

**HANOI TEXTILE AND GARMENT
JOINT STOCK CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 46 /CV-DMHN

Hanoi, April 16, 2026

INFORMATION DISCLOSURE

To:

- State Securities Commission
- Hanoi Stock Exchange

Company name : **HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**

Stock code: **HSM**

Headquarters: No. 25, Lane 13, Linh Nam Street, Vinh Tuy Ward, Hanoi City.

Phone: (84-4) 38 621 224

Person responsible for disclosing information: Ms. Mai Thi Thanh Binh

Type of information to be disclosed: ☒ 24h ☐ Request ☐ Abnormal ☒ Periodic

Content of the published information:

Hanoi Textile and Garment Joint Stock Corporation announces the information on the 2025 ANNUAL REPORT.

This information is published on the website of Hanoi Textile and Garment Joint Stock Corporation at the following link: <http://www.hanosimex.com.vn/quan-he-co-dong-fpts> on April 16, 2026.

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Attached documents
2025 ANNUAL REPORT

**AUTHORIZED PERSON TO
INFORMATION DISCLOSURE**



Mai Thị Thanh Bình

HANOI TEXTILE AND GARMENT
JOINT STOCK CORPORATION
2025 ANNUAL REPORT



Ha Noi, April 15th, 2026

**HANOI TEXTILE AND GARMENT
JOINT STOCK CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – freedom - Happiness

No.: 47/BC-DMHN

Ha Noi, April 15th, 2026

2025 ANNUAL REPORT

To: - *State Securities Commission*
- *Hanoi Stock Exchange*

Company Name: **HANOI TEXTILE AND GARMENT JOINT STOCK CORPORATION**

Reporting year: **2025**

PART I: GENERAL INFORMATION

I. General information

- Trading name: Hanoi Textile and Garment Joint Stock Corporation
- Business Registration Certificate No.: 0100100826, issued by the Hanoi Department of Planning and Investment, first issued on January 22nd, 2008, and amended for the 12th time on November 24th, 2025.
- Charter capital: VND 205.000.000.000 (Two hundred and five billion Vietnamese dong)
- Owner's capital: VND 205.000.000.000 (Two hundred and five billion Vietnamese dong)
- Address: No. 25, Lane 13, Linh Nam Street, Vinh Tuy Ward, Hanoi City, Vietnam.
- Telephone: 84.24.3862 1225
- Website: www.hanosimex.com.vn
- Securities code: HSM

Establishment and development process

Hanoi Spinning Factory (the predecessor of Hanoi Textile and Garment Joint Stock Corporation) was officially handed over and put into operation on November 21st, 1984. The company has undergone several significant milestones:

0
2
1
F

- April 1990: The Ministry of Foreign Economic Relations allowed Hanoi Spinning Factory to conduct direct import-export activities under the international trade name "HANOSIMEX."
- April 30th, 1991: The Ministry of Light Industry decided to reorganize Hanoi Spinning Factory into Hanoi Spinning and Knitting Enterprise.
- October 1st, 1993: Vinh Spinning Factory (Nghe An) was merged into Hanosimex.
- Year 1994: Construction of Dong My Embroidery & Garment Factory (Thanh Tri District, Hanoi).
- February 17th, 1995: Ha Dong Textile Factory merged into Hanosimex.
- June 19th, 1995: Hanoi Spinning and Knitting Enterprise was renamed Hanoi Textile Company.
- February 28th, 2000: Hanoi Textile Company was renamed Hanoi Textile and Garment Company.
- September 6th, 2005: The Vietnam National Textile and Garment Group merged Hai Phong Textile Production and Export-Import Company into Hanoi Textile and Garment Company.
- Year 2007: Hanoi Textile and Garment Company was transformed into Hanoi Textile and Garment Corporation, operating under a Parent-Subsidiary model.
- January 1st, 2008: Following the government's enterprise reform policy, HANOSIMEX held a General Meeting of Shareholders to transform into Hanoi Textile and Garment Joint Stock Corporation (with the State holding 57,57% of the charter capital).
- Since January 2011: The company relocated all production facilities out of Hanoi's urban areas, establishing new spinning and garment factories in Dong Van (Ha Nam), Nam Dan (Nghe An), and Nghi Loc (Nghe An).

II. Business lines and locations of the business

1. Main business lines

- Manufacturing, trading, and exporting yarn, knitted fabric, knitted garments, and cotton towels.
- Trading cotton raw materials and polyester fiber for the spinning industry.

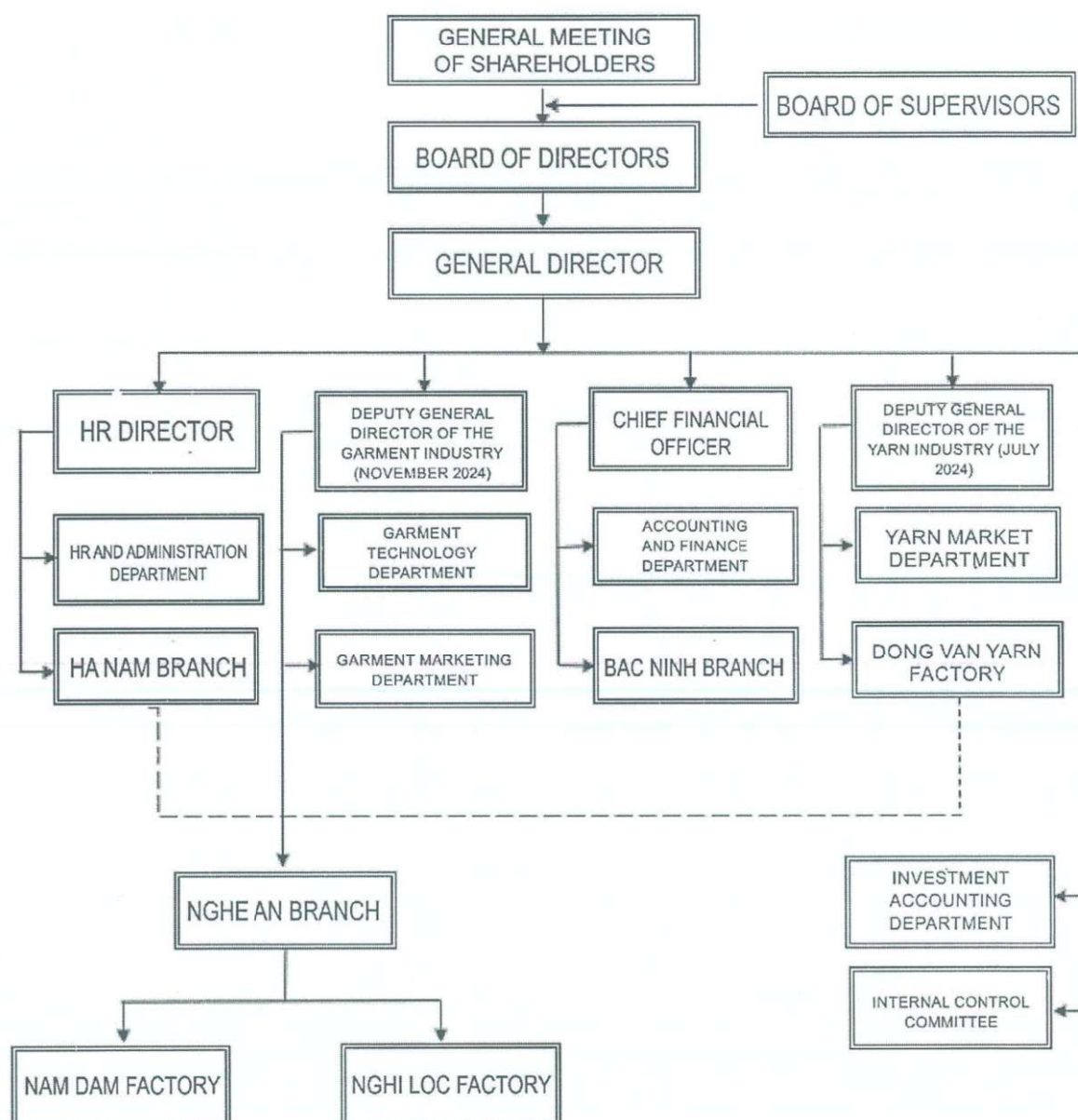
2. Locations of business

- Domestic sales in Vietnam.
- Exporting to the U.S., EU, Japan, South Korea, Egypt, China, Thailand, Chile, etc.

3. Information about governance model, business organization and managerial apparatus

3.1. Governance model

The company is organized as a joint-stock company, headed by the General Meeting of Shareholders, the Board of Supervisors, and the Board of Directors. The Board of Management is led by the General Director, along with the Deputy General Directors, Chief Operating Officer, and Chief Accountant.



3.2. Subsidiaries, associated companies in the Hanosimex system

3.2.1. Ha Dong Hanosimex Textile Joint Stock Company

Address: Lots 2, 3, 4, Dong Van II Industrial Park, Dong Van Ward, Ninh Binh Province, Vietnam.

Phone: 0226.357.9267

Industry: Production and trading of various types of towels

Charter capital: VND 19,5 billion

Hanosimex's contributed capital: VND 10,38 billion (53,23%)

General Director: Mr. Nguyen Quang Ngoc Cellphone: 0912151377

3.2.2. Hai Phong Hanosimex Trading Joint Stock Company

Address: No. 508, Le Thanh Tong Street, Ngo Quyen Ward, Hai Phong City, Vietnam

Industry: Production and trading of fiber, yarn, warehousing, and transportation

Charter capital: VND 10 billion

Hanosimex's contributed capital: VND 5,107 billion (51,07%)

Director: Ms. Pham Thi Van Anh Cellphone: 0913354994

3.2.3. Hanosimex Fashion Joint Stock Company

Address: 1st Floor, Nam Hai Lakeview Building, Lot 1-9A, Vinh Hoang Urban Area, Hoang Mai Ward, Hanoi City

Phone: 84-24-668.39858

Industry: Production and trading of fashion garments

Charter capital: VND 9 billion

Hanosimex's contributed capital: VND 5,85 billion (65%)

Director: Ms. Dinh Thi Thu Hang Cellphone: 0982140876

3.2.4. Hanosimex Knitting Joint Stock Company

Address: Pho Noi B Textile and Garment Industrial Park, Nguyen Van Linh Commune, Hung Yen Province, Vietnam

Phone: 84-0221.358.417

Industry: Production and trading of various fabrics

Charter capital: VND 38 billion

Hanosimex's contributed capital: VND 19,5 billion (51,32%)

Director: Mr. Nguyen Dinh Chieu

Cellphone: 0904851599

4. Development orientations

In the context of the garment and textile export market facing numerous fluctuations, difficulties, and unpredictability, the Corporation has implemented innovations in governance, adjusted its organizational model, promoted market and customer development, and advanced technological innovation and digital transformation in management. The Corporation has deployed various solutions to enhance production capacity and labor productivity at spinning and garment factories, while implementing reductions in production consumption and overall operating costs.

4.1 Key Objectives of the Corporation

- ❖ Garment Industry: The Corporation focuses on garment production at two factories, Nam Dan and Nghi Loc, striving for a labor scale of approximately 1,500 personnel with a target profit of VND 20 million per employee per year.
- ❖ Spinning Industry: Maintain a production scale of 56.000 – 58.000 spindles at the Ninh Binh Branch, with an annual output of 11.800 tons.
- ❖ Concentrate sufficient resources to commence the construction of the Hanosimex Tower multi-purpose building at Times City Urban Area. This is a key project for the Corporation in the 2025-2030 period, aimed at enhancing financial capacity, modernizing facilities, improving management capabilities, and creating a professional and synchronized working environment for the staff.
- ❖ Enhance financial management, maximize profits, and bring practical benefits to shareholders.
- ❖ Implement social responsibility and environmental protection goals through green production, environmental management, and labor management according to international standards.

4.2 Medium and Long-term Development Strategy

- ❖ The Corporation adjusts and builds a lean, effective, and efficient organizational model; enhances the roles, authorities, and synchronized responsibilities of members of the executive body, branch directors, and factory managers to innovate governance, perfect employee remuneration mechanisms, increase labor productivity, invest in automated machinery and equipment, improve processes, standardize operations, and apply advanced management tools.
- ❖ Maintain and develop markets, seek new customers. Consider product quality assurance as the number one priority to maintain a stable supply chain for customers as well as affirm the enterprise's competitiveness. Ensure proactive orders for factory production plans, maintain quality stability, reduce costs, and create sustainable efficiency.

- ❖ Strengthen investment and application of scientific and technical progress and information technology. Invest in modern, automated machinery and equipment to reduce dependence on labor and enhance productivity, creating a competitive advantage.
- ❖ Focus on human resource development, applying training and retraining plans for employees; provide professional and management training for high-quality personnel. Leverage human resources to grow labor productivity, innovate policies to motivate employees, strengthen welfare regimes, and ensure the material and spiritual life of workers, especially direct production workers.
- ❖ Continue to effectively implement environmental work, fire prevention and fighting, security and order, explosion prevention, food safety, and occupational safety to ensure the Corporation's business operations.

4.3 Objectives for environment, community, and society

- ❖ The Corporation maintains stable business operations, creating job opportunities as well as providing increasingly better income for employees.
- ❖ Focus on taking care of the material and spiritual lives of employees, effectively implementing welfare regimes for staff, coordinating with mass organizations to promote emulation movements in production, and continuously improving employee welfare programs.
- ❖ Commitment to creating safe working conditions in accordance with legal regulations, helping employees feel secure in their work and maximize their potential. The goal is to ensure high efficiency and increased labor productivity through building a healthy, civilized, and advanced working environment. Facilitate the activities of political and socio-professional organizations within the Corporation, such as the Party, Trade Union, and Youth Union.
- ❖ The Corporation always aims towards the labor community and social security, upholding humanity as a core cultural value; sharing and supporting disadvantaged personnel as well as contributing to and assisting people in difficult circumstances and those in remote areas.
- ❖ The Corporation strictly adheres to and acts in accordance with legal regulations, especially regarding environmental issues, ensuring that all production activities of the Corporation comply with legal provisions and standards.

5. Key Risks

5.1 Economic Risks

In 2025, the global and regional situation continued to develop in a complex and unpredictable manner; strategic competition between major powers, the Russia-Ukraine conflict, and political crises and wars in the Middle East took place intensely. The global economy and many countries were affected by the reciprocal tariff policies of the United

States administration; global financial and monetary markets, gold prices, fuel, commodities, and transportation costs fluctuated sharply and continuously.

Domestically, the economy recovered and developed stably, inflation was kept at a low level, and trade grew, with Vietnam moving toward the group of 15 countries with the largest trade scale in the world. However, the production of enterprises still faced many difficulties due to weak market demand and rising input costs such as electricity, wages, social insurance, and logistics; enterprises still found it difficult to access capital from banks.

The Vietnam Textile and Garment industry in 2025 was more favorable than in 2024. Production and business results improved thanks to abundant garment orders due to a shift in orders from competing countries to Vietnam; textile and garment export turnover is projected to increase by over 11% compared to the previous year.

For Hanoi Textile & Garment Joint Stock Corporation in 2025, leadership, management, and corporate governance activities underwent many innovations that brought positive effects, although these are only in the initial stages.

5.2 Tariff Risks

In 2025, Vietnamese textile and garment enterprises faced significant tariff risks as the U.S. could apply reciprocal tariffs, particularly concerning the origin of raw materials imported from China/South Korea. Strict regulations on "greening" and origin fraud, along with the possibility of being subject to high tariffs of up to 40%, caused supply chain disruptions, forcing enterprises to diversify markets and implement digital transformation.

The heavy reliance on the U.S. market means that any change in its trade policy creates a strong ripple effect, directly affecting orders, profits, and the jobs of millions of workers in the industry.

Given that situation, in 2025, the Corporation focused on developing the production chain from spinning - weaving - dyeing - garment to proactively manage market origin, increase the proportion of yarn exports to more demanding markets like Japan, and participate in supply chains with other units in the industry. During the year, the transition to producing Recycled yarn helped the factory have proactive production plans and optimize output and quality.

For the Garment sector: The consumer market showed better signs than in 2024. The Corporation capitalized on opportunities before the U.S. tariff policies took effect to maximize exports. Therefore, the Corporation's Garment sector in 2025 achieved certain efficiency, shifting from a loss in 2024 to a profit in 2025. However, labor productivity and production-business efficiency remained lower than many other units in the same industry.

5.3 Resource Risks

The implementation of regimes and policies for employees is always a priority for the Corporation. However, the textile and garment industry in general, and the Corporation in particular, is not yet truly attractive to workers and faces strong competition from other processing industries such as assembly and electronics; therefore, attracting additional labor remains limited.

Despite facing personnel challenges, the Corporation made efforts to maintain jobs and stable income for all staff, while applying reasonable remuneration, salary, bonus, and welfare policies to attract and retain employees. However, to ensure sustainable development, the Corporation needs to continue improving labor management, promoting training and vocational skill development for workers, and optimizing labor costs in the context of a competitive labor market.

5.4 Competitive Risks

The Vietnamese textile and garment industry always faces competition regarding raw materials and pricing from major exporting countries such as China, India, Indonesia, and Cambodia, which provide raw materials at lower prices, thereby creating a significant competitive advantage. Bangladesh is one of Vietnam's main competitors in textile and garment exports. To maintain competitiveness, textile and garment enterprises, especially Hanoi Textile & Garment Joint Stock Corporation, need to constantly improve labor productivity, apply advanced technology to production, and simultaneously strengthen human resource management and sustainable market development to minimize production costs and enhance competitiveness in the international market.

5.5 Other Risks

Besides risks related to the market, raw materials, and tariffs, Hanoi Textile & Garment Joint Stock Corporation also faces uncontrollable risks such as epidemics, natural disasters, fires, explosions, and other unexpected incidents. These factors can cause major disruptions to production activities, affecting business efficiency, the safety of employees, as well as the Corporation's assets.

In this context, the Corporation always proactively monitors and captures timely information regarding the surrounding environment, including natural factors and epidemics that could affect the Corporation's operations. The Corporation has developed contingency scenarios to respond flexibly to all emergency situations, from natural disasters to incidents caused by fires, explosions, epidemics, or other force majeure factors. These scenarios help ensure the continuity of business operations while minimizing damages to the Corporation.

PART II: OPERATIONS IN THE YEAR 2025

1. SITUATION OVERVIEW

1.1 Textile Industry

- In 2025, the consumer market faced numerous difficulties in both domestic and export markets. The gradual decrease in raw material prices over time was also a key factor affecting yarn prices in the market. Raw material preparation was more favorable than in previous years, creating conditions for stable production.
- The Ninh Binh Branch was restructured into a single management level and granted more autonomy, creating better work motivation for the entire system, better team coordination, and increased efficiency in handling general tasks within the spinning industry.
- Yarn quality was maintained stably according to Hanosimex standards, upholding its reputation with customers.
- Production cost reduction in the spinning industry was maintained regularly and continuously, thereby increasing market competitiveness

1.2 Garment Industry

- The Garment Industry focused on closely monitoring market information, customers, and updates from the Vietnam National Textile and Garment Group (Vinatex) and the Garment Division to plan order reception and develop production schemes suitable for the workers' conditions and skill levels.
- Production management has improved with support from Hue Textile Garment Joint Stock Company. Garment production has begun to show efficiency.
- Factories have proactively reorganized production models, reduced indirect labor, and rearranged management personnel to adapt to the new situation. The Nghe An Branch also changed its operating model starting from November 1, 2025.
- Product quality at the garment factories generally meets customer requirements well. The quality management system has seen significant improvements and operates effectively in accordance with customer standards.
- The Corporation continues to invest in renovating factory workshops and repairing/upgrading various items to serve factory audits, improve the environment, and enhance working conditions for laborers at the garment factories.

1.3 Knitting, Dyeing, and Weaving Industry

Knitting:

In 2025, Hanosimex Knitting Joint Stock Company continued its commercial business activities, leasing out all workshops, machinery, and equipment. The company has cut losses and improved efficiency.

Towel Weaving

Ha Dong Hanosimex Weaving Joint Stock Company's production and business activities in 2025 saw relatively good orders, with production running at full capacity.

- Production capacity has been optimized. The company proactively transacted and negotiated with partners to secure orders with the most suitable unit prices. The company continued to increase domestic orders.

- Input costs remained fairly stable; the company reduced production costs, resulting in effective business operations.

- Newly invested equipment (Tumble dryer, 4 air-jet looms, 1 knotting machine) was installed and put into effective use. This increased productivity and product quality while reducing the labor required for machine operation.

2. BUSINESS PERFORMANCE RESULTS - YEAR 2025

2.1 Performance of Key Targets

No	TARGETS	UNIT	IMPLEMENTATION 2024	Resolution of the 2025 Annual General Meeting	IMPLEMENTATION BY 2025	%Imp 2025/ Plan2024	%Imp/Res General Meeting of Shareholders 2025
1	Charter capital	Millions VND	205.000	205.000	205.000	100%	100%
2	Consolidated Revenue-Income	Millions VND	1.173.218	1.192.100	1.242.773	106%	104,25%
	In which: Parent company	Millions VND	866.394	948.100	973.734	112%	102,7%
3	Consolidated profit before tax	Millions VND	-72.954	9.000	17.027	-	1891%
	In which: Parent company	Millions VND	-73.364	1.500	4.362	-	291%
4	Average labor	People	2.158	1.981	1.792	83%	90%
	In which: Parent company	People	1.528	1.596	1.459	95%	91%
5	Average income (people/month)	Thousand VND	9.120	10.800	11.435	125%	105,9%
	In which: Parent company	Thousand VND	9.670	11.000	11.340	117%	103,1%

2.2. Key Tasks Implemented in 2025

2.2.1 Production and business activities

The proportion of sales revenue and service provision across all sectors within the Hanosimex System in 2025 is as follows:

- Total revenue from the yarn industry reached 563,577 billion VND, accounting for 45% of total revenue.
- Total revenue from the garment industry reached 227,540 trillion VND, accounting for 18% of total revenue.
- Total revenue from the textile industry reached 307,306 billion VND, accounting for 25% of total revenue.
- Total revenue from other sectors reached 144,350 billion VND, accounting for 12% of total revenue.

Total export turnover in 2025: The Corporation will achieve USD 28.323.931, an increase of 4% compared to 2024. Of which: the export turnover of the parent corporation will reach USD 19.686.178, an increase of 6.4% compared to 2024.

- Export turnover of subsidiary companies reached USD 8.637.753, a decrease of 1.1% compared to 2024.

2.2.2 Assessment of the performance of tasks by the sectorsh

➤ Textile Industry

- Cotton/fiber raw material prices in 2025 did not meet expectations or predictions of industry experts, as previously in late 2024, 2025 crop cotton prices were expected to be traded mainly in the range of 71c/lb with an optimal price in the 74-79c/lb zone. The gradual decrease in raw material prices over time was also one of the important factors affecting yarn prices in the market.

- Raw material preparation was more favorable than in previous years, creating conditions for stable production; however, as raw material prices decreased gradually, yarn prices were also affected accordingly. Tariff issues also posed a problem for selecting safe raw material supply sources.

- Quality and purchase prices of cotton and fiber were suitable for requirements and met production needs fairly well.

- Calculation and balancing of raw material purchases were sufficient for production with inventory always ≤ 1.5 months of production, without long-term buying or stockpiling.

Spinning production plans were fairly stable, production orders were maintained fully and usually planned 15 days in advance. The Branch was proactive in arranging full-load production at Workshop 1. Workshop 2, producing 100% cotton yarn, only ran at 72%, corresponding to 18/25 spinning machines. Flexible production arrangement amidst difficult market and labor conditions.

- Cost management was better than in 2024 but some indicators still exceeded norms and were higher than other units in the industry.

- Market work for the Textile Sector in 2025 was a bright spot; while the market had many fluctuations, the Corporation's Textile Sector still had enough orders for 2 production

workshops, consumption tended to increase more, and yarn inventory gradually decreased towards the end of the year.

- The Corporation established a loyal customer base for both domestic and export yarn, helping stabilize business operations and production deployment. The order postponement/cancellation rate was low, even during difficult market times.
- The Export/Domestic consumption ratio was at 44/56, suitable for market developments; when export orders had lower efficiency, the Corporation shifted to increase domestic consumption to ensure overall efficiency.
- During the year, the Textile Sector developed new products such as Recycle yarns and increased the proportion of some niche markets yielding higher efficiency such as Japan, Philippines, Chile, etc.
- Yarn quality was maintained stably according to Hanosimex standards, upholding reputation with customers.

About the export market:

- Chinese market: Accounted for a 40% proportion; decreased by 22% compared to 2024. Accounted for the main export yarn proportion with CVCD and CD yarn products.
- South Korean market: Accounted for 36%, an increase of 7% compared to 2024. Main consumed products were CD; CVCD; CVCM TCD yarn.
- Other markets: Accounted for 24%, an increase of 15% compared to 2024, exporting to countries such as Thailand, Japan, Chile, Philippines, Taiwan, etc., with main products CD; CVCM.
- In 2025, although the Philippine and Japanese markets did not account for a very large proportion, they had a growth rate of ~5 times in the quantity of goods exported compared to 2024. The Philippine and Chile markets were also two markets with fairly stable products and outlets for TCM and CVCM yarns.

About the domestic yarn market:

- Sales still faced difficulties due to high competition in selling prices and payment methods. The Corporation focused on domestic sales to companies within the Vinatex system, loyal customers with good payment histories, and some customers paying before receiving goods at reasonable prices, with efficiency compared better than exporting yarn.
- In 2025, domestic yarn was consumed fairly well with a higher proportion than export consumption (56/44). However, due to the increase in the USD exchange rate, domestic yarn selling prices in the general picture still decreased over time. The Corporation continued to maintain traditional customers and customers in the Vinatex & Hanosimex supply chain.

General assessment, business operations of the Textile Sector in 2025 saw progress and higher growth compared to 2024. Specifically:

- Market work for the Textile Sector was proactively well-done, always having enough orders for 2 production workshops at suitable prices, developing new customers, increasing the proportion in more demanding markets like Japan, and participating in the supply chain with Dong Xuan Knitting.

+ Production work: Well-prepared raw materials for production, tight production management reduced costs, maintained and gradually improved the capacity of Workshop 2 under severe labor shortage conditions. Smooth transition to new Recycle product production. Results showed a gradual reduction in losses and profits in the final months of the year.

+ Implemented investment in machinery and equipment according to plan, gradually transitioning to automation to reduce labor dependence

➤ **Garment Sector**

- The Garment sector focused on closely following market information, customers, information from the Group and the garment division to have plans for receiving goods & building production schemes suitable for workers' conditions and skill levels. Priority was given to traditional customers, ensuring quality and delivery progress as committed to create reputation and maintain stable orders.

- The Corporation mainly performed CM, FOB orders only reached 3% in quantity and 2% in revenue. The Corporation is considering adding market personnel for FOB work.

- In 2025, garment sector customers focused on only 5 export customers and 4 domestic customers, while in 2024 there were 14 export customers and 13 domestic customers.

- Searched for more new customers to diversify customers and export markets to reduce dependence on Singtex. Developed additional customers such as Siwoo-HBI, Heptex, MIR, ITAS... & new brands of Target (Bunny, Art Class, LTO Pokmom).

- Product quality at factories generally met customer requirements well.

- The quality management system had many improvements and operated effectively, suitable for standards set by customers.

- Periodic evaluation programs and quality inspections of major customers such as Target, AEO, HBI, Kmart, and Chico's all met requirements, showing good compliance with quality processes and stable maintenance capacity in production activities.

In 2025, the Corporation and the garment sector focused on the fields of improvement and investment to increase labor productivity. Renovated factory workshops into 1 workshop, with a scale of 16 sewing lines. Changed the model by bringing ironing onto the line, post-Online inspection at Nghi Loc Garment Factory for better production process control. Newly invested in 7 programmable machines (Nam Dan Garment Factory: 1 machine; Nghi Loc Garment: 6 machines), thereby increasing labor productivity, which improved significantly compared to the same period in 2024. In 2026, investment will continue in the shortest time.

Regarding orders - production at factories

- Export CM orders accounted for 87%; domestic CM accounted for 11%; FOB accounted for 2% of total garment sector revenue of the Corporation.

- The main market for the Corporation's garment sector remained the United States, accounting for about 81% of sales, followed by Australia, Taiwan, South Korea, Japan...

- Labor productivity and average revenue in 2025 improved much more than in 2024.

In summary, the results achieved by the Garment sector in 2025 contributed greatly thanks to the market and large orders, stable production since the beginning of the year for both factories, in which orders at Nghi Loc Garment Factory were stable in both quantity and product types. Factories were more proactive in accepting new orders outside their expertise. Total garment sector revenue in 2025 increased 41% compared to 2024 and increased 16% compared to the 2025 plan. Total garment sector profit in 2025 reached VND 12.339 billion / VND 15 billion of the 2025 plan (In 2024, garment sector profit was VND -18.001 billion).

- Income increased by 10% for Nam Dan Garment Factory and 12.4% for Nghi Loc Garment Factory compared to 2024. Salary work and policy regimes were improved: such as setting a goal of working hours not exceeding 9.5 hours/day, monthly minimum of 2 Sundays off.

- Innovation in organizing birthdays for employees and awarding productivity efficiency for individuals and collectives with achievements.

- Maintained and improved the system to ensure good Social Responsibility work according to customer standards.

➤ Towel Weaving and other service sectors

The towel sector had good business results, with profits reaching the plan at VND 15.502 billion. Ha Dong Weaving Joint Stock Company did well in market work, having fairly good orders and production at full load. Simultaneously, the Company did well in optimizing production capacity, investing to increase productivity, and reducing costs.

The fashion sector continued to face many difficulties in consumption, high inventory value, small working capital, high interest costs, limited human resources... difficult to compete in selling prices on the market. 2025 profit decreased compared to the previous year (mainly due to increased provision for inventory).

Knitting Sector: Implemented change in business operation model from July 2024, sub-leasing workshops and machinery to achieve revenue and profit plans.

3. Organization and Human resource

FULL NAME	INFORMATION
Cao Huu Hieu - Chairman of the Board of Directors - Representative of 5.652.500 shares (27,57% of charter capital)	- Date of birth: 08/04/1975 - ID Number: 025075000138 Issued by the Department of Police for Administrative Management of Social Order and Security on 25/4/2021 - Hometown: Cao Xa Commune, Lam Thao District, Phu Tho Province Permanent address: Room 2, Row 69, Alley 40/60, Ta Quang Buu Street, Bach Mai Ward, Hanoi City. - Registered address: Room No. 2, Block 69, Alley 40/60, Ta Quang Buu Street, Bach Khoa Ward, Hai Ba Trung District, Hanoi

<p>Ho Le Hung</p> <ul style="list-style-type: none"> - Member of the Board of Directors - General Director - Representative of 2.050.000 shares (10% of charter capital) - Owns 2.000 shares - Resigned from the Board of Directors, effective from April 25, 2025. - Resigned from the position of General Director, effective from May 1, 2025 (retirement). 	<ul style="list-style-type: none"> - ID Number: 001064038729 do Bộ Công an cấp ngày 31/07/2024. - Hometown: Huong Tra Town, Thua Thien Hue Province - Registered address: Group 14, Mai Dong Ward, Hoang Mai District, Hanoi City - Permanent address: Cluster 40, Vinh Tuy Ward, Hanoi City.
<p>Nguyen Ngoc Cach</p> <ul style="list-style-type: none"> - Member of the Board of Directors - Representative of 2.050.000 shares (10% of charter capital) - Resigned from the Board of Directors, effective from April 25, 2025. 	<ul style="list-style-type: none"> - Date of birth: 13/09/1966 - ID Number: 027066010295 Issued by the Department of Police for Administrative Management of Social Order and Security on 10/07/2021 - Hometown: Lien Bao Commune, Tien Du District, Bac Ninh Province - Permanent address: No. 22, Lane 53, Duc Giang Street, Viet Hung Ward, Hanoi City
<p>Nguyen Tri Son</p> <ul style="list-style-type: none"> - Member of the Board of Directors - General Director - Representative of 2.050.000 shares (10% of charter capital) - Owns 10.000 shares 	<ul style="list-style-type: none"> - Date of birth: 20/11/1976 - ID Number: 040076016293 Issued by the Department of Police for Administrative Management of Social Order and Security on 10/11/2022 - Hometown: Nghe An - Permanent address: Hamlet 1, Thanh Lam Commune, Nghe An Province

- Appointed from May 01 st , 2025	
Hoang Thuy Anh - Independent Member of the Board of Directors - Resigned from the Board of Directors, effective from April 25, 2025.5.	- Date of birth: 06/02/1977 - ID Number: 048177004779 - Issued by the Department of Police for Administrative Management of Social Order and Security on 20/8/2021 - Hometown: Dai Thang, Dai Loc, Quang Nam - Permanent address: 91 Tong Phuoc Pho, Hoa Cuong Ward, Da Nang City
Nguyen Ba Khanh Tung - Member of the Board of Directors - Deputy General Director - Appointed as Deputy General Director since November 1, 2024. - Elected as a member of the Board of Directors since April 25, 2025.	- Date of birth: 30/09/1986 - ID Number: 038086050900 Issued by the Department of Police for Administrative Management of Social Order and Security on 05/06/2022 - Hometown: Thanh Hoa - Permanent address: 3/8/149 Tran Phu, Thuan Hoa Ward, Thua Thien Hue.
Le Thi Thu Huong - Deputy General Director	- Date of birth: 21/ 08/1972 - ID Number: 020172001350 Issued by the Department of Police for Administrative Management of Social Order and Security on 24/4/2021 - Nguyên Quán: That Khe Town, Lang Son - Permanent address: Room 405- E3- Thanh Cong Collective Quarter – Giang Vo Ward – Hanoi City
Đặng Ngọc Quân - Chief Operating Officer	- Date of birth: 04/07/1974 - ID Number: 040074000147 Issued by the Department of Police for Administrative Management of Social Order and Security on 09/04/2021 - Hometown: Quynh Luu, Nghe An

	<ul style="list-style-type: none"> - Permanent address: Room 303-A2, Ministry of Public Security Collective Quarter, Thanh Xuan Trung, Thanh Xuan, Hanoi
Mr Do Minh Son <ul style="list-style-type: none"> - Head of Board of Supervisors 	<ul style="list-style-type: none"> - Date of birth: 22/10/1982 - ID Number: 001082020503 Issued by the Department of Police for Administrative Management of Social Order and Security on 12/01/2017 - Hometown: Thuong Phuc, Hanoi - Permanent address: Cluster 5, Thuong Phuc Commune, Hanoi
Nguyen Tuan Dao <ul style="list-style-type: none"> - Member of Board of Supervisors - Owns 11.200 shares 	<ul style="list-style-type: none"> - Date of birth: 05/01/1975 - ID Number: 001075000173 Issued by the Department of Police for Administrative Management of Social Order and Security on 12/08/2022 - Hometown: Hoa Lu, Ninh Binh - Permanent address: Room 0607, HH01A Building, New Horizon Residential Area, No. 87 Linh Nam, Vinh Tuy Ward, Hanoi City
Nguyen Thi Nhung <ul style="list-style-type: none"> - Member of the Board of Supervisors 	<ul style="list-style-type: none"> - Date of birth: 16/3/1981 - ID Number: 034181021534 Issued by the Department of Police for Administrative Management of Social Order and Security on 02/5/2022 - Hometown: Vu Quy, Thai Binh - Permanent address: 625D7 Dang Xa Urban Area, Thuan An Commune, Hanoi.

- The number of staff and employees as of 31/12/2025

No.	Indicators	Number (of people)	Percentage (%)
1	Staff with postgraduate or university qualifications	144	7.97
2	Staff with college qualifications	30	1.66
3	Staff with intermediate-level qualifications	18	1.0
4	Technical workers	1,330	73.6
5	Unskilled labor/other labor	285	15.77
	Total	1,807	100

- POLICIES REGARDING EMPLOYEES

Salary and Income Policies::

The Corporation has restructured its salary scale system, payroll regulations, and benefit policies to ensure legal compliance and increase income levels for employees. Emulation and reward programs for weekly and monthly productivity have been established to boost morale and labor productivity. In the face of fierce labor competition within industrial parks and recruitment difficulties, the Corporation has promptly adjusted its attraction and recruitment policies. Specifically, it provides gasoline allowances, seniority bonuses, housing support for those living far from home, diligence bonuses, and support for female employees with small children. Policies focusing on employee welfare and internal communications have been strengthened to retain staff and stabilize the workforce. New regulations on salary and income distribution for the Ninh Binh branch have been issued, integrated with the development of KPIs for management from the team leader level upwards. A Productivity Improvement and R&D Department was established to focus on resolving labor productivity issues in the Garment Sector.

The Corporation continues to amend and supplement corporate governance documents related to labor, as well as updating policies and income structures to ensure suitability and competitiveness.

Coordination with the Corporation's Trade Union and Youth Union is maintained to organize productivity and quality emulation movements, as well as cultural, arts, and sports activities, creating conditions for employees to connect and enjoy a positive working environment.

Training Policies

Training is a key focus and oriented toward long-term quality development. The Corporation has sent personnel to training courses organized by the Vietnam National

Textile and Garment Group (Vinatex) to improve professional expertise: 2 people were trained in assessing business models and organizational structures; 3 people attended Overview of Human Resource Management; and 4 people were trained in Building Compensation and Benefit Systems. Courses organized by AIT Vietnam and VCCI were also implemented: 4 people participated in the Intensive Chief Executive Officer (CEO 2025) training; 97 people were trained in Applying AI Tools to Optimize Office Work; 27 people received updates on Social Insurance, Health Insurance, Labor Contracts, and Salary regulations effective from July 1, 2025, among other courses.

Implementation of Benefits:

Full contributions to Social Insurance, Health Insurance, and Unemployment Insurance are made. Payments for sick leave, child illness leave, and maternity leave are processed in accordance with current laws to ensure the legitimate rights of employees and provide peace of mind. Both material and spiritual well-being are prioritized through activities, events, and monthly or quarterly birthday celebrations to create a joyful working atmosphere; field trips and gifts for Holidays and New Year festivals are also provided to employees,...

4. Investment activities, project implementation in 2025

4.1 Investment at the Corporation

- Hanosimex Multi-purpose Building Construction Project
Scale of 19,300 m² of business floor area: Currently implementing investment preparation and construction steps; Expected completion time: Quarter II - 2027. Total investment: 298 billion VND.
- Garment Sector invested approximately 6,07 billion VND, including:
Additional investment in automation equipment (05 programmable machines, 10 high-speed 3-needle 6-thread overlock machines with automatic thread cutters, 02 automatic button feeders, etc.) to improve labor productivity: approximately 1,17 billion VND.
Investment in renovating the facilities of Nam Dan Garment Factory: 4,9 billion VND.
- Textile Sector investment: 32,03 billion VND
01 two-stage 90KW energy-saving air compressor and 01 air dryer for 02 spinning workshops, Total investment: 0,95 billion VND,
05 Bobin Tray winding machines (50 spindles per machine) for Workshop 1, Total investment value: 24,2 billion VND,
Spindle monitoring and automatic roving stop system combined with electric patrolcars, Total implementation value: 4,58 billion VND,
- Investment in renovating the workers' canteen: Implementation value: 0,1 billion VND,

Investment in constructing a wastewater treatment system: Implementation value: 0,8 billion VND,

Investment in Bravo business management software: 1,4 billion VND.

4.2 Investment at Subsidiaries

In 2025, Ha Dong Textile Joint Stock Company had a total investment value of 22.161.386.832 VND, including:

- 04 Air-jet weaving machines:	9.509.838.980 VND
- 01 75A screw air compressor:	479.304.000 VND
- 01 Compressed air piping system:	193.163.000 VND
- 01 Staubli warp tying machine:	881.935.602 VND
- 01 Tumble dryer:	7.426.410.622 VND
- Hazardous waste storage house:	93.172.601 VND
- 02 Sunstar sewing machines:	61.200.000 VND
- 01 7-seater Ford car:	1.572.332.727 VND
- Automatic transverse cutting machine (China):	627.349.038 VND
- 3-needle 5-thread sewing machine (China):	1.316.680.162 VND

4.3 Investment Plan for 2026

4.3.1. Projects to be implemented in 2026 by the Corporation

- ❖ Continue implementing the Hanosimex multi-purpose building construction project: Scale of 19.300 m2 of business floor area; Investment steps and construction have been deployed and are ongoing; Expected completion time: Quarter II - 2027. Total investment: 298 billion VND.
- ❖ Garment Sector investment of approximately 12.1 billion VND, including:
 - Additional investment in automation equipment to improve labor productivity: approximately 5,6 billion VND,
 - Investment in renovating and expanding the finished goods warehouse in Nghi Loc, renovating and upgrading the product finishing area, cutting area, and production preparation area,,, Cost of approximately: 4,5 billion VND,
 - Investment in production management software for the garment factory: 2,0 billion VND.
- ❖ Textile Sector investment:

- 01 two-stage 110 KW energy-saving air compressor, 01 air dryer for Workshop 2, Expected total investment: approximately 1,2 billion VND,
 - Automatic packaging system: Expected total investment: approximately 2,5 billion VND,
 - 05 Bobin Tray winding machines for Workshop 1: According to the automation investment program for Workshop 1, expected total investment: 28 billion VND.
- ❖ Other Sectors
- Investment in the fire prevention and fighting system for the Ninh Binh canteen, serving factory leasing: 0,8 billion VND

4.3.2 Projects to be implemented in 2026 by Subsidiaries

Ha Dong Textile Joint Stock Company: Expected total investment in 2026 is: 20.2 billion VND. Details are as follows:

- 08 Air-jet weaving machines : 19 billion VND
- 02 Automatic transverse cutting machines: 1,2 billion VND

5. Financial Situation (Finance and Accounting Dept.)

a) Financial Status: (Unit: VND)

Indicator	2024	2025	% Increase/ Decrease
Total asset	1.205.645.538.962	1.156.019.975.348	(4,1)
Net revenue	1.114.885.861.492	1.224.178.385.935	9,8
Profit from business activities	(82.277.925.641)	15.851.024.109	(119,3)
Other profits	9.323.695.124	1.176.205.650	(87,4)
Profit before tax	(72.954.230.517)	17.027.229.759	(123,3)
Profit after tax	(78.259.915.588)	13.280.115.154	(117,0)
Basic earnings per share (EPS)	(3.483)	393	(111,3)
Dividend payout ratio	-	-	

b) Major financial indicators u

Indicator	2024	2025	Note
1. Solvency ratio			
+ Current ratio: Short term Asset/Short term debt	0,957	1,096	
+ Quick ratio: (Short term Asset – Inventories)/Short term Debt	0,514	0,627	

2. Capital structure Ratio			
+ Debt/Total assets ratio	0,680	0,658	
+ Debt/Owner's Equity ratio	2,128	1,923	
3. Operation capability Ratio			
+ Inventory turnover Cost of goods sold/Average inventory	4,336	4,992	
+ Total asset turnover: Net revenue/ Average Total Assets	0,925	1,059	
4. Profitability			
Profit after tax/ Net revenue Ratio	(0,070)	0,011	
Profit after tax/ total capital Ratio	(0,203)	0,034	
Profit after tax/ Total assets Ratio	(0,065)	0,011	
Profit from business activities/ Net revenue Ratio	(0,074)	0,013	

Shareholders structure, change in the owner's equity

a) Shares:

Charter capital: VND 205.000.000.000, in which:

- State-contributed capital: VND 118.026.000.000, accounting for 57,57%
- Capital contributed by employees and other investors: VND 86.974.000.000, accounting for 42,43%
- * Total number of shares: 20.500.000
- *Common shares: 20.500.000*
- * Number of outstanding shares: 20.500.000
- *Common shares: 20.500.000*
- * Par value per share: 10,000 VND/share

b) Shareholding structure: According to the list of shareholders finalized on March 23, 2026

Shareholders	Number of Shareholders	Number of Shares hold	Total Value (VND)	Ratio (%)
I. Domestic and Foreign Shareholders	291	20.500.000	205.000.000.000	100,00
1. Domestic	290	20.499.700	204.997.000.000	100,06
1.1 State-owned	1	11.802.600	118.026.000.000	57,57

1.2 Other domestic organizations	4	4.738.200	47.382.000.000	23,11
1.3 Domestic individuals	285	3.958.900	39.589.000.000	19,31
2. Foreign	1	300	3.000.000	0,0015
2.1 Foreign organizations	1	300	3.000.000	0,0015
2.2 Foreign individuals	-	-	-	-
II. State and Other Shareholders	291	20.500.000	205.000.000.000	100,00
1. State shareholders	1	11.802.600	118.026.000.000	57,57
2. Other shareholders	290	8.697.400	86.974.000.000	42,43
III. Major and Other Shareholders	291	20.500.000	205.000.000.000	100,00
1. Major shareholders	2	15.619.500	156.195.000.000	76,19
2. Other shareholders	289	4.880.500	48.805.000.000	23,81

LIST OF MAJOR SHAREHOLDERS

Name	Address	Number of Shares	Ownership Ratio (%)
Vinatex Northern Textile and Garment General Co., Ltd	Lot 02-9A, 3rd Floor, ICT Building, Vinh Hoang Industrial Park, Hanoi City, Vietnam	11.802.600	57,57
Lien Phuong Textile and Garment Joint Stock Company	18 Tang Nhon Phu, Phuoc Long Ward, Ho Chi Minh City, Vietnam	3.816.900	18,62

c) Changes in owner's investment capital: None

d) Treasury stock transactions: None

e) Other securities: None

PART III. REPORTS AND ASSESSMENTS OF THE BOARD OF MANAGEMENT

I. Evaluation of Business Performance Results in 2025

1. General Analysis of the Company's Operations

At the 2024 year-end review conference, the Corporation identified that 2025 would remain a year full of difficulties, challenges, and many unpredictable developments... therefore, the Corporation's activities continued to balance organizing production and business with closely monitoring market trends to best respond to sudden changes.

Similar to the Vietnamese Textile and Garment industry in general, the Garment sector of Hanoi Textile & Garment Joint Stock Corporation made good use of opportunities before U.S. tariff policies took effect to maximize exports. In 2025, the Garment sector achieved certain efficiencies, moving from a loss in 2024 to a profit in 2025. The Textile Sector also saw significant improvement in production and business efficiency.

2025 also marked a year of many personnel changes within the Corporation's executive body. The Corporation implemented a rearrangement and adjustment of the organizational model at branches to ensure conciseness and more effective and efficient operations, such as adjusting the Ninh Binh branch model from two management levels down to one; rearranging the Nghe An branch model to be clearer in terms of functions and duties; and establishing the Productivity Improvement and R&D Department to focus on resolving labor productivity issues for the Garment sector...

2025 also marked a change in mindset regarding the utilization of young officers, creating a fresh breeze in the thoughts and actions of those young individuals themselves. New regulations on the distribution of wages and income for the Ninh Binh branch were issued, linked to the development of KPIs for the management team from the level of team leader and above.

In 2025, under the close direction of the leadership of the Vietnam National Textile and Garment Group and the Corporation's Board of Directors, the determination and flexibility of the Management Board, along with the creativity of the units and the consensus of the staff, helped the Corporation fulfill the set production and business targets.

Unit: Million VND

No.	Indicators	Actual 2024	Actual 2025	Actual 2025 / Actual 2024
1	Net revenue	1,114,886	1,224,178	110%
2	Cost of goods sold	1,060,128	1,077,590	102%
3	Financial income	46,614	13,979	30%
4	Financial, selling, and general administrative expenses	183,649	144,717	79%
5	Operating profit	(82,278)	15,851	
6	Other profit	9,324	1,176	13%
7	Profit before tax	(72,954)	17,027	
8	Profit after tax	(78,260)	13,280	

No.	Indicators	Unit	Plan 2025	Actual 2024	Actual 2025	Actual 2025/ Plan 2025	Actual 2025/ Actual 2024
1	Net Revenue	Billion VND	1,192.1	1,114.9	1,224.2	103%	110%
2	Separate Profit Before Tax	Billion VND	1.5	(73.3)	4.4	293%	-
3	Consolidated Profit Before Tax	Billion VND	9.0	(73.0)	17.0	189%	-

2. Financial Situation in 2025

2.1. Asset Status

- ✓ Total Assets of the Corporation: 1.156.019 million VND, of which Current Assets: 482.223 million VND, Non-current Assets: 673.796 million VND.
- ✓ Net Revenue/Total Assets Ratio: $1.224.178/1.156.019 \sim 1,059$; 1 VND of the Corporation's assets generates 1,059 VND of corresponding revenue.
- ✓ Bad debt provisions have been established: In 2025, the balance for Provision for short-term doubtful receivables was 89,347 million VND, an increase of 11,993 million VND compared to 2024. Doubtful receivables are currently being recovered.

2.2 Liabilities Status

- ✓ Total Liabilities: 760.467 million VND, of which Current Liabilities: 439.795 million VND, Long-term Liabilities: 320.672 million VND.
- ✓ Debt/Equity Ratio = $760.467/395.552 \sim 1,92$; Capital for the Corporation's production and business activities is primarily mobilized from bank loans and payables.

2. Business and Production Plan for 2026

No.	Indicators	Unit	Plan 2026
1	Revenue	Billion VND	1,270
	In which: Parent company revenue	Billion VND	1,002
3	Parent company pre-tax profit	Billion VND	10
4	Consolidated pre-tax profit	Billion VND	20

Solutions for Plan Implementation

• *Textile Sector*

- ✓ Implement goals to closely monitor and maintain the market, retaining customers and stable traditional products.
- ✓ Develop new markets and niche markets to increase order options. From there, improve the market and find new directions for 100% cotton, TCM, and CVCM yarns.
- ✓ Maintain relationships with existing customers and seek new customers in the domestic market to consume large, stable volumes, including FDI enterprises and serving FOB garment orders.
- ✓ Seek ways to maximize the utilization of CM spinning lines. Select an appropriate product structure to fully promote the advantages and capacity of each line, minimizing machine changeovers.
- ✓ Stabilize yarn quality. Control and reduce consumption, and use appropriate cotton blending plans. Calculate optimal air conditioning system operation to reduce electricity consumption and production costs.
- ✓ Focus on recruiting sufficient labor for the factory, and improving the environment and working conditions to retain employees.
- ✓ Calculate investments to diversify products, invest in depth, and renew automated equipment to improve yarn quality, increase productivity, and reduce labor.
- ✓ Ensure sufficient orders are finalized according to the optimal product structure for the 2 production workshops before the 15th of this month for the following month. Increase output by increasing equipment utilization efficiency by at least 2%, reducing electricity consumption by 3%, and reducing raw material consumption to reach set norms.

• *Garment Sector*

- ✓ Focus on marketing efforts, supplementing qualified marketing staff resources, arranging appropriate personnel in groups, and increasing the ability to exploit the market as well as closely monitoring production.
- ✓ Seek sufficient orders for the production capacity of the factories; build a stable customer system with orders suitable for the production capacity of each factory.
- ✓ Continue to develop FOB orders with existing customers and seek new FOB customers suitable for the Corporation's capacity and fulfillment capabilities.
- ✓ Diversify markets, developing more markets outside the USA, such as Australia, New Zealand, etc., to reduce risks.
- ✓ Continue to innovate garment industry management, performing reviews and rearranging labor to reduce indirect labor ratios. Consolidate and improve management in depth to increase productivity and ensure effective production and business.
- ✓ Continue to invest in automated equipment to stabilize quality and increase labor productivity.
- ✓ Implement synchronized solutions to stabilize human resources and attract/recruit more labor to meet the scale of 20 lines per factory. Ensure orders for 2 factories, with room to expand production in the last 6 months of the year, expanding markets and customers to avoid dependence on one or a group of customers and markets. Increase overall labor productivity by at least 15%, expanding production by an additional 4 lines

(Nghi Loc Garment Factory: 2 lines, Nam Dan Garment Factory: 2 lines) to be operational by July 2026 at the latest.

- ***Towel Weaving Sector***

- ✓ Focus on marketing, seeking customers to fully utilize production capacity. Maximize existing orders in the Japanese market and be flexible with selling prices to increase order volume. Promote domestic consumption.

- ✓ Stabilize and well-control product quality, minimizing risks in production and business. Continue researching solutions to reduce production costs to increase profit.

- ✓ Continue implementing the investment program to increase production capacity and improve product quality to meet market demand, while remaining suitable for the Company's financial situation. Effectively utilize newly invested equipment to ensure efficiency in production and business.

- ✓ Improve policies, salaries, and income... to retain employees and attract new ones to supplement the weaving area and enhance production capacity. Ensure product quality, expand the customer base, and invest in and effectively exploit machinery and equipment.

- ✓ Knitting Sector: Maintain good management and supervision of leased workshops and machinery/equipment assets.

- ✓ Fashion Sector: Reduce inventory; seek orders for uniforms, labor protection gear, etc., for production and business activities; ensure no new inventory arises. Increase revenue and profit.

4. Assessment Reports Related to Environmental and Social Responsibility

a. Assessment related to environmental indicators

- ❖ Water consumption: Water consumption at the factories is always controlled. Units have installed meters to measure monthly water consumption for statistics to monitor trends and propose water-saving measures.

- ❖ Energy: In 2025, the Ha Nam branch spinning factory invested in new equipment to replace old ones to reduce energy consumption in yarn production, such as a 90 Kw/h air compressor. Rooftop solar power systems at the spinning and garment factories are operating effectively, providing income and increasing the proportion of green energy for the Corporation.

- ❖ Emissions: In 2025, the Nam Dan Garment Factory converted its biomass pellet boiler to an electric boiler, achieving zero boiler emissions into the environment. Currently, only the Nghi Loc Garment Factory uses a biomass pellet boiler, but emissions from the boiler are always controlled according to regulations. The Corporation also invested in and put into operation a wastewater treatment system at the Ha Nam branch. In 2025, the Ha Nam Branch implemented a Greenhouse Gas Inventory Report and a greenhouse gas emission mitigation plan for the 2025-2030 period as required.

The above indicators are monitored periodically and evaluated to ensure the Corporation's production develops sustainably and meets the green standards required by customers.

b. Assessment related to labor issues

During the year, the Corporation continued to maintain and ensure full compliance with legal regulations related to labor and working conditions. Policies for employees, including salaries, social insurance, health insurance, unemployment insurance, and other legal benefits, were implemented fully, promptly, and in accordance with regulations.

Despite many difficulties in production and business, the Corporation still prioritized resources to improve working conditions for employees. Specifically:

- Renovated and upgraded the restroom systems at Nam Dan Garment Factory, Nghi Loc, and the Ninh Binh Branch.
- Improved the canteen area at the Ninh Binh Branch to facilitate employee movement and provide a cool, clean space for employees to relax and recover their health during mid-shift breaks.
- Step-by-step improved the working environment toward being safer, more hygienic, and friendlier to employees.

The Corporation is also regularly audited by customers regarding compliance with relevant laws such as the Labor Code, fire prevention and fighting, occupational safety and health, environmental protection... social responsibility audits, and quality management system audits. The Corporation has performed well in the policy regimes required by law and met the requirements of other customer audits, gaining trust from customers to produce export orders for developed countries.

c. Assessment related to the responsibility of the enterprise toward the local community

The Corporation fully performs its corporate obligations in the locality, such as environmental issues and financial obligations, including taxes, fees, social insurance, health insurance, unemployment insurance, etc.

In addition, the Corporation and its branches/factories maintain close relationships with local authorities and residents regarding labor management, recruitment, and vocational training; and provide financial support for local community activities.

The environment surrounding the factories has improved following the Corporation's efforts to create a safe working environment for employees while effectively fulfilling the enterprise's responsibility toward the local community.

PART IV. ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION

1. Assessments of the Board of Directors on the Corporation's operation

In 2025, in the context of many unpredictable global fluctuations, the war between Russia and Ukraine had not yet ended, and in the Middle East, conflicts between Islamic countries became increasingly complex, affecting various regions worldwide. U.S. President Donald Trump's imposition of reciprocal tariffs on all nations increased costs and difficulties in production and business. Domestically, unprecedented consecutive natural disasters, storms, and floods occurred across all three regions, especially in Central Vietnam, causing great loss of life and property, which directly impacted all sectors, including the Vietnam Textile and Garment industry.

For the Vietnam Textile and Garment industry in 2025, it was a year of major fluctuations in the global market, particularly regarding U.S. reciprocal tariffs. However, after nine months, the tariff policies had not yet significantly impacted enterprises due to delays in tariff application by the U.S. President's administration. Consequently, businesses tended to perform better in their production and business activities compared to the proposed scenarios.

Faced with those difficulties and advantages, Hanoi Textile & Garment Joint Stock Corporation performed well in marketing efforts, building a strategic customer base, and identifying priority customers for cooperation to secure favorable orders and ensure proactive production planning for its factories.

2. Assessment of Board of Directors on Board of Management's performance.

Improvements in Organizational Structure and Management Apparatus

In 2025, the Executive Body of Hanoi Textile & Garment Joint Stock Corporation implemented numerous strategic innovations in corporate governance and management across the following areas:

- **Governance:** In 2025, Hanoi Textile & Garment Joint Stock Corporation continued to improve its governance to meet the requirements of sustainable development and international integration. The Corporation consistently adheres to legal regulations, the Charter, and internal regulations during its operations. Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors are implemented fully and on time, ensuring transparency and stability in management.
- **Human Resource Management and Organization:** In 2025, Hanosimex decided to transform its organizational model toward 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 leaner, creating a new operating mechanism where people, processes, and responsibilities are optimized to create an

efficient and sustainable system. The Board of Directors and the General Director have decentralized and delegated authority to ensure that the Corporation's Leadership and units have sufficient authority, decision-making tools, and responsibility to proactively lead production and business activities within their management scope.

- ***Production and Business Operations Management:*** Changes in the Corporation's organization and apparatus have strongly promoted proactiveness and efficiency in marketing, customer relations, and production management at factories; the speed of task resolution has been accelerated, labor productivity has improved, and production factories have begun to show efficiency.

Textile Sector: The market has gradually brightened, and new markets have been developed; however, difficulties persist at certain times. With the determination of the Executive Body, steps have been taken to achieve technical-economic norms, such as reducing raw material consumption, electricity consumption, and other costs. In the coming period, greater determination is needed to ensure all indicators meet or fall below the norms.

Garment Sector: The market has been favorable, and with the support of several units within the Group and the efforts of employees, labor productivity has increased. Although it has not yet reached expectations, it has contributed effectively to the Corporation's overall results.

Towel Weaving Sector: Unit leadership responded quickly and promptly to the market, closely managed production, and invested in modern machinery to reduce labor, which yielded high efficiency. Profit grew by 21.53% compared to the same period and exceeded the set plan by 55%.

Other Service Sectors: Capital was preserved, and revenue and profit were achieved despite difficult market conditions. The knitting sector for asset leasing has been effective.

- ***Financial Management:*** Cost management and analysis of production and business activities at units were implemented synchronously and regularly. Assets are utilized with maximum efficiency. Unused assets are liquidated promptly to create sources for new technology investment. Surplus assets following production model changes are maximized. Capital management continues to improve, maintaining good cash flow for production, business, and investment.
- ***Quality Management and Improvement:*** Quality management is committed to by the leadership of the spinning and garment sectors themselves, with implementation solutions in place. Alongside this, proposals for investing in technological-equipment innovation, the working environment, and improvements in spinning and garment production at factories and branches were implemented early, yielding results. This has

not only gained the trust and credibility of customers but is also highly appreciated by employees, strengthening their commitment.

- **Risk Management and Compliance:** Risk management is emphasized, especially regarding finance, exchange rates, and interest rates; accounts receivable, accounts payable, and inventory... providing financial assurance for the Corporation. Additionally, full compliance with laws (labor, safety, fire prevention, environment...) is highly valued by management agencies, customers, and employees, fostering trust and commitment to Hanosimex. Customer evaluation has entered a new phase; Hanosimex is a compliant and transparent entity, ending the status of reactive compliance.

Below are some key indicators of the business and production results for 2025:

No.	Indicators	Unit	Plan 2025	Actual 2025	%Actual/ Plan
1	Revenue – Consolidated Income	Million VND	1.192.100	1.242.773	104%
	<i>In which: Parent company</i>	Million VND	948.100	973.733	103%
2	Consolidated pre-tax profit	Million VND	9.000	17.027	189%
	<i>In which: Parent company</i>	Million VND	1.500	4.362	291%

3. Plans and orientations of the Board of Directors

3.1 Objectives

- **Textile Sector**
- ✓ Stabilize and improve yarn quality, position the brand. Implement business goals to closely follow the market and retain customers according to selected market segments, develop new markets and customers, and secure early orders to balance production lines.
- ✓ Recruit labor, arrange labor reasonably and flexibly to fully promote production capacity.
- ✓ Invest in modern machinery and equipment (M&E) and automation to increase productivity and reduce labor.
- ✓ Optimize production management, minimizing production costs as much as possible to achieve competitive pricing and high efficiency.

- ***Garment Sector***

- ✓ Innovate management in the garment sector. Continue reviewing and rearranging labor, streamlining the ratio of indirect labor. Consolidate and improve management, investing in Industrial Engineering (IE) improvements to increase labor productivity.
- ✓ Focus on seeking sufficient orders for the production capacity of the factories, ensuring early orders that are suitable for workers' skills.
- ✓ Diversify markets, developing more markets outside the USA to reduce risks.
- ✓ Focus on recruiting and training labor for garment factories.
- ✓ Invest in several automated devices to increase productivity and reduce labor.

- ***Towel Weaving Sector***

- ✓ Focus on marketing, expanding customer searches to fully utilize production capacity. Maximize existing orders in the Japanese market, and expand into new markets: South Korea, USA. Promote domestic consumption.
- ✓ Be flexible with selling prices, seizing opportunities to ensure full-capacity and effective production orders. Proactively prevent risks when market signals turn negative.
- ✓ Find satellite units for sewing to utilize all production capacity.
- ✓ Stabilize and well-control product quality, minimizing risks in production and business. Maximize the reduction of production costs.
- ✓ Continue investing to improve production capacity and meet market demand.
- ✓ Innovate designs to match consumer tastes.

3.2. Solutions

3.2.1- Regarding the Market

- ***Textile Sector***

- ✓ Maintain markets, customers, and stable traditional products.
- ✓ Develop more new markets and customers to increase order options, thereby improving market standing.
- ✓ In the domestic market, expand the customer system to consume large, stable quantities. Develop orders serving FDI customers and FOB garment orders.
- ✓ Seek ways to access defense and security orders with large, stable volumes.

- ***Garment Sector***

- ✓ Continue seeking and supplementing qualified marketing staff resources, streamlining the apparatus, and appropriately arranging personnel in groups to increase market exploitation capabilities.
- ✓ Provide good care for existing key customers to maintain stable volumes for production at the factories.
- ✓ Diversify markets and customers to avoid excessive dependence on the U.S. market.
- ✓ Calculate and balance customers and markets suitable for production capacity to reduce risks.
- ✓ Develop more loyal customers so that each factory has 2-3 stable customers.
- ✓ Continue developing Japanese FOB customers and new FOB customers suitable for the Corporation's capacity and fulfillment capabilities.

3.2.2 Regarding Production

- ***Textile Sector***

- ✓ Select an appropriate product structure to fully promote the advantages and capacity of each line, minimizing line changeovers.
- ✓ Stabilize yarn quality. Control and reduce consumption, use appropriate cotton blending plans, and reduce production costs. Perform industrial hygiene tasks well.
- ✓ Calculate the most optimal operation of spinning equipment and air conditioning to reduce electricity consumption.
- ✓ Focus on recruiting labor for the factory, arranging labor flexibly and creatively to promote full capacity in the two workshops. Improve the environment and working conditions to retain employees.
- ✓ Balance and seize opportunities to invest in essential spinning and auxiliary equipment to improve productivity and yarn quality, and reduce costs of spare parts and materials (Winding machines; Air compressors; etc.).

- ***Ngành may***

- ✓ Continue arranging and restructuring each department within the factories and offices to increase the direct ratio in sewing lines, aiming for 62% direct sewing workers.
- ✓ Retain employees while recruiting additional labor to increase production capacity with a scale of 100 workers per factory.
- ✓ Implement directions and feedback from the Vietnam National Textile and Garment Group and support teams from partner units to deepen production management efficiency.

- ✓ Implement solutions to increase labor productivity: Increase direct productivity; achieve productivity targets for new styles within 3-5 days; assign output quotas to each line per day; reduce end-of-line rework to below 2.5%; reduce indirect labor; reduce waste and arising issues. Assign specific monthly targets to units. Evaluate implementation results linked to the salaries of management, technical, and professional staff.

- ***Weaving and Dyeing Sector***

- ✓ Promote domestic consumption. Increase domestic production market share by 5% with new customers. Maximize production output.
- ✓ Stabilize and well-control product quality.
- ✓ Be flexible with selling prices to increase order volume, thereby reducing production and non-production costs and increasing profit.
- ✓ Effectively utilize post-investment assets: Drying equipment, air-jet weaving machines, etc.
- ✓ Implement solutions to recruit labor for the Company's production, prioritizing the weaving area. Build appropriate policies to retain employees and stabilize production.

3.2.3 Regarding Finance

- ✓ Manage sales activities, control inventory, and recover debts.
- ✓ Well-manage cash flow, increase working capital turnover, and effectively balance finances.
- ✓ Work with banks to maintain credit limits at reasonable interest rates.
- ✓ Closely monitor exchange rate fluctuations, considering borrowing, debt repayment, and foreign currency trading to reduce capital costs.
- ✓ Manage and analyze production costs to find solutions for price reduction and increased market competitiveness.
- ✓ Step-by-step implement digital transformation and digitization in financial and accounting tasks.

3.2.4 Regarding Organization and Human Resources

- ✓ Implement effective solutions to retain employees and attract/recruit labor with a target of 100 workers per factory.
- ✓ Supplement succession planning, open training classes, and develop a new management team.

- ✓ Continue innovating, completing, and operating the labor and wage management system to meet legal requirements and customer assessments. Issue new wage regulations to create motivation for employees.
- ✓ Train human resource management skills for managers and staff performing labor and wage tasks within the system.

PART V. CORPORATE GOVERNANCE

I. Board of Directors

1. Members and structure of the Board of Directors

Stt	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. The committees of the Board of Directors: None**3. 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

1. 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 8 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:

1.1 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.

1.2 About the Textile 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 Textile Sector were a highlight in 2025. Despite significant market volatility, the Corporation's Textile 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 Textile 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.

1.3 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 ng:

- 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.

1.4 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.

1.5 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 Textile 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.

1.6 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.

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

3. Resolutions – Decisions of the Board of Directors (For the year 2025)

3.1 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 Managment.	100%
6	06/NQ - HDQT - DMHN	25/04/2025	Assignment of duties for members of the Board of Directors.	100%
7	07/NQ - HDQT- DMHN	19/06/2025	Assessment of the estimated business performance for the first six months of 2025; Q3 2025 plan and implementation solutions.	100%
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%

3.2 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

II. Supervisory Board

The Supervisory Board consists of 3 members. The Head of the Supervisory Board was elected at the General Meeting of Shareholders for the 2023–2028 term.

The members of the Supervisory Board include:

No.	Members of Supervisory Board	Position	Number of shares owned	Ownership ratio (%)
1	Mr Do Minh Son	Head of Supervisory Board	-	-
2	Mr Nguyen Tuan Dao	Member of Supervisory Board	12.500	0,06%
3	Ms Nguyen Thi Nhung	Member of Supervisory Board	-	-

a) Activities of the Supervisory Board in 2025

Implementing the Supervisory Board's program for 2025 approved by the General Meeting of Shareholders (GMS) of Hanoi Textile & Garment Joint Stock Corporation, during 2025, the Supervisory Board carried out the following tasks:

1. Supervised the activities of the Board of Directors (BOD) regarding the implementation of the Charter, GMS Resolutions, and BOD Resolutions.
2. Supervised the activities of the Executive Body regarding the implementation of the Corporation's production and business plans, the progress of investment projects, and the Corporation's capital utilization.
3. In the Corporation's production and business activities, the Supervisory Board coordinated closely with the BOD, the Internal Audit Board, and relevant departments to regularly evaluate all aspects of operations and provide contributing opinions.
4. Inspected and appraised the Quarterly and Annual Financial Statements.
5. Reviewed capital balancing, inventory reserves, raw material purchases, and cost management.

6. Controlled the Corporation's compliance with information disclosure regulations as prescribed by law.

b) Results of Inspection and Supervision in 2025

7. The Board of Directors strictly implemented the Corporation's Charter and operational regulations.
8. The Board of Management complied with and adhered to State legal regulations and BOD Resolutions, striving to fulfill tasks assigned by the BOD and GMS.
9. The 2025 Audited Financial Statements truthfully and fairly reflect the business results, in accordance with Vietnamese Accounting Standards.

c) Inspection and Supervision Plan for 2026

10. Continue supervising the activities of the BOD.
11. Inspect the activities of the Executive Body.
12. Appraise the Corporation's 2026 reports.

III. Transactions, Remuneration, and Benefits of the Board of Directors, Board of Management, and Supervisory Board

1. Salary, Bonuses, Remuneration, and Benefits:

- a) Salaries, remuneration, and benefits for the Board of Directors, Board of Management, and Supervisory Board are implemented according to the GMS Resolution approved at the 2025 Annual General Meeting of Shareholders.

The report on actual payments of salaries and remuneration for the BOD (5 members during the first 4 months of 2025), the Supervisory Board (01 full-time member), and the BOD Secretary in 2025 totaled: 744.083.526 VND, reaching 94% of the plan. Specific details are as follows:

No.	Content	Number of person	2025 Salary and Remuneration (VND)		Ratio (%)
			Plan	Actual	
1	Board of Directors	3	312.000.000	328.000.000	105
2	Supervisory Board	3	447.000.000	380.083.526	85
3	Secretary	01	36.000.000	36.000.000	100
Total			795.000.000	744.083.526	94

- b) Stock transactions of internal shareholders: None

2. Contracts or transactions with internal persons:

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 Tri 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
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

3. Assessment of Compliance with Corporate Governance Regulations: The Corporation strictly complies with legal regulations on corporate governance.

Part VI. FINANCIAL STATEMENTS

1. Auditor's Opinion on the Audited Financial Statements of the Company: *In our opinion, the consolidated financial statements present fairly and reasonably, in all material respects, the financial position of Hanoi Textile & Garment Joint Stock Corporation as of December 31, 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations regarding the preparation and presentation of consolidated financial statements.*

2. Audited Annual Financial Statements

The audited financial statements for the fiscal year ended December 31, 2025, have been disclosed in accordance with Point c, Clause 1, Article 10 of Circular 96/2020/TT-BTC dated November 16, 2020, by the Ministry of Finance providing Guidelines for Information Disclosure on the Securities Market, including:

- Balance Sheet;
- Income Statement;
- Cash Flow Statement;
- Notes to the Financial Statements in accordance with accounting and auditing laws.

Website address for information disclosure: www.hanosimex.com.vn under the Investor Relations section (category: "Financial Statements").

** The aforementioned information has been posted on the CIMS system of the Hanoi Stock Exchange as regulated.*

Hanoi, April 15, 2026

LEGAL REPRESENTATIVE

GENERAL DIRECTOR



Nguyen Tri Son