Mr Ho Le Hung | Dismiss al of the General Director | Master of Business Administration | 19/03/1964 | 01/05/2025 |
| 2 | Mr Nguyen Tri Son | Appoint ment of the General Director | Bachelor of Economics in Banking | 20/11/1976 | 01/05/2025 |
| 3 | Mrs Le Thi Thu Huong | Deputy General Director | Bachelor of Finance and Accounting | 21/08/1972 | 01/01/2025 |
| 4 | Mr Nguyen Ba Khanh Tung | Deputy General Director | Master of Business Administration | 30/09/1986 | 01/11/2024 |
| 5 | Mr Dang Ngoc Quan | Chief Operatin g Officer | Master of Business Administration | 04/07/1974 | 10/11/2021 |

V. Chief Accountant:

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

VI. Training courses on corporate governance

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

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

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

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

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

| No. | Transaction executor | Relationship with internal persons | Number of shares owned at the beginning of the period | | Number of shares owned at the end of the period | | Reasons for increasing, decreasing, converting, rewarding, etc.) |
|-----|------------------------|---|---|------------|---|------------|--|
| | | | Number of shares | Percentage | Number of shares | Percentage | |
| 1 | Mr Nguyen Tri Son | General Director | | | 10.000 | 0,04878% | Buying |
| 2 | Ms Nguyen Thi Thu Thao | Chief Accountant | | | 12.500 | 0,06097% | Buying |
| 3 | Mr Nguyen Tuan Dao | Member of Supervisory Board | 6.400 | 0,0312 % | 12.900 | 0,06292% | Buying |
| 4 | Mrs Mai Thi Thah Binh | Person authorized to disclose information | | | 1.900 | 0,00926% | Buying |

VIII. Other significant issues: (None)

Recipients:

- As stated above
- Archived: the BODs, Administrator

CHAIRMAN OF THE BOARD OF DIRECTOR



Cao Huu Hieu

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

| No. | Name of organization/individual | Position at the Company (if any) | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|-----|--|---|--|--|--|--|
| 1 | Cao Huu Hieu | Chairman of the BODs | 24/04/2024 | | | Chairman of the BODs |
| 2 | Ho Le Hung | Retirement under the pension scheme | 27/04/2020 | 25/04/2025 | Dismissal of the Member of the Board of Directors of the previous term | Member of BODs, Legal Representative, General Director |
| 3 | Nguyen Ngoc Cach | Member of the BODs | 27/04/2020 | 25/04/2025 | Dismissal of the Member of the Board of Directors of the previous term | Member of the BODs |
| 4 | Hoang Thuy Oanh | Member of the BODs | 26/04/2023 | 25/04/2025 | Dismissal of the Member of the Board of Directors of the previous term | Member of the BODs |
| 5 | Nguyen Tri Son | Member of the BODs, Vice General Director | 24/04/2024 | | | Member of the Board of Directors, Legal Representative, General Director |
| 6 | Nguyen Ba Khanh Tung | Vice General Director | 01/11/2024 | | | Member of the Board of Directors, Deputy General Director |
| 7 | Do Minh Son | Head of Supervisory Board | 05/04/2018 | | | Head of Supervisory Board |
| 8 | Nguyen Tuan Dao | Member of Supervisory Board | 26/04/2023 | | | Member of Supervisory Board |
| 9 | Nguyen Thi Nhung | Member of Supervisory Board | 26/04/2023 | | | Member of Supervisory Board |
| 10 | Mai Thi Thanh Binh | Person authorized to disclose information | 01/01/2022 | | | Person authorized to disclose information |
| 11 | Le Thi Thu Huong | Deputy General Director, Person in charge of Corporate Governance | 02/03/2020 | | | Deputy General Director, Person in charge of Corporate Governance |
| 12 | Dang Ngoc Quan | Chief Executive Officer | 10/11/2021 | | | Chief Executive Officer |
| 13 | Nguyen Thi Thu Thao | Chief Accountant | 45658 | | | Chief Accountant |
| 14 | Hai Phong Trading Joint Stock Company - Hanosimex | None | 05/04/2018 | | | - Organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors |
| 15 | Hanosimex Fashion Joint Stock Company | None | 27/4/2020 | | | - Organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors - Mai Thi Thanh Binh Member of the BODs |
| 16 | Ha Dong Textile Joint Stock Company - Hanosimex | None | 04/05/2018 | | | Subsidiary |
| 17 | Hanosimex Knitting Joint Stock Company | None | 05/04/2018 | | | - Subsidiary - Organization related to Mr. Do Minh Son - Head of the Supervisory Board |
| 18 | Pho Noi Textile Infrastructure Development Joint Stock Company | None | 24/04/2024 | | | - Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Directors |
| 19 | Northern Textile Corporation Limited Liability Company - Vinatex | None | 24/04/2024 | | | - Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Directors |
| 20 | Vietnam Textile and Garment Group | None | 24/04/2024 | | | - Organization related to Mr. Cao Huu Hieu - General Director |
| 21 | Vinatex Hong Linh Joint Stock Company | None | 24/04/2024 | | | - Organization related to Mr. Nguyen Tri Son |
| 22 | 8-3 Textile One Member Limited Liability Company | None | 25/04/2025 | | | - Organization related to Mr. Nguyen Tri Son |

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

Stock symbol: HSM
Name of company: HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION
Record date: 28/07/2025

| No. | Name | Securities trading account (if any) | Position at the company (if any) | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|------|--|-------------------------------------|----------------------------------|---|--|---|
| 1 | Cao Huu Hieu | | 1 | 0 | 0,00% | |
| 1.1 | Nguyen Thi Vinh | | | | | Person related to Mr. Cao Huu Hieu - mother |
| 1.2 | Nguyen Thi Hai Yen | | | | | Person related to Mr. Cao Huu Hieu - Wife |
| 1.3 | Cao Thanh Ha | | | | | Person related to Mr. Cao Huu Hieu - Daughter |
| 1.4 | Cao Huu Nghia | | | | | Person related to Mr. Cao Huu Hieu - Son |
| 1.5 | Cao Thi Ngan Hoa | | | | | Person related to Mr. Cao Huu Hieu - Older sister |
| 1.6 | Cao Thi Viet Nga | | | | | Person related to Mr. Cao Huu Hieu - Older sister |
| 1.7 | Cao Huu Quy | | | | | Person related to Mr. Cao Huu Hieu - Older brother |
| 1.8 | Cao Thi Thu Hien | | | | | Person related to Mr. Cao Huu Hieu - Older sister |
| 1.9 | Cao Thi Hong Vuong | | | | | Person related to Mr. Cao Huu Hieu - Older sister |
| 1.10 | Do Thi Thuy Nhan | | | | | Person related to Mr. Cao Huu Hieu - Sister-in-law |
| 1.11 | Quach Van Tuyen | | | | | Person related to Mr. Cao Huu Hieu - Brother-in-law |
| 1.12 | Nguyen Binh Thiem | | | | | Person related to Mr. Cao Huu Hieu - Brother-in-law |
| 1.13 | Bui Duc Thang | | | | | Person related to Mr. Cao Huu Hieu - Brother-in-law |
| 1.14 | Do Van Thinh | | | | | Person related to Mr. Cao Huu Hieu - Brother-in-law |
| 1.15 | Nguyen Van Tro | | | | | Person related to Mr. Cao Huu Hieu - Father-in-law |
| 1.16 | Vu Thi Thanh Yen | | | | | Person related to Mr. Cao Huu Hieu - Mother-in-law |
| 1.17 | Pho Noi Textile Infrastructure Development Joint Stock Company | | | | | Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director |
| 1.18 | Northern Textile Corporation Limited Liability Company - Vinatex | | | | | Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director |
| 1.19 | Vietnam Textile and Garment Group | | | | | Organization related to Mr. Cao Huu Hieu - Chairman of the Board of Director |
| 2 | Ho Le Hung | | | 2.000 | 0,01% | Dismissal of the Board of Directors and the General Director effective from May 1, 2025 |
| 2.1 | Mai Thi Thanh Binh | | | | | Individual related to Mr. Ho Le Hung - Wife |
| 2.2 | Ho Le Bach | | | | | Individual related to Mr. Ho Le Hung - child |
| 2.3 | Ho Le Phuong Thao | | | | | Individual related to Mr. Ho Le Hung - child |
| 2.4 | Ho Le Vien | | | | | Individual related to Mr. Ho Le Hung - father |
| 2.5 | Le Thi Hue | | | | | Individual related to Mr. Ho Le Hung - mother |
| 2.6 | Vu Thi Hue | | | | | Individual related to Mr. Ho Le Hung - Sister-in-law |
| 2.7 | Vu Thi Doi | | | | | Individual related to Mr. Ho Le Hung - Mother-in-law |
| 2.8 | Hanosimex Fashion Joint Stock Company | | | | | Organization related to Mr. Ho Le Hung - Chairman of the Board of Directors |
| 3 | Nguyen Ngoc Cach | | | 0 | 0,00% | Dismissal of the Board of Directors effective from April 25, 2025 |
| 3.1 | Vu Thi Ha | | | | | Individual related to Mr. Nguyen Ngoc Cach - Wife |
| 3.2 | Nguyen Ngoc Vu | | | | | Individual related to Mr. Nguyen Ngoc Cach - child |
| 3.3 | Nguyen Thi Dieu Thanh | | | | | Individual related to Mr. Nguyen Ngoc Cach - child |
| 3.4 | Nguyen Thi Thao | | | | | Individual related to Mr. Nguyen Ngoc Cach - child |
| 3.5 | Nguyen Thi Van Lan | | | | | Individual related to Mr. Nguyen Ngoc Cach - Sister |
| 3.6 | Nguyen Ngoc Son | | | | | Individual related to Mr. Nguyen Ngoc Cach - Brother |
| 3.7 | Nguyen Thi Cai | | | | | Individual related to Mr. Nguyen Ngoc Cach - Sister |
| 3.8 | Nguyen Thi Xuan Huong | | | | | Individual related to Mr. Nguyen Ngoc Cach - Sister-in-law |
| 3.9 | Nguyen Tien Binh | | | | | Individual related to Mr. Nguyen Ngoc Cach - Brother-in-law |
| 3.10 | Cao Thi Ha | | | | | Individual related to Mr. Nguyen Ngoc Cach - Daughter-in-law |
| 4 | Hoang Thuy Oanh | 009C068837 | | 0 | 0,00% | Dismissal of the Board of Directors effective from April 25, 2025 |
| 4.1 | Hoang Van Dung | | | | | The individual related to Mrs. Hoang Thuy Oanh - father |
| 4.2 | Le Tu Cuong | | | | | The individual related to Mrs. Hoang Thuy Oanh - Husband |
| 4.3 | Le Tu Bao Khanh | | | | | The individual related to Mrs. Hoang Thuy Oanh - Child |
| 4.4 | Le Hoang Bao Ngoc | | | | | The individual related to Mrs. Hoang Thuy Oanh - Child |
| 4.5 | Hoang Tung | | | | | The individual related to Mrs. Hoang Thuy Oanh - Younger brother |
| 4.6 | Vo Thi Khanh Trang | | | | | The individual related to Mrs. Hoang Thuy Oanh - Sister-in-law |
| 5 | Nguyen Tri Son | 009C132793 | 1,5 | 10.000 | 0,0488% | |
| 5.1 | Lam Thi My Dung | | | | | The individual related to Mr. Nguyen Tri Son - wife |
| 5.2 | Nguyen Minh Hang | | | | | The individual related to Mr. Nguyen Tri Son - child |
| 5.3 | Nguyen Van Hang | | | | | The individual related to Mr. Nguyen Tri Son - child |
| 5.4 | Nguyen Tri Gia Hung | | | | | The individual related to Mr. Nguyen Tri Son - child |
| 5.5 | Nguyen Tri Gia Khanh | | | | | The individual related to Mr. Nguyen Tri Son - child |
| 5.6 | Nguyen Thi Tam | | | | | The individual related to Mr. Nguyen Tri Son - mother |
| 5.7 | Nguyen Thi Mai Huong | | | | | The individual related to Mr. Nguyen Tri Son - sister |
| 5.8 | Nguyen Tri Duc | | | | | The individual related to Mr. Nguyen Tri Son - brother |
| 5.9 | Vo Thi Hau | | | | | The individual related to Mr. Nguyen Tri Son - Sister-in-law |
| 5.10 | Nguyen Thi Chuong | | | | | The individual related to Mr. Nguyen Tri Son - Mother-in-law |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|-------|--|-------------------------------------|----------------------------------|---|--|--|
| 5.11 | Lam Van Nam | | | | | The individual related to Mr. Nguyen Tri Son |
| 5.12 | Lam Van Son | | | | | The individual related to Mr. Nguyen Tri Son - Brother-in-law |
| 5.13 | Lam Duc Van | | | | | The individual related to Mr. Nguyen Tri Son - Brother-in-law |
| 5.14 | Lam Quoc Tuan | | | | | The individual related to Mr. Nguyen Tri Son - Brother-in-law |
| 5.15 | Lam Tien Dung | | | | | The individual related to Mr. Nguyen Tri Son - Brother-in-law |
| 5.16 | Lam Ngoc Minh | | | | | The individual related to Mr. Nguyen Tri Son - Brother-in-law |
| 5.17 | Northern Textile Corporation Limited Liability Company - Vinatex | | | | | Organization related to Mr. Nguyen Tri Son |
| 5.18 | Vinatex Hong Linh Joint Stock Company | | | | | Organization related to Mr. Nguyen Tri Son |
| 5.19 | 8-3 Textile One Member Limited Liability Company | | | | | Organization related to Mr. Nguyen Tri Son |
| 6 | Do Minh Son | | 1 | 0 | 0,00% | |
| 6.1 | Le Thi Phuong Thao | | | | | The individual related to Mr. Do Minh Son - Wife |
| 6.2 | Do Minh Khang | | | | | The individual related to Mr. Do Minh Son - Child Reason for no birth certificate: Too young |
| 6.3 | Do Minh Tung | | | | | The individual related to Mr. Do Minh Son - Child Reason for no birth certificate: Too young |
| 6.4 | Do Minh Tam | | | | | The individual related to Mr. Do Minh Son - Father |
| 6.5 | Nguyen Thi Hien | | | | | The individual related to Mr. Do Minh Son - Mother |
| 6.6 | Do Minh Luong | | | | | The individual related to Mr. Do Minh Son - Brother |
| 6.7 | Bui Thi Ngoc Thuy | | | | | The individual related to Mr. Do Minh Son - Sister-in-law |
| 6.8 | Do Minh Chi | | | | | The individual related to Mr. Do Minh Son - Brother |
| 6.9 | Nguyen Minh Huong | | | | | The individual related to Mr. Do Minh Son - Sister-in-law |
| 6.10 | Le Ngoc Phuong | | | | | The individual related to Mr. Do Minh Son - Father-in-law |
| 6.11 | Le Thi Phuong | | | | | The individual related to Mr. Do Minh Son - Mother-in-law |
| 6.12 | Hanosimex Knitting Joint Stock Company | | | | | The organization related to Mr. Do Minh Son - Head of Supervisory Board |
| 7 | Nguyen Tuan Dao | 021C012607 | 2 | 12.900 | 0,0629% | |
| 7.1 | Nguyen Van Dan | | | | | The individual related to Mr. Nguyen Tuan Dao - Father |
| 7.2 | Nguyen Thi Kim Lan | | | | | The individual related to Mr. Nguyen Tuan Dao - Mother |
| 7.3 | Nguyen Thi Kim Dung | | | | | The individual related to Mr. Nguyen Tuan Dao - Wife |
| 7.4 | Nguyen Duc Dung | | | | | The individual related to Mr. Nguyen Tuan Dao - Child |
| 7.5 | Nguyen Minh Tu | | | | | The individual related to Mr. Nguyen Tuan Dao - Child |
| 7.6 | Nguyen Ngoc Hung | | | | | The individual related to Mr. Nguyen Tuan Dao - Younger Brother |
| 7.7 | Nguyen Thi Tham | | | | | The individual related to Mr. Nguyen Tuan Dao - Sister-in-law |
| 7.8 | Dang Thi Thao | | | | | The individual related to Mr. Nguyen Tuan Dao - Mother-in-law |
| 8 | Nguyen Thi Nhung | 026C305909 | 2 | 0 | 0,00% | |
| 8.1 | Nguyen Cong Chinh | | | | | The individual related to Mrs. Nguyen Thi Nhung - Husband |
| 8.2 | Nguyen Thi Thanh Mai | | | | | The individual related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young |
| 8.3 | Nguyen Thi Thanh Ngan | | | | | The individual related to Mrs. Nguyen Thi Nhung - Child Reason for not having NSH document: Too young |
| 8.4 | Pham Thi Minh Tam | | | | | The individual related to Mrs. Nguyen Thi Nhung - Mother |
| 8.5 | Tran Thi Phan | | | | | The individual related to Mrs. Nguyen Thi Nhung - Mother-in-law |
| 8.6 | Nguyen Thi Huong | | | | | The individual related to Mrs. Nguyen Thi Nhung - Older Sister |
| 8.7 | Nguyen Thi Hong Bui | | | | | The individual related to Mrs. Nguyen Thi Nhung - Younger Sister |
| 8.8 | Dao Xuan Thanh | | | | | The individual related to Mrs. Nguyen Thi Nhung - Brother-in-law |
| 8.9 | Do Thanh Tuan | | | | | The individual related to Mrs. Nguyen Thi Nhung - Younger Brother-in-law |
| 9 | Mai Thi Thanh Binh | 040C1711741 | 1 | 1.900 | 0,00926% | |
| 9.1 | Ho Le Hung | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Husband |
| 9.2 | Ho Le Bach | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Son |
| 9.3 | Ho Le Phuong Thao | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Daughter |
| 9.4 | Vu Thi Doi | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Mother |
| 9.5 | Ho Le Vien | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Father-in-law |
| 9.6 | Le Thi Hue | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Mother-in-law |
| 9.7 | Mai Thi Thanh Hoa | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Older Sister |
| 9.8 | Mai Thi Minh | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Younger Sister |
| 9.9 | Nguyen Van Nhiem | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Brother-in-law |
| 9.10 | Nguyen Trong Han | | | | | The individual related to Mrs. Mai Thi Thanh Binh - Younger Brother-in-law |
| 9.11 | Hanosimex Fashion Joint Stock Company | | | | | The organization related to Mrs. Mai Thi Thanh Binh - Citizen Identification Card from 11/04/2025 |
| 10 | Le Thi Thu Huong | 021C046159 | 3 | 0 | 0,00% | |
| 10.1 | Ngo The Ngoc | | | | | The individual related to Mrs. Le Thi Thu Huong - Husband |
| 10.2 | Ngo Thuy Duong | | | | | The individual related to Mrs. Le Thi Thu Huong - Daughter |
| 10.3 | Ngo Huyen Anh | | | | | The individual related to Mrs. Le Thi Thu Huong - Daughter |
| 10.4 | Nguyen Thi Lien | | | | | The individual related to Mrs. Le Thi Thu Huong - Mother |
| 10.5 | Le Van Hung | | | | | The individual related to Mrs. Le Thi Thu Huong - Older Brother |
| 10.6 | Le Manh Hieu | | | | | The individual related to Mrs. Le Thi Thu Huong - Older Brother |
| 10.7 | Vu Thi Lo | | | | | The individual related to Mrs. Le Thi Thu Huong - Sister-in-law |
| 10.8 | Hoang Thi Minh | | | | | The individual related to Mrs. Le Thi Thu Huong - Sister-in-law |
| 10.9 | Hanosimex Fashion Joint Stock Company | | | | | The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors from 11/04/2025 |
| 10.10 | Hai Phong Trading Joint Stock Company - Hanosimex | | | | | The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors |
| 11 | Nguyen Ba Khanh Tung | | 3 | 0 | 0,00% | |
| 11.1 | Nguyen Khanh An | | | | | The individual related to Mr. Nguyen Ba Khanh Tung - Daughter |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Notes |
|-------|---------------------|-------------------------------------|----------------------------------|---|--|--|
| 11.2 | Nguyen Ba Tan | | | | | The individual related to Mr. Nguyen Ba Khanh Tung - Father |
| 11.3 | Do Thi Truong | | | | | The individual related to Mr. Nguyen Ba Khanh Tung - Mother |
| 11.4 | Nguyen Thai Ha | | | | | The individual related to Mr. Nguyen Ba Khanh Tung - Older Sister |
| 12 | Dang Ngoc Quan | | 14 | 0 | 0,00% | |
| 12.1 | Nguyen Hong Nhung | | | | | The individual related to Mr. Dang Ngoc Quan - Wife |
| 12.2 | Dang Ngoc Linh | | | | | The individual related to Mr. Dang Ngoc Quan - Daughter |
| 12.3 | Dang Linh Chi | | | | | The individual related to Mr. Dang Ngoc Quan - Daughter |
| 12.4 | Dang Ngoc Chinh | | | | | The individual related to Mr. Dang Ngoc Quan - Father |
| 12.5 | Nguyen Van Dinh | | | | | The individual related to Mr. Dang Ngoc Quan - Father-in-law |
| 12.6 | Doan Thi Chieu | | | | | The individual related to Mr. Dang Ngoc Quan - Mother-in-law |
| 12.7 | Dang Ngoc Hung | | | | | The individual related to Mr. Dang Ngoc Quan - Older Brother |
| 12.8 | Dang Ngoc Dung | | | | | The individual related to Mr. Dang Ngoc Quan - Older Brother |
| 12.9 | Dang Ngoc Son | | | | | The individual related to Mr. Dang Ngoc Quan - Older Brother |
| 12.10 | Hoang Kim Anh | | | | | The individual related to Mr. Dang Ngoc Quan - Sister-in-law |
| 12.11 | Hoang Thi Binh | | | | | The individual related to Mr. Dang Ngoc Quan - Sister-in-law |
| 12.12 | Tran Thi Luyen | | | | | The individual related to Mr. Dang Ngoc Quan - Younger Sister-in-law |
| 13 | Nguyen Thi Thu Thao | 002C111200 | 1 | 12.500 | 0,06097% | |
| 13.1 | Nguyen Xuan Chi | | | | | The individual related to Ms Nguyen Thi Thu Thao - Husband |
| 13.2 | Nguyen Bao Han | | | | | The individual related to Ms Nguyen Thi Thu Thao - Child |
| 13.3 | Nguyen Quynh Nhu | | | | | The individual related to Ms Nguyen Thi Thu Thao - Child |
| 13.4 | Luu Thi Ngoan | | | | | The individual related to Ms Nguyen Thi Thu Thao - Mother |
| 13.5 | Nguyen Duc Thanh | | | | | The individual related to Ms Nguyen Thi Thu Thao - Brother |
| 13.6 | Nguyen Thi Thu Thao | | | | | The individual related to Ms Nguyen Thi Thu Thao - Sister in law |
| 13.7 | Nguyen Xuan Mong | | | | | The individual related to Ms Nguyen Thi Thu Thao - Father in law |
| 13.8 | Doan Hong Ly | | | | | The individual related to Ms Nguyen Thi Thu Thao - Mother in law |

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

(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the first 6 months of 2025)

| No. | Name of organization/ individual | Relationship with the Corporation | NSH No.* date of issue, place of issue | Address | Time of transactions with the Corporation | Content | Total value of transaction (VND) |
|-----|---|--|--|--|--|--|-------------------------------------|
| 1 | Vietnam Textile and Garment Group | The related organization of Mr. Cao Huu Hieu - General Director | 0100100008 06/10/2021 Department of Planning and Investment of Hanoi City | 25 Ba Trieu Street, Cua Nam Ward, Hanoi City, Vietnam. | First 6 months of 2025 | Purchase of goods and services | 82.760.417.891 |
| | | | | | | Interest and management fees on the ADB loan | 6.923.387.513 |
| 2 | Northern Textile Corporation Limited Liability Company - Vinatex | The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors | 0107386444 20/10/2021 Department of Planning and Investment of Hanoi City | Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Park, Hoang Mai Ward, Hanoi City | First 6 months of 2025 | Loan interest | 480.821.918 |
| | | | | | | Sales of goods and services | 388.800.000 |
| 3 | Hanosimex Knitting Joint Stock Company | The related organization of Mr. Nguyen Tuan Dao - Member of the Board of Directors; Mr. Do Minh Son - Head of the Supervisory Board | 0900294225 05/07/2024 Department of Planning and Investment of Hung Yen Province | Pho Noi B Textile and Garment Industrial Park, Nguyen Van Linh Commune, Hung Yen Province | First 6 months of 2025 | Purchase of goods and services | - |
| | | | | | | Sales of goods and services | 5.724.406.040 |
| 4 | Ha Dong Textile Joint Stock Company - Hanosimex | The related organization of Mr. Ho Le Hung - Member of the Board of Directors | 0500476693 26/04/2022 Department of Planning and Investment of Ha Nam Province | Lots 2, 3, 4, Dong Van 2 Industrial Park, Dong Van Ward, Ninh Binh Province, Vietnam | First 6 months of 2025 | Sales of goods and services | 50.825.644.848 |
| | | | | | | Dividends for 2024 | 2.076.090.000 |
| 5 | Vinatex Hong Linh Joint Stock Company | The related organization of Mr. Nguyễn Trí Sơn - Member of the Board of Directors, General Director | 3001124028 07/05/2025 Department of Planning and Investment of Ha Tinh Province | Nam Hong Handicraft and Small-Scale Industrial Cluster, Nam Hong Ward, Hong Linh Town, Ha Tinh Province | First 6 months of 2025 | Sales of goods and services | 1.451.135.899 |
| | | | | | | Purchase of goods and services | 2.929.056.151 |

| No. | Name of organization/ individual | Relationship with the Corporation | NSH No.* date of issue, place of issue | Address | Time of transactions with the Corporation | Content | Total value of transaction (VND) |
|-----|---|---|---|--|--|--------------------------------|-------------------------------------|
| 6 | Dong Xuan Knitting One-Member Limited Liability Company | The related organization of Mr. Cao Huu Hieu - General Director of Vinatex (100% owned company) | 0100100583 03/07/2021 Department of Planning and Investment of Hanoi City | 524 Minh Khai Street, Vinh Tuy Ward, Hanoi City, Vietnam. | First 6 months of 2025 | Sales of goods and services | 10.420.301.902 |
| 7 | Hanosimex Fashion Joint Stock Company | The related organization of Mr. Ho Le Hung – Chairman of the Board of Directors prior to April 11, 2025, and Ms. Le Thi Thu Huong – Member of the Board of Directors. | 0102819373 22/04/2022 Department of Planning and Investment of Hanoi City | 1st & 7th Floors, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City | First 6 months of 2025 | Sales of goods and services | 5.196.078.483 |
| | | | | | | Dividends for 2024 | 292.500.000 |
| 8 | Hai Phong Trading Joint Stock Company - Hanosimex | The related organization of Mrs. Le Thi Thu Huong - Chairman of the Board of Directors | 0200736929 17/01/2024 Department of Planning and Investment of Hai Phong City | 508 Le Thanh Tong Street, Ngo Quyen Ward, Hai Phong City | First 6 months of 2025 | Purchase of goods and services | - |
| 9 | 8-3 Textile One Member Limited Liability Company | Related entity of Mr. Nguyen Tri Son – Member of the Board of Directors | 0100100086 03/01/2025 Department of Planning and Investment of Hanoi City | 460 Minh Khai Street, Vinh Tuy Ward, Hanoi | First 6 months of 2025 | Sales of goods and services | 73.575.000 |



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

(Attached is the report on the management situation of Hanoi Textile and Garment Joint Stock Corporation for the first 6 months of 2025)

| No. | Name of organization/ individual | Relationship with the Corporation | NSH No.* date of issue, place of issue | Address | Subsidiary company | Time of transaction | Content | Total value of transaction (VND) |
|-----|---|---|---|---|--|---------------------------|-----------------------------------|-------------------------------------|
| 1 | Vinatex Hong Linh Joint Stock Company | The related organization of Mr. Nguyen Tri Son - Member of the Board of Directors | 3001124028 07/05/2025 Department of Planning and Investment of Ha Tinh Province | Nam Hong Handicraft and Small-Scale Industrial Cluster, Nam Hong Ward, Hong Linh Town, Ha Tinh Province | Ha Dong Textile Joint Stock Company - Hanosimex | First 6 months of 2025 | Sales of goods and services | 16.157.808.200 |
| | | | | | | | Purchase of goods and services | 11.341.276.224 |
| 2 | Northern Textile Corporation Limited Liability Company - Vinatex | The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors | 0107386444 20/10/2021 Department of Planning and Investment of Hanoi City | Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Park, Hoang Mai Ward, Hanoi City | Hanosimex Knitting Joint Stock Company | First 6 months of 2025 | Loan interest | 463.068.960 |
| 3 | Ha Dong Textile Joint Stock Company - Hanosimex | The related organization of Ms. Le Thi Thu Huong – Head of the Supervisory Board | 0500476693 26/04/2022 Department of Planning and Investment of Ha Nam Province | Lots 2, 3, 4, Dong Van 2 Industrial Park, Dong Van Ward, Ninh Binh Province, Vietnam | Hanosimex Knitting Joint Stock Company | First 6 months of 2025 | Purchase of goods and services | 3.823.606.040 |
| 4 | Hanosimex Fashion Joint Stock Company | The related organization of Ms. Le Thi Thu Huong – Member of the Board of Directors. | 0102819373 22/04/2022 Department of Planning and Investment of Hanoi City | 1st & 7th Floors, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City | Ha Dong Textile Joint Stock Company - Hanosimex | First 6 months of 2025 | Purchase of goods and services | 453.396.390 |
| | | | | | | First 6 months of 2025 | Sales of goods and services | 2.620.972.662 |
| | | | | | Vietnam Textile and Garment Group | First 6 months of 2025 | Purchase of goods and services | 427.563.217 |
| | | | | | | First 6 months of 2025 | Sales of goods and services | 1.243.366.600 |
| | | | | | Dong Xuan Knitting One- Member Limited Liability Company | First 6 months of 2025 | Purchase of goods and services | 14.102.450 |
| | | | | | | First 6 months of 2025 | Sales of goods and services | 55.985.000 |
| | | | | | 8-3 Textile One Member Limited Liability Company | First 6 months of 2025 | Purchase of goods and services | |
| | | | | | | First 6 months of 2025 | Sales of goods and services | 1.554.899 |