

Ha Noi, January 26, 2026

REPORT ON CORPORATE GOVERNANCE

For the year 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, Vinh Tuy Ward, Hanoi City
- Transaction address: 8th Floor, Nam Hai Lake View Building, Lot 9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City.
- 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 Managment.
- 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 year 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 Dismissal
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	9/9	100%	

2	Mr Ho Le Hung	3/9	100%	Dismissed as of April 25 th , 2025
3	Mr Nguyen Ngoc Cach	3/9	100%	Dismissed as of April 25 th , 2025
4	Mr Nguyen Tri Son	9/9	100%	
5	Ms Hoang Thuy Oanh	3/9	100%	Dismissed as of April 25 th , 2025
6	Mr Nguyen Ba Khanh Tung	6/9	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 Board of Management 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 and the Corporation's BOD.
- Directed the organization of the 2025 Annual General Meeting of Shareholders on April 25, 2025, and issued Resolution No. 04/NQ-DHCD dated April 25, 2025.
- In 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 9 meetings and issued 10 Resolutions, mainly focusing on directing and supervising the operations of the Board of Management.
- Through regular and extraordinary Board meetings, as well as review sessions and ongoing communication via telephone and email, the Board of Directors (BOD) has required the Board of Management to report on and analyze the Corporation's overall business operations. These include: yarn and garment production, human resource management and training, financial affairs, market development, investment activities, internal control, and risk management. This process involves evaluating performance results, identifying existing shortcomings, and promptly implementing solutions to rectify those issues as follows:

3.1. About the governance and executive management:

In 2025, the Board of Directors directed the Corporation's Board of Management to implement numerous strategic innovations in corporate governance and executive management across the following areas:

- *Organizational structure and Human resources:* In 2025, Hanosimex decided to transform its organizational model towards a lean, flexible approach with deep and robust empowerment. The organizational models of the two Corporation Branches in Ninh Binh and Nghe An were re-established to be streamlined, creating a new operating mechanism where people, processes, and responsibilities are optimized to produce an efficient and sustainable system. The Board of Directors and the General Director implemented a decentralization and delegation policy to ensure that the Corporation's leadership and unit heads possess sufficient authority, decision-making tools, and responsibility to proactively lead business operations within their respective scopes of management.
- *Operational management:* Changes in the Corporation's organizational structure have strongly driven proactivity and efficiency in market development, customer relations, and production management at factories. The speed of task resolution has accelerated, labor productivity has improved, and manufacturing plants have begun to achieve profitability.
- *Financial management:* Cost management and the analysis of operational cost governance at all units were implemented synchronously and regularly. Assets were utilized with maximum efficiency. Assets no longer in use were promptly liquidated to generate capital for new technology investment, while surplus assets following the operational restructuring were leased out. Capital management continued to see improvements.
- *Quality management and innovation:* Quality management was directly committed to by the leaders of the yarn and garment sectors with specific enforcement solutions. Alongside this, proposals for investment in technological and equipment innovation, the working environment, and production improvements in yarn and garment factories and branches were promptly implemented. This brought about efficiency that not only gained the trust and confidence of customers but was also highly valued by employees, strengthening their commitment to the company.
- *Risk management and compliance:* Risk management was emphasized, particularly regarding finance, exchange rates, and interest rates; accounts receivable and payable; and inventory, ensuring financial security for the Corporation. Furthermore, full compliance with legal regulations (labor, safety, fire prevention and fighting,

environment, etc.) was highly appreciated by regulatory authorities, customers, and employees, fostering trust, loyalty, and favorable conditions for Hanosimex. The customer assessment process transitioned to a new state; Hanosimex is recognized as a compliant and transparent entity.

3.2. *About the Yarn sector*

- Raw Materials:

- Raw material prices remained stable but showed a gradual downward trend over time. The sourcing of raw materials was more favorable than in previous years, creating conditions for stable production; however, as raw material prices declined, yarn prices were affected accordingly.
- Purchasing was calculated to balance consumption with appropriate fiber types for production, aiming for a high proportion of U.S. cotton while avoiding long-term forward purchasing and stockpiling.

- Market:

- Market activities for the yarn sector were a highlight in 2025. Despite significant market volatility, the Corporation's yarn sector maintained sufficient orders for its two production workshops. Consumption showed an upward trend, and yarn inventory gradually decreased toward the end of the year.
- The Corporation has established a loyal customer base for both domestic and export yarn, ensuring stability in business operations and production deployment. The rate of order deferrals/cancellations remained low, even during difficult market periods.
- The export-to-domestic consumption ratio was maintained at 44/56, which was appropriate for market fluctuations. When export orders yielded lower efficiency, the Corporation shifted focus toward increasing domestic consumption to ensure overall profitability.
- During the year, the yarn sector successfully developed new products, specifically various types of Recycled yarn, and increased its market share in several high-efficiency niche markets such as Japan, the Philippines, and Chile.

- Production Management:

- The production plan remained relatively stable with a full order book, typically scheduled 15 days in advance. The Branch took a proactive approach in arranging full-capacity production at Workshop 1 (PX1), while Workshop 2 (PX2),

producing 100% cotton yarn, operated at 72% capacity (equivalent to approximately 18 out of 25 spinning frames).

- Flexible production arrangements were implemented to navigate challenging market conditions and labor shortages.
- Additional investments were made in highly automated machinery and equipment to reduce labor requirements and increase productivity.
- Product mixes were balanced to suit the production lines, existing workforce, and market demand, while maximizing machine efficiency (e.g., recycled yarn production) to achieve the most effective production plan.
- Cost management improved compared to 2024; however, some indicators still exceeded quotas and remained higher than other units in the industry.
- The Branch underwent a restructuring to a single-tier management level with increased decentralization. This has boosted motivation across the system, improved coordination among the management team, and enhanced task resolution efficiency.

- **Quality:**

- Quality was maintained to consistently meet customer requirements.
- Strong emphasis was placed on industrial hygiene to prevent any adverse impact on the quality of semi-finished products and yarn.

3.3. About the Garment Sector:

The Board of Directors provided close guidance on production management to increase productivity, recruit skilled labor, and reorganize/restructure the workforce to reduce indirect departments.

- **Market Activities:**

- Order plans were sufficient for production; however, at certain times, raw materials and accessories arrived late, affecting productivity. On the other hand, due to U.S. tariff policies, some customers changed tags and prices, requiring the factory to spend extra effort on replacements and incurring additional labor costs. Delivery schedules were also delayed or postponed, affecting the projected revenue plan.

- The Corporation mainly performs CM; FOB orders only reached 3% in terms of quantity and ~2% in terms of revenue. The Corporation is considering adding market personnel to handle FOB business.
 - The Corporation is seeking new customers to diversify export markets and customer bases to reduce dependency on Singtex. New customers have been developed, including Siwoo-HBI, Heptex, MIR, ITAS, etc., along with new labels from Target (Bunny, Art Class, LTO Pokmom).
- **Production Management:**
- Production management has improved under the special attention and assistance from Vinatex and support from Hue Textile and Garment JSC; production is achieving efficiency.
 - Factories proactively rearranged production models, reduced indirect staff, and reassigned management personnel to suit the new situation. The Nghe An Branch also changed its operating model starting from November 1, 2025.
 - An IE (Industrial Engineering) department was established directly under the branch to operate more effectively. The warehouse department was transferred from the factory to be managed by the Garment Market Department.
 - The Factory's workshop was renovated into a single workshop with a scale of 16 sewing lines to facilitate customer assessments more effectively. Production lines at Nghi Loc Garment were also rearranged and adjusted to suit practical requirements and create conditions for increasing labor productivity.
- **Productivity and Quality Management:**
- Product quality at the factories generally meets customer requirements well. The quality management system has seen many improvements and operates effectively, in compliance with the standards set by customers.
 - Periodic audit programs and quality inspections by major customers such as Target, AEO, HBI, Kmart, and Chico's all met requirements, demonstrating good compliance with quality processes and the ability to maintain stability in production activities.
- 3.4. About Human resources:**
- Focusing on training activities to improve labor quality, from direct labor to middle management, ensuring effective application of newly invested technology and machinery.

- Standardizing job positions and titles for each sector and moving towards developing competency frameworks for each position.
- Innovating individual and collective reward mechanisms linked to the core profit targets of the year. Specific policies are transparently materialized through the assignment of KPIs with monthly evaluations to create motivation for employees.
- Continuing to research and redesign the salary and income model, moving towards the potential application of the 3P salary system across the entire organization.
- Continuing to supplement and adjust policies to stabilize the existing workforce and attract new recruits, with priority given to compensation mechanisms for skilled laborers who previously worked at Hanosimex to return. The goal is to stabilize labor and increase the scale of the spinning and garment sectors.
- Developing the Hanosimex Corporate Culture Handbook as a foundation to unify the mindset, behavior, and sense of responsibility of all employees, creating a healthy, humane, and cohesive working environment.

3.5. *About Financial affairs:*

- Balancing cash inflows and outflows to ensure sufficient liquidity for business operations and investments, ensuring timely debt repayments, particularly regarding the balance of USD sources. Depending on the working capital turnover plan, considering shorter-term loans to secure lower interest rates.
- Balancing long-term capital for the Corporation's investment projects, including arranging long-term bank loans for spinning sector investments (such as the Bobinray project, the Office Building project, spinning automation projects, etc.).
- Monitoring fluctuations in interest rates and exchange rates, and providing forecasts to choose between USD or VND loans appropriately to mitigate foreign exchange loss risks.
- Considering derivative products such as Cross Currency Swaps (CCS), Asset Interest Rate Swaps (AIRS), and flexibly buying/selling USD forwards based on exchange rate fluctuations.
- Selecting banks with low-interest costs and transaction fees.
- Managing costs, conducting cost analysis, providing rapid management reports, analyzing risks, and proposing timely actions.

3.6. *About Risk management and investment:*

- Closely monitoring macroeconomic and domestic developments that could impact the yarn and garment markets, particularly U.S. tariffs and geopolitical conflicts.
- Analyzing and evaluating the market, sales activities, debt collection, and inventory control; closely monitoring the financial situation to balance production, sales, and cash flow for maximum efficiency.
- Investing in high-tech machinery and equipment to reduce costs, minimize labor, and increase productivity. Renovating factories to create a green, clean, and beautiful working environment.

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

5. Resolutions – Decisions of the Board of Directors (For the year 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 Board of Management.	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	100%

			six months of 2025; Q3 2025 plan and implementation solutions.	
8	08/NQ - HDQT- DMHN	02/10/2025	Evaluation of estimated business performance for the first 9 months of 2025; Plan for Q4 2025 & implementation solutions.	100%
9	09/NQ - HDQT- DMHN	02/10/2025	Progress update on the commencement of Hanosimex Multi-purpose Building construction; Business plan for floor space leasing.	100%
10	10/NQ - HDQT- DMHN	03/12/2025	Evaluation of 2025 estimated business results and the 2026 Business Plan.	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.
5	33/QD – DMHN- HDQT	30/10/2025	Appointment of Mr. Nguyen Ba Khanh Tung as Deputy General Director of the Corporation

III. Supervisory Board (For the year 2025) (SB):

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	4/4	100%	100%	
2	Mr Nguyen Tuan Dao	4/4	100%	100%	
3	Ms Nguyen Thi Nhung	4/4	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 and the Board of Management, 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 Board of Management 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 works closely with the Board of Directors, members of the SB, the internal SB, and relevant departments, regularly evaluating various aspects of operations and contributing opinions.
- The SB, the BOD, the Board of Management, 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):

No.	Members of Board of Management	Position	Qualification	Date of birth	Date of appointment/dismissal of members of the BOM
1	Mr Ho Le Hung	Dismissal of the General Director	Master of Business Administration	19/03/1964	01/05/2025
2	Mr Nguyen Tri Son	Appointment of the General Director	Bachelor of Economics in Banking	20/11/1976	01/05/2025
3	Ms 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 Operating 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 (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr Nguyen Tri Son	General Director	10.000	0,04878%	10.000	0,04878%	
2	Ms Nguyen Thi Thu Thao	Chief Accountant	12.500	0,06097%	15.100	0,07365%	Buying
3	Mr Nguyen Tuan Dao	Member of Supervisory Board	6.400	0,0312%	12.500	0,06097%	Buying
4	Ms Mai Thi Thanh Binh	Internal Control Department			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 1A: The list of affiliated persons of the Corporation (*)

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, General Director	24/04/2024			Member of the Board of Directors, Legal Representative, General Director
6	Nguyen Ba Khanh Tung	Deputy 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	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
11	Dang Ngoc Quan	Chief Executive Officer	10/11/2021			Chief Executive Officer
12	Nguyen Thi Thanh Thao	Chief Accountant	01/01/2025			Chief Accountant
13	Mai Thi Thanh Binh	Person authorized to disclose information	01/01/2022			Person authorized to disclose information
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 Mr. Ho Le Hung - Chairman of the Board of Directors, Ms Mai Thi Thanh Binh - Member of the Board of Directors
16	Ha Dong Textile Joint Stock Company - Hanosimex	None	04/05/2018			Subsidiary



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
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

Note: (*) The list of related parties of the Company, as stipulated in point d, clause 23, Article 4 of the Law on Enterprises 2020, is fully presented in Appendix 2 attached to this Report.

CHAIRMAN OF THE BOARD OF DIRECTOR
(Sign, full name and seal)

 

Cao Huu Hieu



**APPENDIX 2 A: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS ATTACHED TO THE COMPANY'S GOVERNANCE REPORT IN ACCORDANCE
SECTION VII, 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: **26/01/2026**

No.	Name	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 - mother
1.8	Cao Thi Thu Hien				Person related to Mr. Cao Huu Hieu - Older brother
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 - mother
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 - Dismissal off Chairman of the Board of Directors from 11/04/2025
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



No.	Name	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
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		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	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
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 - Member of the Board of Director
5.18	Vinatex Hong Linh Joint Stock Company				Organization related to Mr. Nguyen Tri Son - Chairman of the Board of Director
5.19	8-3 Textile One Member Limited Liability Company				Organization related to Mr. Nguyen Tri Son - Member of the Board of Director
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

No.	Name	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
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	2	12.500	0,0610%	
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	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	Tran Thi Phan				The individual related to Mrs. Nguyen Thi Nhung - Mother-in-law
8.5	Nguyen Thi Huong				The individual related to Mrs. Nguyen Thi Nhung - Older Sister
8.6	Nguyen Thi Hong Bui				The individual related to Mrs. Nguyen Thi Nhung - Younger Sister
8.7	Dao Xuan Thanh				The individual related to Mrs. Nguyen Thi Nhung - Brother-in-law
8.8	Do Thanh Tuan				The individual related to Mrs. Nguyen Thi Nhung - Younger Brother-in-law
9	Le Thi Thu Huong	3	0	0,00%	
9.1	Ngo The Ngoc				The individual related to Mrs. Le Thi Thu Huong - Husband
9.2	Ngo Thuy Duong				The individual related to Mrs. Le Thi Thu Huong - Daughter
9.3	Ngo Huyen Anh				The individual related to Mrs. Le Thi Thu Huong - Daughter
9.4	Nguyen Thi Lien				The individual related to Mrs. Le Thi Thu Huong - Mother
9.5	Le Van Hung				The individual related to Mrs. Le Thi Thu Huong - Older Brother
9.6	Le Manh Hieu				The individual related to Mrs. Le Thi Thu Huong - Older Brother
9.7	Vu Thi Lo				The individual related to Mrs. Le Thi Thu Huong - Sister-in-law
9.8	Hoang Thi Minh				The individual related to Mrs. Le Thi Thu Huong - Sister-in-law
9.9	Hanosimex Fashion Joint Stock Company				The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors from 11/04/2025
9.10	Hai Phong Trading Joint Stock Company - Hanosimex				The organization related to Mrs. Le Thi Thu Huong - Chairman of the Board of Directors
10	Nguyen Ba Khanh Tung	3	0	0,00%	
10.1	Nguyen Khanh An				The individual related to Mr. Nguyen Ba Khanh Tung - Daughter
10.2	Nguyen Ba Tan				The individual related to Mr. Nguyen Ba Khanh Tung - Father
10.3	Do Thi Truong				The individual related to Mr. Nguyen Ba Khanh Tung - Mother
10.4	Nguyen Thai Ha				The individual related to Mr. Nguyen Ba Khanh Tung - Older Sister
11	Dang Ngoc Quan	14	0	0,00%	
11.1	Nguyen Hong Nhung				The individual related to Mr. Dang Ngoc Quan - Wife
11.2	Dang Ngoc Linh				The individual related to Mr. Dang Ngoc Quan - Daughter
11.3	Dang Linh Chi				The individual related to Mr. Dang Ngoc Quan - Daughter

No.	Name	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
11.4	Dang Ngoc Chinh				The individual related to Mr. Dang Ngoc Quan - Father
11.5	Nguyen Van Dinh				The individual related to Mr. Dang Ngoc Quan - Father-in-law
11.6	Doan Thi Chieu				The individual related to Mr. Dang Ngoc Quan - Mother-in-law
11.7	Dang Ngoc Hung				The individual related to Mr. Dang Ngoc Quan - Older Brother
11.8	Dang Ngoc Dung				The individual related to Mr. Dang Ngoc Quan - Older Brother
11.9	Dang Ngoc Son				The individual related to Mr. Dang Ngoc Quan - Older Brother
11.10	Hoang Kim Anh				The individual related to Mr. Dang Ngoc Quan - Sister-in-law
11.11	Hoang Thi Binh				The individual related to Mr. Dang Ngoc Quan - Sister-in-law
11.12	Tran Thi Luyen				The individual related to Mr. Dang Ngoc Quan - Younger Sister-in-law
12	Nguyen Thi Thu Thao	1	15.100	0,07366%	
12.1	Nguyen Xuan Chi				The individual related to Ms Nguyen Thi Thu Thao - Husband
12.2	Nguyen Bao Han				The individual related to Ms Nguyen Thi Thu Thao - Child
12.3	Nguyen Quynh Nhu				The individual related to Ms Nguyen Thi Thu Thao - Child
12.4	Luu Thi Ngoan				The individual related to Ms Nguyen Thi Thu Thao - Mother
12.5	Nguyen Duc Thanh				The individual related to Ms Nguyen Thi Thu Thao - Brother
12.6	Nguyen Thi Thu Thao				The individual related to Ms Nguyen Thi Thu Thao - Sister in law
12.7	Nguyen Xuan Mong				The individual related to Ms Nguyen Thi Thu Thao - Father in law
12.8	Doan Hong Ly				The individual related to Ms Nguyen Thi Thu Thao - Mother in law
13	Mai Thi Thanh Binh	1	1.900	0,00926%	
13.1	Ho Le Hung				The individual related to Mrs. Mai Thi Thanh Binh - Husband
13.2	Ho Le Bach				The individual related to Mrs. Mai Thi Thanh Binh - Son
13.3	Ho Le Phuong Thao				The individual related to Mrs. Mai Thi Thanh Binh - Daughter
13.4	Vu Thi Doi				The individual related to Mrs. Mai Thi Thanh Binh - Mother
13.5	Ho Le Vien				The individual related to Mrs. Mai Thi Thanh Binh - Father-in-law
13.6	Le Thi Hue				The individual related to Mrs. Mai Thi Thanh Binh - Mother-in-law
13.7	Mai Thi Thanh Hoa				The individual related to Mrs. Mai Thi Thanh Binh - Older Sister
13.8	Mai Thi Minh				The individual related to Mrs. Mai Thi Thanh Binh - Younger Sister
13.9	Nguyen Van Nhiem				The individual related to Mrs. Mai Thi Thanh Binh - Brother-in-law
13.10	Nguyen Trong Han				The individual related to Mrs. Mai Thi Thanh Binh - Younger Brother-in-law
13.11	Hanosimex Fashion Joint Stock Company				The organization related to Mrs. Mai Thi Thanh Binh - Member of the Board of Directors



CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign, full name and seal)

CAO HUU HIEU

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 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	Year 2025	Purchase of goods and services	101.458.039.626
2	Northern Textile Corporation Limited Liability Company - Vinatex	The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors	0107386444 07/09/2025 Hanoi City Department of Finance	Lot 02-9A, 3rd Floor, ITC Building, Vinh Hoang Industrial Park, Hoang Mai Ward, Hanoi City	Year 2025	Loan interest	1.966.109.589
					Year 2025	Sales of goods and services	777.600.000
3	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 Ha Tinh Province Department of Finance	Nam Hong Industrial and Handicraft Cluster, Ha Tinh Province	Year 2025	Sales of goods and services	14.455.401.832
					Year 2025	Purchase of goods and services	20.325.197.090
4	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 Textile and Garment Industrial Park, Nguyen Van Linh Commune, Hung Yen Province	Year 2025	Sales of goods and services	13.637.787.530

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)
5	Hanosimex Fashion Joint Stock Company	The related organization of Ms. Le Thi Thu Huong – Member of the Board of Directors and Ms Mai Thi Thanh Binh - Member of the Board of Directors	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st Floor & 7th Floor, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City	Year 2025	Sales of goods and services	6.114.731.146
6	Ha Dong Textile Joint Stock Company - Hanosimex	Subsidiary Company. The related organization of Ms. Le Thi Thu Huong - Head of the Supervisory Board	0500476693 03/06/2025 Ha Nam Province Department of Finance	Lots 2, 3, 4, Dong Van II Industrial Park, Dong Van Ward, Ninh Binh Province, Vietnam	Year 2025	Sales of goods and services	100.841.628.066

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(Sign, full name and seal)



Cao Huu Hieu



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 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 - Chairman of the Board of Directors	3001124028 07/05/2025 Ha Tinh Province Department of Finance	Nam Hong Industrial and Handicraft Cluster, Hong Linh Town, Ha Tinh Province	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2025	Sales of goods and services	21.038.426.276
							Purchase of goods and services	28.350.054.241
2	Hanosimex Fashion Joint Stock Company	The related organization of Ms. Le Thi Thu Huong – Chairman of the Board of Directors and Ms Mai Thi Thanh Binh - Member of the	0102819373 22/04/2022 Department of Planning and Investment of Hanoi City	1st Floor & 7th Floor, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2025	Purchase of goods and services	2.623.383.222
						Year 2025	Sales of goods and services	782.590.291
3	Hanosimex Knitting Joint Stock Company	The related organization of 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	Ha Dong Textile Joint Stock Company - Hanosimex	Year 2025	Purchase of goods and services	9.840.232.063
4	Pho Noi Textile and Garment Infrastructure Development Joint Stock Company	The related organization of Mr. Cao Huu Hieu - Chairman of the Board of Directors	0900234755 02/05/2024 Department of Planning and Investment of Hung Yen Province	Pho Noi B Textile and Garment Industrial Park, Nguyen Van Linh Commune, Hung Yen Province	Hanosimex Knitting Joint Stock Company	Year 2025	Purchase of goods and services	5.387.000.000

CHAIRMAN OF THE BOARD OF DIRECTOR

(Sign full name and seal)



Cao Huu Hieu