



NAM DINH TEXTILE GARMENT JOINT STOCK CORPORATION

PROGRAMME

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Held on April 22nd, 2026

TT

Content

- | | |
|----|--|
| 1 | Welcoming delegates, shareholders, distributing documents and voting cards
(8:00' AM. - 8:30' AM), <i>From 8:30' AM, the Congress officially opens</i> |
| 2 | Organizational Etiquette: Declaring the reason, introducing Delegates, introducing the Chairman, appointing the secretary of the Congress, introducing the Vote Counting Committee, and the Shareholder Qualification Inspection Committee |
| 3 | Report of the Shareholder Status Inspection Committee |
| 4 | Approve the Congress program and Congress regulations |
| 5 | Report of the Board of Management on production and business activities in 2025, Plan for 2026 |
| 6 | Report on activities of the Board of Directors in 2025, orientation for activities in 2026 |
| 7 | Report on the activities of the Board of Supervisory in 2025, Directions for activities in 2026 |
| | Presentation of Proposals: |
| 8 | 8.1. The 2025 financial statements have been audited
8.2. Profit distribution 2025
8.3. Remuneration of the Board of Directors and Board of Supervisory in 2025, plan for 2026
8.4. Select an auditing unit for the 2026 financial statements |
| 9 | Delegates of Vietnam Textile and Garment Group expressed their opinions |
| 10 | The meeting discussed and responded to shareholders' opinions |
| 11 | Voting to approve reports and submissions in sections 5, 6, 7, 8 |
| 12 | Approving the Minutes and Resolutions of the Congress |
| 13 | Closing the Congress |

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



Ninh Binh, April 22nd, 2026

**REGULATIONS
ORGANIZING THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026
NAM DINH TEXTILE GARMENT JOINT STOCK CORPORATION**

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of application: This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders, Nam Dinh Textile Garment Joint Stock Corporation.

Article 2. This Regulation specifically stipulates the rights and obligations of the parties participating in the Congress, the conditions and procedures for conducting the Congress.

Article 3. Shareholders and participating Shareholder Representatives are responsible for complying with the provisions of these Regulations.

CHAPTER II. RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE CONGRESS

Article 4. Rights of common shareholders when participating in the General Meeting

1. Annual General Meeting of Shareholders 2026: Opening at 8:30 AM on April 22nd, 2026, at the Corporation hall.

- Shareholders who, for personal reasons, cannot attend the General Meeting may authorize a representative to attend on their behalf using the authorization form. The authorization form must be submitted to the General Meeting Organizing Committee before the meeting takes place.

- Download and use documents and relevant papers of the Congress posted on the Corporation's website at: Natexco.com.vn, section "Investor Relations".

2. Rights of shareholders and authorized representatives of shareholders to attend the General Meeting.

a. To discuss and vote on all issues under the authority of the General Meeting of Shareholders according to the provisions of the Charter;

b. The Chairman will publicly announce the content of the Congress program and request a vote for the Congress to approve the Congress Program.

c. All shareholders participate directly or through their authorized representatives. All participating opinions are discussed at the Congress.

- At the General Meeting, each shareholder or authorized representative attending the General Meeting must go through registration procedures with the Organizing Committee and the Shareholder Eligibility Inspection Committee and receive a voting ballot with the name of the shareholder and the number of shares with voting rights.

- The voting value of the vote held by that shareholder or authorized representative of that shareholder corresponds to the ratio of the number of voting shares that that person owns or represents as registered to attend the General Meeting to the total number of voting shares of the shareholders present at the General Meeting.

d. Shareholders and authorized representatives who arrive late to the General Meeting have the right to register immediately, and then have the right to participate and vote immediately at the General Meeting, but the Chairman has no responsibility to stop the General Meeting to allow shareholders to register and the validity of the votes already conducted will not be affected.

e. Form of voting at the Congress

- Shareholders or authorized representatives vote on each item in the General Meeting program. When voting on an issue raised by the General Meeting, shareholders vote by raising their voting cards high; Determining the voting results is carried out by counting the number of votes for approval, the number of votes for disapproval and the number of votes with no opinion;

- For each issue that needs to be voted on, the Chairman will ask for shareholders' opinions in the following order: Agree; Disapprove; No comments. In case the shareholder does not raise the voting card, it will be considered as approving. For each issue requiring voting opinions, shareholders are only allowed to raise their voting cards once.

3. Obligations of shareholders to attend the General Meeting.

a. Participate or authorize participation in the Congress according to regulations;

b. Comply with this regulation;

c. Shareholders or authorized representatives attending must complete registration procedures with the Meeting Organizing Committee.

d. Strictly comply with the regulations at the Congress, submit to inspection or other legal and reasonable security measures, and respect the working results of the Congress.

Article 5. Rights and obligations of the Congress Organizing Committee and the Inspection Committee for the eligibility of shareholders attending the Congress.

1. The Organizing Committee of the General Meeting is responsible for receiving registration and welcoming shareholders and authorized representatives of shareholders to attend the General Meeting.

2. The Shareholder Status Inspection Committee nominated by the Chairman and approved by the General Meeting is responsible for checking the (legal) identification documents of shareholders or authorized representatives, and distributing Voting Cards and other documents. Report to the Congress on the results of checking the eligibility of shareholders attending the Congress.

Article 6. Rights and obligations of the Chairman and Secretary of the Congress:

1. The Chairman of the Board of Directors (BOD) is the Chairman of the General Meeting. The Secretary is appointed by the Chairman.

2. The Chairman's decision on the order, procedures or events arising outside the Congress program will be judgmental.

3. The Chairman has the right to take necessary and reasonable measures to run the Congress in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of attendees.

4. The Chairman has the right to postpone a General Meeting of Shareholders that has a sufficient number of people registered to attend the meeting for a maximum of 03 working days from the date the meeting is scheduled to open and to postpone or change the meeting location in the following cases:

a. The meeting location does not have enough convenient seats for all meeting attendees;

b. Information facilities at the meeting location do not ensure that shareholders attending the meeting can participate, discuss and vote;

c. Someone attending the meeting obstructs, disrupts order, and threatens to prevent the meeting from being conducted fairly and legally.

CHAPTER III: PROCEEDING OF THE CONGRESS

Article 7. The General Meeting of Shareholders is conducted when the number of shareholders attending the meeting represents more than 50% of the total number of votes with voting rights according to the list of shareholders established at the time the BOD decides to convene the General Meeting.

Article 8. How to conduct the Congress

The Congress will in turn discuss and approve the contents according to the program voted for by the Congress at the Congress.

CHAPTER IV: END OF THE CONGRESS

Article 9. Approval of the Resolution of the General Meeting of Shareholders

1. The following resolutions will be passed if approved by the number of shareholders representing 65% or more of the total votes of all shareholders attending the meeting:

- a. Type of shares and total number of shares of each type;
- b. Changing industries, occupations and business fields;
- c. Changing the Corporation's organizational and management structure;
- d. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Corporation's most recent financial report;
- e. Reorganize and dissolve the Corporation;

2. Other resolutions are passed when approved by the number of shareholders holding more than 50% of the total votes of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article.

Article 10. Minutes of the General Meeting of Shareholders

All contents of the General Meeting must be recorded by the General Meeting Secretary in the Minutes of the Meeting, read aloud before the closing of the Meeting, and archived in the Minutes Book of the Corporation.

This regulation consists of 04 chapters and 10 articles, taking effect immediately after being approved by the General Meeting and applying immediately to the organization of the 2026 Annual General Meeting of Shareholders of Nam Dinh Textile Garment Joint Stock Corporation.

**ON BEHALF OF THE BOD
CHAIRMAN**

Pham Van Tan



**NAM DINH TEXTILE GARMENT
JOINT STOCK CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /BC-HĐQT-DMNĐ

Ninh Binh, April 22nd, 2026

DRAFT

REPORT

BOARD OF DIRECTORS' ACTIVITIES IN 2025 ORIENTATION FOR ACTIVITIES IN 2026

I. BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Board of Directors Personnel

The Board of Directors (BOD) of Nam Dinh Textile Garment Joint Stock Corporation for Term IV (2023-2028) consists of 07 members. In 2025, there were no changes in personnel.

As of now, the list of BOD members is as follows:

No	Full Name	Position
1	Mr. Phạm Văn Tân	Chairman of the BOD
2	Mr. Phạm Xuân Trình	Member of the BOD
3	Mr. Vũ Ngọc Tuấn	Member of the BOD - General Director
4	Mr. Nguyễn Xuân Vũ	Member of the BOD - Deputy General Director
5	Mrs. Nguyễn Thị Khánh	Member of the BOD - Deputy General Director
6	Mr. Nguyễn Mạnh Hùng	Member of the BOD - Deputy General Director
7	Mr. Nguyễn Văn Miêng	Member of the BOD

2. Corporate Governance Situation

Successfully organized the 2025 Annual General Meeting of Shareholders for Term IV (2023–2028) on April 24, 2025, in compliance with the Law on Enterprises and relevant regulations.

In 2025, the Board of Directors held regular meetings in accordance with regulations as well as ad hoc meetings based on production and business needs, with a total of 13 meetings. Through these meetings, the Board issued resolutions and decisions with the following key contents:

- Developing the plan for organizing the 2025 Annual General Meeting of Shareholders;
- Approving the 2025 production and business plan;
- Reviewing the implementation of production and business plans on a quarterly, semi-annual, nine-month, and annual basis, and setting orientations for business operations;
- Approving loan plans with banks including BIDV, MBBank, VietinBank, PVcomBank, as well as contracts within its authority;

- Approving the divestment policy of the Corporation at Garment IV Joint Stock Company;

- Approving appointments and nominations of capital representatives and the Supervisory Board at Garment 1, IV, 5 Joint Stock Companies;

- Approving the appointment of managerial personnel within the Corporation.

3. Results of the Board of Directors' Supervision of the Board of Management (BOM) and Management Staff

- The Board of Directors holds regular meetings to review the implementation of resolutions of the Annual General Meeting of Shareholders as well as resolutions and decisions issued in previous meetings, while setting directions for subsequent periods.

- The Board of Directors continuously supervises the implementation of AGM resolutions, as well as its own resolutions and decisions, and monitors the execution of production and business plans; it requires the Executive Board to report monthly on business performance and promptly proposes solutions to improve operational efficiency.

- The Board of Directors regularly reminds the Executive Board to carry out reporting and information disclosure in compliance with current legal regulations applicable to public companies.

As a result, under the direction and supervision of the Board of Directors, the Executive Board has demonstrated strong commitment and made significant efforts to fulfill its assigned tasks despite facing numerous challenges in production and business activities.

4. Evaluation of the Board of Directors' Activities in 2025

In 2025, despite extremely challenging conditions, the Board of Directors and the Executive Board leveraged collective strength and made significant efforts in leadership and management to enhance production capacity and continue developing new products across the integrated Spinning – Weaving – Dyeing – Garment value chain. Specifically:

- Regarding corporate governance:

- Continuing to innovate advanced management methods while making adjustments to improve production capacity at the two spinning mills, Tô Hiệu and Hòa Xá;

- Receiving additional support in both managerial and direct production management personnel for the spinning sector from Vietnam National Textile and Garment Group and leading industry units;

- Coordinating with the Spinning Business Division of Vietnam National Textile and Garment Group to further improve the spinning management operating system;

- Implementing 5S and production management practices in the Dyeing division to ensure standards for new product manufacturing.

- New product development: The Corporation continued to collaborate with Vietnam National Textile and Garment Group and experts from the Coats Group to successfully produce flame-retardant fabric products, fully meeting Coats' standards for production and export eligibility.

The year 2025 was still considered a relatively challenging year, with many uncertainties arising from inflation, geopolitical conflicts, tight monetary policies, and trade protectionist measures. In that context, members of the Board of Directors, within their assigned roles and responsibilities, remained dedicated and accountable, successfully fulfilling their duties and making positive contributions to the Corporation's business development strategy.

The Board of Directors consistently stayed close to practical conditions, leveraging the Corporation's strengths as well as those of individual members to provide direction and guidance for the Executive Board in implementing the targets and tasks set out by the 2025 Annual General Meeting of Shareholders.

Although business results remain modest, the Board of Directors and the Executive Board have brought the Corporation's operations back to a balanced state after a prolonged period of difficulties. With continued production, stable employee livelihoods, and the retention of the workforce, there is a solid basis for confidence in the Corporation's further recovery in the coming period.

II. RESULTS OF THE IMPLEMENTATION OF THE 2025 AGMOS RESOLUTIONS

1. Business and Production Results in 2025 – Parent Company

No	Indicator	Unit	Plan for 2025	Actual Performance in 2025	Rate % Plan	Rate % 2024
1	Industrial Production Value	bil vnd	805,1	759,5	94%	92%
2	Total Revenue	bil vnd	840,8	1.033,4	123%	82%
3	Profit Before Tax	bil vnd	-	0,2		
4	Average Salary	mil vnd/p per month	9,13	9,38	103%	116%
5	Dividend Distribution	%	0%	0%		

2. Key Financial Indicators

Unit: mil vnd

Indicator	Code	Parent Company		Consolidated	
		31/12/2024	31/12/2025	31/12/2024	31/12/2025
ASSETS		870.259	891.882	933.661	945.571
I. Current assets	100	331.628	397.510	370.701	439.263
1. Cash	110	24.148	16.761	29.526	24.366
2. Short-term financial investments	120	24.012	20.986	28.532	28.506

Indicator	Code	Parent Company		Consolidated	
		31/12/2024	31/12/2025	31/12/2024	31/12/2025
3. Accounts receivable - short-term	130	172.853	187.307	163.539	178.351
4. Inventories	140	108.598	168.965	140.352	197.627
5. Other current assets	150	2.017	3.491	8.752	10.413
II. Long-term assets	200	538.631	494.372	562.960	506.308
1. Accounts receivable - long-term	200	4.257	3.944	4.257	3.944
2. Fixed assets	220	439.105	387.426	479.511	421.197
3. Investment property	230	4.054	3.643	5.119	4.525
4. Long-term work in progress	240	18.166	19.550	18.166	19.550
5. Long-term financial investments	250	64.495	66.711	46.419	43.514
6. Other long-term assets	260	8.554	13.098	9.488	13.578
RESOURCES		870.259	891.882	933.661	945.571
I. Liabilities	300	820.892	842.269	873.561	890.761
1. Current liabilities	310	559.931	620.051	609.808	666.730
2. Long-term liabilities	330	260.961	222.218	263.753	224.031
II. Equity	400	49.367	49.613	60.100	54.810
1. Share capital	411	156.400	156.400	156.400	156.400
2. Investment and development fund	418	92.139	92.139	96.374	96.646
3. Accumulated losses	421	-199.172	-198.926	-200.548	-205.726

3. The BOD directs the BOM in business and production activities

- Market development: Proactively developing markets while maintaining effective coordination with the Group and strong member units within the Group to develop markets along the integrated value chain.

- Investment activities: Focusing on in-depth and supplementary investments to enhance existing production capacity across the Spinning, Weaving, Dyeing, Garment, and Towel sectors in order to improve competitiveness.

- Organizational development: Continuing to refine the organizational structure, applying advanced production models; implementing decentralization and delegation; appointing personnel and arranging labor in a scientific and efficient manner; recruiting high-level talent and developing competitive remuneration policies to attract young, high-quality managerial and technical staff.

- Financial management:

- Restructuring capital sources to strengthen production and business activities; continuing to expand relationships with commercial banks; implementing financial solutions in line with the Group's overall programs; ensuring capital balance for both production and investment activities.

- Strengthening cost management; effectively utilizing accounting and management software systems to monitor the implementation of production and business plans across the Corporation.

- Production and business activities by divisions:

- Spinning Division:
 - Diversifying export markets, expanding beyond China to markets such as FDI sectors, Thailand, the Philippines, etc.; increasing internal consumption and effectively tapping the domestic market;
 - Focusing on production management under a new model, while strictly managing costs, inventories, and receivables;
 - Ensuring an optimal product mix, improving both quality and output of yarn products;
 - Upgrading and completing digitalization in operations and production-business management.
- Weaving, Dyeing, and Towel Division:
 - Weaving: Maximizing equipment capacity; researching and developing new and high-end products; conducting pilot production and moving toward mass production of flame-retardant fabrics; implementing cost-saving measures to reduce production costs;
 - Dyeing: Implementing the 5S program; researching and investing in suitable equipment for flame-retardant and high-quality products; enhancing production capacity and expanding markets;
 - Towel: Reorganizing production toward greater concentration, improving efficiency and product quality, and effectively expanding export markets.
- Garment Division: Developing programs to expand the garment production system; implementing solutions to secure orders and maintain stable production operations.
- Supporting Divisions: Maintaining stable operations, effectively leveraging potential and advantages, and expanding service offerings to enhance overall business efficiency.

III. BUSINESS ORIENTATION FOR 2026

The year 2026 is identified as a pivotal year, marking an important transition for the Corporation following a prolonged period of difficulties, toward the goal of stabilization and sustainable development in the time ahead. Accordingly, the Board of Directors will focus on implementing several key priorities:

1. Directing the Executive Board to fulfill the production and business targets for 2026 and subsequent years.

2. Strengthening market development:

- Expanding markets, particularly export markets, and diversifying the customer base; closely coordinating with functional departments of the Group and leading industry units to deepen participation in the textile and garment supply chain.

- Increasing internal consumption within the integrated supply chain: Spinning – Weaving/Towel – Dyeing, progressing toward Garment production.

- Promoting the production and export of flame-retardant products.

3. Implementing advanced production management:

- Restructuring and further improving the organizational and management structure of the Corporation and its member units toward a lean and efficient model;
- Developing advanced management systems and applying digital transformation;
- Researching and applying modern management models to enhance productivity, quality, and efficiency.

4. Investment and development:

- Focusing on strengthening production capacity in Spinning and Dyeing; studying investments to expand and enhance capacity in Weaving and Towel production;
- Continuing to build the brand and invest in depth in the Garment sector;
- Maximizing the advantages of supporting and service divisions;
- Continuing to implement component projects when resources are available and aligned with relocation progress.

5. Planning human resources for investment projects of the Corporation and its member units; developing appropriate mechanisms to recruit young, highly qualified management personnel, rejuvenate the direct workforce, and focus on training.

6. Improving working conditions and enhancing both material and spiritual well-being, as well as employee benefit policies.

The above is the report on the BOD's performance in 2025 and the strategic direction for key tasks in 2026.

Respectfully submitted to the Annual General Meeting of Shareholders 2026 for consideration and approval.

Sincerely!

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOD.

**ON BEHALF OF THE BOD
CHAIRMAN**

Pham Van Tan



No: /BC-DMNĐ

Ninh Binh, April 22nd, 2026

REPORT OF THE BOARD OF MANAGEMENT
Business Performance in 2025 and Business Plan for 2026

A. BUSINESS OPERATIONS IN 2025

In 2025, the global economy in general, and the textile and garment industry in particular, entered a recovery phase, although significant uncertainties remain. The lingering impacts of inflation, geopolitical conflicts, and tight monetary policies have not been fully resolved, keeping global economic growth at a moderate level. Consumer demand in key markets such as the United States and Europe has recovered slowly due to inflationary pressures, high capital costs, and the increasing trend of trade protectionism, while Asia continues to play a central role in the global textile and garment production and supply chain.

In this context, Vietnam's textile and garment industry faces a mix of opportunities and challenges. Orders have shown signs of returning, particularly in the mid- to high-end segments that meet green and sustainable production standards. However, price competition is becoming increasingly intense. Requirements for compliance with environmental and social standards, traceability, and rising input costs continue to pose significant challenges for enterprises, including Nam Dinh Textile Garment Joint Stock Corporation. Specifically:

I. KEY PERFORMANCE RESULTS IN 2025

No	Indicator	Unit	Actual Performance in 2024	Year 2025		Rate (%)	
				Plan	A.P	Vs Plan	Yoy
A	B	C	I	2	3	4=3/2	5=3/1
1	Industrial Production Value						
-	Consolidated	bil vnd	996,2	1.047,8	868,3	83%	87%
-	Parent Company	bil vnd	823,0	805,1	759,5	94%	92%
2	Total Revenue						
-	Consolidated	bil vnd	1.439,5	1.096,5	1.136,3	104%	79%
-	Parent Company	bil vnd	1.267,7	840,8	1.033,4	123%	82%
3	Export Turnover (Fully calculated)	1,000 usd	29.990	34.329	16.194	47%	54%
4	Production output						
-	All types of Yarn	ton	10.052	12.700	13.355	105%	133%
-	All types of Fabric	1,000 m	16.948	20.392	19.704	97%	116%
-	All types of Towels	ton	569	740	697	94%	122%

No	Indicator	Unit	Actual Performance in 2024	Year 2025		Rate (%)	
				Plan	A.P	Vs Plan	Yoy
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4=3/2</i>	<i>5=3/1</i>
-	All types of Garment	1,000 pcs	1.405	179	145	81%	10%
5	Profit Before Tax						
-	Consolidated	bil vnd	-96,1	-	-3,3		
-	Parent Company	bil vnd	-79,9	-	0,2		
6	Dividend Distribution	%	0%	0%	0%		
7	Average Personnel	people	983	969	931	96%	95%
8	Average Salary	mil vnd/p per month	8,08	9,13	9,38	103%	116%

II. IMPLEMENTATION OF KEY TASKS IN 2025

1. Production, Business, and Market Development

1.1. Spinning Division

- Production:

- Reorganizing and optimizing the machinery and equipment system by structuring production lines according to specific product groups.
- Controlling the consumption of raw materials and electricity, contributing to cost reduction and improved production efficiency.
- Continuously improving product quality to better meet the increasingly stringent requirements of customers.
- Proactively and flexibly adjusting technological lines and equipment to accommodate orders with diverse material compositions, while ensuring on-time delivery.

- Market Development:

- Proactively expanding and diversifying export markets to minimize the risks associated with dependence on a single market.
- The product mix is flexibly adjusted in line with market developments and customer requirements. Hòa Xá, in addition to 100% cotton yarn, is capable of producing PE, TC, and TCM, while Tô Hiệu also focuses on improving product quality to meet the requirements of export orders.
- Developing high-quality compact yarn (CD) that meets traceability requirements, thereby creating competitive advantages for customers, especially FDI supply chains exporting to the United States.
- Closely coordinating with the Vinatex–Coats Project Board in researching and developing high value-added flame-retardant yarn products.

1.2. Weaving, Towel Weaving, and Dyeing Division

- The 2025 plan was developed in close alignment with actual conditions and accurately forecast market trends; decisive implementation from the beginning of the year has enabled the Weaving, Dyeing, and Towel divisions to operate effectively.

- Market research has been strengthened, leading to the introduction of various new high value-added products into production and sales, notably the Jandai product lines.
- The laboratory equipment system has been synchronously and modernly invested in, ensuring consistent quality from testing to production stages.
- Fully leveraging the advantages of the integrated supply chain to produce finished goods efficiently, with the proportion of finished fabric reaching 25%.
- Flexibly combining planned finished goods production with outsourcing orders, ensuring stable operation of production lines in a closed three-shift system.
- Production is regulated appropriately, with effective inventory control.
- Workers demonstrate strong compliance with labor discipline; factory hygiene and equipment maintenance are carried out regularly.
- The wastewater treatment system is periodically maintained and cleaned, ensuring stable operation and compliance with environmental standards.
- The customer base remains relatively stable and well-aligned with the unit's current production capacity and technological capabilities.

1.3. Garment Division

- Production plans are developed in close alignment with orders and the actual capacity of each sewing line, ensuring on-time delivery and product quality.
- Line management is carried out flexibly, with regular monitoring of output and quality indicators, contributing to improved labor productivity and reduced defect rates.
- The management of materials and accessories, as well as control of production costs, is strengthened to minimize waste and lower product costs.
- Emphasis is placed on improving production processes, enhancing workers' skills through training, and ensuring occupational safety, thereby building a stable and efficient working environment.
- Investment in machinery and equipment is aligned with product requirements to enhance productivity and production efficiency.

1.4. Services and Supporting Divisions: have maintained stable operations and consistent efficiency.

2. Financial Management

Amid prolonged accumulated losses and an imbalance in long-term funding sources, the Corporation's financial situation continues to face significant challenges: credit limits at commercial banks have been reduced, borrowing interest rates remain

high, and the USD/VND exchange rate has continuously increased while outstanding USD-denominated loans remain substantial, placing persistent pressure on cash flow.

Regarding compliance with State regulations, the Corporation has completed the finalization of its separate and consolidated audited financial statements for 2025, as well as the settlement of taxes, insurance, and other obligations in accordance with applicable regulations.

3. Human Resources Management

- Developing workforce planning, assessing succession candidates as well as young technical and professional staff with strong qualifications and capabilities, and sending them to participate in specialized training programs.

- Implementing cross-training across positions, from management staff to production workers and maintenance personnel, to enhance managerial capacity, professional expertise, and problem-solving skills.

- Increasing employee income compared to 2024: the average income across the system reached VND 9.4 million per person per month; the Parent Company alone achieved VND 9.8 million per person per month.

- Strengthening employee retention through reviewing and adjusting remuneration policies to better align with actual conditions and approach market benchmarks: ensuring transparency in salary payments and implementing various employee welfare initiatives.

- Actively promoting recruitment communications and diversifying outreach channels through social media, distribution of leaflets in residential areas and vocational training institutions; at the same time encouraging employees to actively refer new workers.

4. Other Activities

- Effectively ensuring employee welfare and supporting production activities; providing primary healthcare services and implementing preventive measures against seasonal diseases.

- Fire and explosion prevention, storm and flood control, security, and safety have been consistently maintained in a stable manner across the Corporation.

*** Overall Assessment:**

In 2025, Nam Dinh Textile Garment Joint Stock Corporation achieved positive results in innovating its management approach, gradually stabilizing its production and business system, and laying an important foundation for continued development in the coming period.

B. BUSINESS PLAN FOR 2026

I. KEY BUSINESS TARGETS FOR 2026

No	Indicator	Unit	Actual Performance in 2025	Business Plan for 2026	Rate (%) 2026/2025
1	Total Revenue				
-	Consolidated	bil vnd	1.136,3	1.200,0	106%
-	Parent Company	bil vnd	1.033,4	1.044,1	101%
2	Export Turnover (Fully calculated)	1,000 usd	16.194	18.543	115%
3	Production output				
-	All types of Yarn	ton	13.355	16.604	124%
-	All types of Fabric	1,000 m	19.704	23.600	120%
-	All types of Towels	ton	697	772	111%
-	All types of Garment	1,000 pcs	145	152	105%
4	Profit Before Tax				
-	Consolidated	bil vnd	-3,3	9,0	
-	Parent Company	bil vnd	0,2	6,8	
5	Dividend Distribution	%	0%	0%	
6	Average Personnel	people	931	985	106%
7	Average Salary	mil vnd/p per month	9,38	10,22	109%

II. KEY SOLUTIONS FOR BUSINESS OPERATIONS IN 2026

The year 2026 is identified as a pivotal year, marking an important transition for the Corporation following a prolonged period of difficulties, toward the goal of stabilization and sustainable development in the time ahead.

1. Direction and Management

- Thoroughly implementing the management principle of being decisive – disciplined – scientific – efficient; upholding the roles and responsibilities of leaders, ensuring consistency in direction from the Corporation to its member units.

- Reviewing and developing competitive income, salary, and welfare mechanisms closely linked to productivity, quality, and work performance, in order to retain the existing workforce while attracting new employees, particularly highly skilled and qualified personnel.

- Improving the performance evaluation system for each department and unit in a transparent, quantitative, and synchronized manner, based on the development of KPI frameworks tailored to the specific characteristics of each production and functional area, serving as a key basis for remuneration, rewards, and appropriate resource allocation.

- Promoting decentralization and delegation alongside effective control mechanisms to enhance the autonomy of subordinate units, while applying technology

in management, reporting, and supervision to improve decision-making speed and governance efficiency.

- Strengthening coordination across production, technical, financial, human resources, and business functions to ensure that the Corporation's overall objectives are implemented consistently, synchronously, and effectively.

2. Spinning Division

Alongside the implementation of production management solutions aimed at enhancing productivity, ensuring quality, and optimizing costs, the 2026 action program of the Natexco Yarn Division will focus on strengthening and developing business operations, expanding and diversifying markets, accessing new customer segments, and developing specialized product lines.

3. Weaving, Towel Weaving, and Dyeing Division

- Increasing the proportion of finished fabric and maximizing the advantages of the integrated value chain.
- Focusing on research and development of flame-retardant fabric products.
- Studying investment in expansion to raise the capacity of the Towel Factory to 100 tons per month

4. Garment Division

- Diversifying markets and product portfolios; reducing the proportion of orders from the European market while increasing the share of the South Korean market; at the same time, proactively negotiating with Chinese customers on the basis of strict risk control.

- Leveraging internal strengths and promoting production activities in a fast – flexible – decisive manner, fostering alignment and strong determination across the entire system.

To implement the aforementioned production and business plan, from the beginning of the year the Corporation's Executive Board has introduced a number of solutions aligned with available resources, production conditions, and actual market circumstances. At present, although both production activities and business performance have shown positive signs, the market still contains many uncertainties and remains difficult to predict due to policies of major economies and escalating geopolitical tensions.

The Board of Management respectfully submits this business plan to the General Assembly of Shareholders for review, discussion, and approval of the 2026 targets.

On behalf of the Board of Management, we extend our best wishes for health, happiness, and success to all distinguished guests and shareholders.

Sincerely,

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOM.

GENERAL DIRECTOR

Vu Ngoc Tuan

No. /TTr-HĐQT-DMNĐ

Ninh Binh, April 22nd, 2026

PROPOSAL

Regarding the Approval of the Audited 2025 Financial Statements

DRAFT

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter of Nam Dinh Textile Garment Joint Stock Corporation;

The Board of Director (BOD) respectfully submits to the Annual General Meeting of Shareholders for approval of the 2025 Financial Statements of Nam Dinh Textile Garment Joint Stock Corporation, which have been audited by KPMG Limited Liability Company, Vietnam, as follows:

1. The Separate Financial Statements for 2025 have been audited according to Audit Report No. 25-02-00256-26-1 issued on March 30, 2026.
2. The Consolidated Financial Statements for 2025 have been audited according to Audit Report No. 25-02-00256-26-2 issued on March 30, 2026.

Key contents: Attached as appendices.

The entire content of the aforementioned 2025 Separate and Consolidated Financial Statements has been audited and disclosed on the websites of the State Securities Commission, the Hanoi Stock Exchange, and the Corporation's website at the following link: <https://natexco.com.vn> on March 31, 2026.

We respectfully submit this to the General Meeting of Shareholders for review and approval.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOD.

Pham Van Tan



**NAM DINH TEXTILE GARMENT
JOINT STOCK CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ninh Binh, April 22, 2026

**REPORT ON SOME FINANCIAL INDICATORS AND BUSINESS RESULTS IN 2025
(PARENT COMPANY REPORT)**

Currency: Vietnamese Dong

INDICATORS	Code	2025	2024	2025/2024 (%)
A- Financial situation of the Corporation				
I. Current assets	100	397,510,162,577	331,627,772,297	120%
In which 1. Cash and cash equivalents	110	16,760,873,943	24,147,782,192	69%
2. Short-term financial investment	120	20,985,728,457	24,012,000,438	87%
3. Short-term receivables	130	187,306,833,873	172,853,289,394	108%
4. Inventory	140	168,965,387,831	108,597,745,811	156%
5. Other current assets	150	3,491,338,473	2,016,954,462	173%
II. Long-term assets	200	494,371,643,910	538,630,799,025	92%
In which 1. Long-term receivables	210	3,943,441,949	4,257,082,133	93%
2. Fixed assets	220	387,425,462,856	439,104,587,016	88%
3. Investment real estate	230	3,643,397,561	4,054,402,410	90%
4. Long-term unfinished assets	240	19,549,900,011	18,166,093,664	108%
5. Long-term financial investment	250	66,711,031,520	64,494,416,520	103%
6. Other long-term assets	260	13,098,410,013	8,554,217,282	153%
Total assets (270=100+200)	270	891,881,806,487	870,258,571,322	102%
III. Liabilities	300	842,268,441,840	820,891,433,844	103%
1. Short-term debt	310	620,050,978,635	559,930,952,051	111%
2. Long-term debt	330	222,217,463,205	260,960,481,793	85%
IV. Equity	400	49,613,364,647	49,367,137,478	100%
1. Owner's equity	411	156,399,760,000	156,399,760,000	100%
2. Development investment fund	418	92,139,112,037	92,139,112,037	100%
3. Undistributed profit after tax	421	(198,925,507,390)	(199,171,734,559)	100%
Total capital (440=300+400)	440	891,881,806,487	870,258,571,322	102%
B- Business results				
1. Total Revenue		1,033,441,453,426	1,267,753,258,710	82%
2. Total Cost		1,033,195,226,257	1,347,724,708,744	77%
In which:				
Cost of goods sold		942,647,039,734	1,229,167,001,696	77%
Financial costs		58,508,218,429	79,115,631,373	74%
Cost of sales		9,828,983,401	14,155,474,434	69%
Business management costs		22,064,895,416	24,984,457,882	88%
Other costs		146,089,277	302,143,359	48%
3. Profit before tax		246,227,169	(79,971,450,034)	0%
4. Profit after tax		246,227,169	(135,365,803,991)	0%
C- Status of implementation of state budget obligations				
Total budget paid in the year		13,091,052,024	33,849,103,129	39%

CHIEF ACCOUNTANT

GENERAL DIRECTOR

Đinh Thị Thu Hương

Vũ Ngọc Tuấn



**NAM DINH TEXTILE GARMENT
JOINT STOCK CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Binh, April 22, 2026

**REPORT ON SOME FINANCIAL INDICATORS AND BUSINESS RESULTS IN 2025
(CONSOLIDATED REPORT)**

Currency: Vietnamese Dong

INDICATORS	Code	2025	2024	2025/2024 (%)
A- Financial situation of the Corporation				
I. Current assets	100	439,262,753,258	370,700,513,819	118%
In which 1. Long-term receivables	110	26,366,314,060	29,525,501,514	89%
2. Short-term financial investment	120	26,505,728,457	28,532,000,438	93%
3. Short-term receivables	130	178,350,343,517	163,538,971,775	109%
4. Inventory	140	197,627,097,531	140,351,833,583	141%
5. Other current assets	150	10,413,269,693	8,752,206,509	119%
II. Long-term assets	200	506,307,850,894	562,960,016,909	90%
In which 1. Long-term receivables	210	3,943,441,949	4,257,082,133	93%
2. Fixed assets	220	421,197,340,372	479,510,624,464	88%
3. Investment real estate	230	4,525,437,274	5,118,669,587	88%
4. Long-term unfinished assets	240	19,549,900,011	18,166,093,664	108%
5. Long-term financial investment	250	43,513,943,843	46,419,254,611	94%
6. Other long-term assets	260	13,577,787,445	9,488,292,450	143%
Total assets (270=100+200)	270	945,570,604,152	933,660,530,728	101%
III. Liabilities	300	890,761,280,835	873,560,627,952	102%
1. Short-term debt	310	666,729,876,181	609,808,059,468	109%
2. Long-term debt	330	224,031,404,654	263,752,568,484	85%
IV. Equity	400	54,809,323,317	60,099,902,776	91%
1. Owner's equity	411	156,399,760,000	156,399,760,000	100%
2. Development investment fund	418	96,646,009,408	96,374,351,760	100%
3. Benefits of uncontrolled shareholders		7,502,029,392	7,886,117,647	
4. Treasury stock		(12,175,488)	(12,175,488)	
5. Undistributed profit after tax	421	(205,726,299,995)	(200,548,151,143)	103%
Total capital (440=300+400)	440	945,570,604,152	933,660,530,728	101%
B- Business results				
1. Total Revenue		1,131,649,124,828	1,437,211,575,023	79%
2. Total Cost		1,134,966,086,500	1,533,281,441,338	74%
In which:				
Cost of goods sold		1,036,499,096,700	1,389,574,847,371	75%
Financial costs		60,359,974,990	83,030,919,912	73%
Cost of sales		12,384,300,268	16,435,685,304	75%

INDICATORS	Code	2025	2024	2025/2024 (%)
Business management costs		30,211,163,069	46,065,008,798	66%
Other costs		150,707,705	451,148,086	33%
Profit in associate		4,639,156,232	2,276,168,133	204%
3. Profit before tax		(3,316,961,672)	(96,069,866,315)	3%
4. Profit after tax		(4,090,916,967)	(96,224,094,811)	4%
C- Status of implementation of state budget obligations				
Total budget paid in the year		15,004,661,593	36,128,005,505	42%

CHIEF ACCOUNTANT

GENERAL DIRECTOR

Đinh Thị Thu Hường

Vũ Ngọc Tuấn



No. 01943/TTr-HĐQT-DMNB

Ninh Binh, April 22nd, 2026

PROPOSAL

Re: Profit distribution plan for 2025

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Charter of Nam Dinh Textile Garment Joint Stock Corporation;
- Pursuant to the 2025 Financial Statements of Nam Dinh Textile Garment Joint Stock Corporation audited according to Audit Report No. 25-02-00256-26-1 March 30, 2026 of KPMG Company Limited.

The Board of Directors (BOD) of Nam Dinh Textile Garment Joint Stock Corporation respectfully submits to the 2026 Annual General Meeting of Shareholders the profit distribution plan and fund allocation for 2025 as follows :

Status	Target	Amount (VND)
1	Total revenue in 2025	1.000.869.432.552
2	Total cost in 2025	1.000.623.205.383
3	Pre-tax profit 2025	246.227.169
4	Income tax 2025	0
5	Profit after tax in 2025	246.227.169
6	Profit after tax in 2024 carried forward to 2025	(199.171.734.559)
7	Total retained earnings	
8	The division plan is as follows:	
8.1	<i>Provision for development investment fund</i>	0
8.2	<i>Provision for bonus and welfare fund</i>	0
8.3	<i>Expected dividend</i>	0
9	Remaining 2025 after-tax profit carried forward to 2026	(198.925.507.390)

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOD.

Pham Van Tan

No. TTr-HDQT-DMND

Ninh Binh, April 22th, 2026

DRAFT

PROPOSAL

**Re: Remuneration of the Board of Directors and Board of Supervisors in 2025
Remuneration plan for the Board of Directors and Board of Supervisors in 2026**

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 of the Socialist Republic of Vietnam;

- Pursuant to the Charter of Nam Dinh Textile Garment Joint Stock Corporation,
The Board of Directors of Nam Dinh Textile Garment Joint Stock Corporation respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the remuneration for the Board of Directors (BOD) and Board of Supervisors (BOS) in 2025 and the remuneration plan for the BOD and BOS in 2026, specifically as follows:

1. Total remuneration for the BOD and BOS in 2025 is:

1.1. Total remuneration for 7 members of the BOD in 2025 is: 444,000,000 VND, including:

- Remuneration for the Chairman of the BOD: 7 million VND/month x 12 months = 84 million VND

- Remuneration for the members of BOD: 5 million VND/month x 6 people x 12 months = 360 million VND

1.2. Total remuneration for 3 members of the BOS in 2025 is: 132,000,000 VND, including:

- Remuneration for the Head of the BOS: 5 million VND x 12 months = 60 million VND

- Remuneration for the members of BOS: 3 million VND/month x 2 people x 12 months = 72 million VND

2. The proposed remuneration plan for members of the BOD and BOS in 2026 is as follows:

- Remuneration for the Chairman of the BOD: 10,000,000 VND/person/month.

- Remuneration for the members BOD: 8,000,000 VND/person/month.

- Remuneration for the Head of the BOS: 8,000,000 VND/person/month.

- Remuneration for the members of BOS: 5,000,000 VND/person/month.

Respectfully submitted to the Annual General Meeting of Shareholders 2026 for consideration and approval.

Sincerely,

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOD.

Pham Van Tan

No: /TTr-BKS-DMNĐ

Ninh Binh, April 22nd, 2026

DRAFT

PROPOSAL

**Regarding the authorization for the Board of Supervisors to select an
Auditing Company for the Corporation's Financial Statements in 2026**

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 of
the Socialist Republic of Vietnam;

- Pursuant to the Charter of Nam Dinh Textile Garment Joint Stock
Corporation,

To ensure the accuracy and objectivity of the 2026 financial statements, after
researching and evaluating auditing companies with the necessary qualifications,
capabilities, and reputations, the Board of Supervisors (BOS) of Nam Dinh Textile
Garment Joint Stock Corporation proposes the following auditing firms:

1. KPMG Vietnam Co., Ltd.;
2. Ernst & Young Vietnam Co., Ltd.;
3. Deloitte Vietnam Co., Ltd.

We respectfully submit to the Annual General Meeting of Shareholders 2026
for consideration and authorization for the BOS to select one of the above auditing
firms to audit the 2026 financial statements of the Corporation, aiming to ensure
quality, efficiency, reasonable costs, and compliance with current legal regulations.

Sincerely,

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Management;
- Departments of the Corp;
- Save by the BOS.

**ON BEHALF OF THE BOS
HEAD OF THE BOARD**

Tran Thi Thu Hang

No: /NQ-DHĐCĐ-DMNĐ

Ninh Binh, April 22nd, 2026

DRAFT ĐỀ THẢO

RESOLUTION

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Nam Dinh Textile Garment Joint Stock Corporation

ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Nam Dinh Textile Garment Joint Stock Corporation (Natexco),
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Natexco dated April 22nd, 2026, which was unanimously approved by the General Meeting,

RESOLVED:

Article 1. The Annual General Meeting of Shareholders 2026 of Natexco unanimously approved the following contents:

1.1. Approval of the Report on the Activities of the Board of Directors (BOD) in 2025 and the Orientation for 2026.

1.2. Approval of the Report on Business Performance in 2025 and the Business Plan for 2026 of the Board of Management (BOM).

1.3. Approval of the 2025 Financial Statements audited by KPMG Limited Company.

1.4. Approval of the Report 2025 Board of Supervisors (BOS).

1.5. Approval of the Profit Distribution Plan and Fund Allocation for 2025:

- Fund allocation: No allocation.
- Dividend distribution ratio: No dividend distribution.

1.6. Approval of the 2026 Business Plan of the Corporation with the following key targets:

No	Target	Unit of measure	2026 Plan
1	Total revenue (excluding VAT)	Billion VND	1.200,00
	<i>In which: Parent company</i>	<i>Billion VND</i>	<i>1.044,06</i>
2	Pre-tax profit	Billion VND	8,97
	<i>In which: Parent company</i>	<i>Billion VND</i>	<i>6,82</i>
3	Dividend payout ratio (Parent company)	%	0%

Authorize the BOD to flexibly adjust the 2026 plan targets in light of global uncertainties.

1.7. Approval of the remuneration scheme for the BOD and the BOS in 2025 and the remuneration plan for 2026.

- Remuneration for the BOD Directors in 2026:

+ Chairman of the BOD: 10,000,000 VND/person/month;

+ Member of the BOD: 8,000,000 VND/person/month.

- Remuneration for the SOB in 2026:

+ Head of the BOS: 8,000,000 VND/person/month;

+ Member of the BOS: 5,000,000 VND/person/month.

1.8. Approval of the authorization for the BOS of the Corporation to select one of the following three independent auditing firms to audit the Corporation's 2026 financial statements:

1) KPMG Vietnam Limited Liability Company;

2) Ernst & Young Vietnam Limited Liability Company;

3) Deloitte Vietnam Limited Liability Company.

Article 2. This resolution has been approved by the Annual General Meeting of Shareholders 2026. Members of the BOD, the BOS, the BOM, departments, member units, and shareholders of the Corporation are responsible for implementing this resolution.

This resolution takes effect from the date of signing./.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- Article 2;

- Save of BOD.

Pham Van Tan