

SOCIALIST REPUBLIC OF VIETNAM
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**ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026
HUU NGHI GARMENT JOINT STOCK COMPANY**

Time: 8:30 AM, April 19, 2026

Venue: New World Hotel

76 Le Lai Street, Ben Thanh Ward, Ho Chi Minh City



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, April 19, 2026

WORKING REGULATION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HUU NGHİ GARMENT JOINT STOCK COMPANY

- Pursuant to the Charter on organization and operation of Huu Nghi Garment Joint Stock Company approved by the General Meeting of Shareholders;

The Board of Directors respectfully submits to the General Meeting the working regulations of the 2026 Annual General Meeting of Shareholders as follows:

Article 1. Objectives

1. To complete the tasks set by the General Meeting and achieve the highest level of consensus among shareholders.
2. To ensure transparency, fairness, democracy, and unity.
3. To protect shareholders' interests and support the Company's sustainable development.

Article 2. Meeting Order

1. All attending shareholders must dress formally, present valid identification documents, invitation letters, and relevant documents to verify their eligibility at the reception desk.
2. Maintain order and seriousness during the meeting. No smoking, no loud conversations, and no mobile phone use inside the hall (if necessary, please step outside). Communication must be polite and respectful.
3. Shareholders are requested to limit movement and remain seated in their assigned positions during the meeting.





Article 3. Voting Procedures

1. Principle:

Voting shall be conducted publicly upon request of the Chairperson by raising voting cards issued by the Organizing Committee. Voting cards include shareholder name, ID code, number of shares owned and represented.

2. Method:

Shareholders express agreement or disagreement by raising voting cards. Failure to raise a voting card shall be deemed as approval of the matter being voted on.

Article 4. Discussion and Q&A

After presentations, the Chairperson will conduct discussions and respond to questions under the following principles:

1. Shareholders may directly present their opinions.
2. The Chairperson will only answer key questions related to the meeting agenda, representing common shareholder concerns.
Detailed explanations, information already disclosed in accordance with applicable regulations, legal regulations, or highly technical/personal matters will not be addressed directly.
3. Individual or unrelated questions will be compiled and answered in writing or published on the Company website.
4. Questions not addressed due to time constraints will also be responded to in writing.

Article 5. Responsibilities of the Chairperson

1. Conduct the meeting in accordance with the approved agenda and regulations, following democratic centralism principles and the Company Charter.
2. Guide discussions and voting on agenda items and related matters.

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3. Handle arising issues during the meeting.

Article 6. Responsibilities of Supporting Committees

- 1. Shareholder Eligibility Committee:**

Assigned by the Organizing Committee to verify shareholder eligibility and report results.

- 2. Secretariat (02 members):**

Responsible and accountable to the Chairperson and the General Meeting of Shareholders for accurately recording all meeting proceedings, resolutions, and minutes.

- 3. Vote Counting Committee (03 members):**

Responsible and accountable to the Chairperson and the General Meeting of Shareholders for supervising and recording voting and election results.

This regulation takes effect immediately upon approval by the General Meeting of Shareholders.

ORGANIZING COMMITTEE

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**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time: 08:30 – 11:30, April 19, 2026

Venue: New World Hotel

Participants: Shareholders listed as of March 23, 2026

Agenda Details

Time	Content	Duration
08:00 – 08:30	Reception and shareholder eligibility verification	30 mins
08:30 – 08:45	Report on shareholder eligibility and confirmation of meeting validity	15 mins
08:45 – 09:00	Opening ceremony: • Reason for meeting • Introduction of delegates • Approval of working regulations (Voting) • Election of Presidium (Voting)	15 mins
09:00 – 09:10	• Approval of Secretariat • Approval of meeting agenda	10 mins
09:10 – 10:10	• Chairman's report on 2025 performance and 2026 plan • Report on expansion project at Garment Factory No. 6 • Approval of audited 2025 financial statements • Report on Board of Directors activities	60 mins
10:10 – 10:30	Approval of proposals: • Profit distribution 2025 • Remuneration for BOD & Supervisory Board • Bonus for exceeding profit plan • Appointment of auditor for 2026	20 mins
10:30 – 10:45	Supervisory Board report on 2025 performance and 2026 plan	15 mins
10:45 – 10:50	Approval of the Chairman concurrently holding the position of Chief Executive Officer (CEO)	5 mins
10:50 – 11:10	Approval of meeting minutes	20 mins
11:30	Closing ceremony	—

On behalf of the Board of Directors
Chairman

Hà Văn Duyệt

**List of Shareholders Attending the 2026 Annual General Meeting of Shareholders**

No.	Shareholder's Full Name	Position	Number of Shares Owned	Number of Shares Authorized	Total Number of Shares	Percentage of Charter Capital (%)
1	Hà Văn Duyệt	Chairman	2,618,174	605,906	3,224,080	13.56%
2	Hà Văn Nghĩa	Board Member	1,293,468	1,499,870	2,793,338	11.75%
3	Hà Văn Long	Board Member	1,217,772	25,410	1,243,182	5.23%
4	Dương Thanh Tùng	Supervisory Board Member	720,000	11,982	731,982	3.08%
5	Nguyễn Thị Hằng Nga	Supervisory Board Member	595,604	399,402	995,006	4.18%
6	Kiều Ngọc Mạnh Hùng	Shareholder	1,276,554		1,276,554	5.37%
7	Phạm Đức Hà	Shareholder	204,324		204,324	0.86%
8	Hà Hải Ninh	Shareholder	662,248		662,248	2.79%
9	Vũ Thị Ngát	Shareholder	252,816		252,816	1.06%
10	Lâm Văn Hiền	Shareholder	13,504		13,504	0.06%
11	Viên Đức Thành	Shareholder	1,762		1,762	0.01%
12	Hà Thị Liên	Shareholder	100		100	0.00%
13	Hà Văn Toại	Shareholder	15,410		15,410	0.06%
14	Nguyễn Duy Tuấn	Shareholder	16,192		16,192	0.07%
15	Hoàng Quang Huy	Shareholder	11,032			0.00%
16	Nguyễn Hải Trường	Shareholder	600		600	0.00%
17	Bùi Quang Hoàn	Shareholder	3,676	11,032	14,708	0.06%
18	Huỳnh Minh Tùng	Shareholder	10,742			0.00%
19	Nguyễn Thị Thúy Ngân	Shareholder	2,158			0.00%
20	Phạm Thị Tươi	Shareholder	20,084			0.00%
21	Hà Thị Huyền	Shareholder	9,372		9,372	0.04%



22	Trần Thị Tân	Shareholder	52,618			0.00%
23	Hồ Sỹ Đức	Shareholder	43,058		43,058	0.18%
24	Đỗ Văn Thuận	Shareholder	91,250		91,250	0.38%
25	Lê Huy Hoàng	Shareholder	132,174		132,174	0.56%
26	Lê Thị Hương	Shareholder	60,822		60,822	0.26%
27	Hồ Thị Trinh	Shareholder	100		100	0.00%
28	Thái Thị Thu Thành	Shareholder	7,358		7,358	0.03%
29	Nguyễn Ngọc Bích	Shareholder	20,790		20,790	0.09%
30	Nguyễn Thị Kim Thanh	Shareholder	15,934		15,934	0.07%
31	Trần Thị Xuân Hiền	Shareholder	10,962		10,962	0.05%
32	Trương Hồng Phúc	Shareholder	9,824		9,824	0.04%
33	Bùi Phước Lợi	Shareholder	98,000		98,000	0.41%
34	Đỗ Thị Kim Thanh	Shareholder	982		982	0.00%
35	Trần Văn Khánh	Shareholder	13,476		13,476	0.06%
36	Cái Thị Ngọc Tầm	Shareholder	8,494		8,494	0.04%
37	Võ Văn Hờ	Shareholder	573,332		573,332	2.41%
38	Nguyễn Đình Minh	Shareholder	201,404			0.00%
39	Nguyễn Thùy Dương	Shareholder	120,800			0.00%
40	Quách Đình Dương	Shareholder	229,724		229,724	0.97%
41	Hoàng Thị Lệ	Shareholder	738,370			0.00%
42	Mai Văn Thiên	Shareholder	41,220		41,220	0.17%
43	Trần Nguyên Khang	Shareholder	639,700			0.00%
44	Bùi Thị Xuân Lan	Shareholder	245,912		245,912	1.03%
45	Phạm Trọng Huy	Shareholder	12		12	0.00%
46	Phạm Thị Xuân Hiền	Shareholder	24,546		24,546	0.10%
47	Phạm Thị Ngọc Minh	Shareholder	24,546		24,546	0.10%
48	Phạm Chí Hiếu	Shareholder	122,898		122,898	0.52%



49	Phạm Thị Như Hường	Shareholder	3,336		3,336	0.01%
50	Phạm Văn Diễn	Shareholder	177,914			0.00%
51	Phùng Thị Huệ Thu	Shareholder	20,410			0.00%
52	Phan Hữu Phước	Shareholder	61,466		61,466	0.26%
53	Phan Mỹ Nga	Shareholder	61,466		61,466	0.26%
54	Phan Thông	Shareholder	24,546		24,546	0.10%
55	Phan Thanh Sơn	Shareholder	96,754		96,754	0.41%
56	Phan Thanh Liên	Shareholder	61,466		61,466	0.26%
57	Uông Tiến Thịnh	Shareholder	147,750		147,750	0.62%
58	Mai Hoàng Ân	Shareholder	98		98	0.00%
59	Nhâm Thị Mai Phương	Shareholder	24,546		24,546	0.10%
60	Nguyễn Thanh Thủy	Shareholder	122,898		122,898	0.52%
61	Nguyễn Văn Hùng	Shareholder	7,358		7,358	0.03%
62	Nguyễn Văn Thắng	Shareholder	10		10	0.00%
63	Nguyễn Minh Giang	Shareholder	39,344	26,938	66,282	0.28%
64	Nguyễn Thị Cười	Shareholder	26,938			0.00%
65	Nguyễn Thị Bích Huyền	Shareholder	38,016		38,016	0.16%
66	Nguyễn Thị Lệ Hồng	Shareholder	84,424		84,424	0.36%
67	Nguyễn Thị Mỹ	Shareholder	10,544		10,544	0.04%
68	Nguyễn Thị Muối	Shareholder	27,506		27,506	0.12%
69	Nguyễn Thị Liên	Shareholder	6,106		6,106	0.03%
70	Nguyễn Thị Minh Vân	Shareholder	26,446		26,446	0.11%
71	Nguyễn Thế Kỷ	Shareholder	34,564		34,564	0.15%
72	Nguyễn Thị Kim Loan	Shareholder	21,384		21,384	0.09%
73	Nguyễn Thị Nữ	Shareholder	1,930		1,930	0.01%
74	Nguyễn Thị Thúy Hà	Shareholder	9,824			0.00%
75	Ngô Thanh Bình	Shareholder	7,358		7,358	0.03%



76	Ngô Thị Bích Hồng	Shareholder	7,472		7,472	0.03%
77	Trần Thị Anh Trà	Shareholder	49,212		49,212	0.21%
78	Trần Văn Chiến	Shareholder	27,442		27,442	0.12%
79	Trần Thị Hiền	Shareholder	1,210		1,210	0.01%
80	Trần Thị Hoàng Yến	Shareholder	1,210		1,210	0.01%
81	Trần Thị Lợi	Shareholder	5,270		5,270	0.02%
82	Trần Văn Tuấn	Shareholder	10,544		10,544	0.04%
83	Trần Văn Châu	Shareholder	10,962		10,962	0.05%
84	Trần Văn Ngọc	Shareholder	9,824		9,824	0.04%
85	Trương Thị Bích Chung	Shareholder	9,064		9,064	0.04%
86	Lê Thị Ánh	Shareholder	89,734		89,734	0.38%
87	Lê Thị Bích Thảo	Shareholder	10,544		10,544	0.04%
88	Kỷ Thị Cẩm Hồng	Shareholder	12,250		12,250	0.05%
89	Vũ Thị Huê	Shareholder	23,294		23,294	0.10%
90	Vũ Văn Duyệt	Shareholder	24,546		24,546	0.10%
91	Dương Thị Thúy Hằng	Shareholder	452		452	0.00%
92	Dương Thị Kim Loan	Shareholder	9,824		9,824	0.04%
93	Dương Thị Ngọc Mai	Shareholder	18,626		18,626	0.08%
94	Đỗ Thị Thanh Hà	Shareholder	33,198		33,198	0.14%
95	Đoàn Hoài Thương	Shareholder	6,106		6,106	0.03%
96	Hoàng Trí Dũng	Shareholder	10,544		10,544	0.04%
97	Huỳnh Thị Kim Phượng	Shareholder	486		486	0.00%
98	Hà Thị Nguyệt	Shareholder	4,816			0.00%
99	Trịnh Minh Tuấn	Shareholder	8,494		8,494	0.04%
100	Nguyễn Văn Hào	Shareholder	6,144		6,144	0.03%
101	Trần Mạnh Hà	Shareholder	40,000		40,000	0.17%
102	Trần Thị Hồng	Shareholder	26		26	0.00%



103	Trần Thị Kim Thanh	Shareholder	33,044		33,044	0.14%
104	Trần Thị Lan Anh	Shareholder	17,782		17,782	0.07%
105	Trần Thị Mỹ Phương	Shareholder	13,770		13,770	0.06%
106	Trần Tử Vinh	Shareholder	25,724		25,724	0.11%
107	Trần Thị Thìn	Shareholder	16,692		16,692	0.07%
108	Tạ Anh Hằng	Shareholder	2,766		2,766	0.01%
109	Trương Thị Sâm	Shareholder	4,134		4,134	0.02%
110	Ngũ Huệ Mỹ	Shareholder	3,100		3,100	0.01%
111	Nguyễn Văn Mạnh	Shareholder	24,546		24,546	0.10%
112	Nguyễn Chính Tráng	Shareholder	122,898		122,898	0.52%
113	Nguyễn Khắc Biểu	Shareholder	54,612		54,612	0.23%
114	Nguyễn Phương Lan	Shareholder	59,638		59,638	0.25%
115	Nguyễn Thị Mỹ Lệ	Shareholder	66		66	0.00%
116	Nguyễn Thị Lan	Shareholder	61,466		61,466	0.26%
117	Nguyễn Đình Dũng	Shareholder	154,922		154,922	0.65%
118	Nguyễn Thị Kim Xuyên	Shareholder	6		6	0.00%
119	Nguyễn Thị Ngọc Trâm	Shareholder	37,040		37,040	0.16%
120	Nguyễn Văn Tịnh	Shareholder	417,648			0.00%
121	Nguyễn Văn Soạn	Shareholder	45,582		45,582	0.19%
122	Nguyễn Thị Tươi	Shareholder	21,930		21,930	0.09%
123	Nguyễn Thị Ngọc Lan	Shareholder	17,982		17,982	0.08%
124	Nguyễn Thị thanh Nhân	Shareholder	5,270		5,270	0.02%
125	Nguyễn Ngọc Nga	Shareholder	70,802		70,802	0.30%
126	Nguyễn Thị Huỳnh	Shareholder	67,242		67,242	0.28%
127	Nguyễn Thị Ngọc Diệp	Shareholder	138,148		138,148	0.58%
128	Nguyễn Thị Huỳnh Anh	Shareholder	16,958		16,958	0.07%
129	Nguyễn Thị Thùy Linh	Shareholder	8,494		8,494	0.04%



130	Ngô Văn Long	Shareholder	6,106		6,106	0.03%
131	Ngô Thị Hồng	Shareholder	18,960		18,960	0.08%
132	Lê Bích Hòa	Shareholder	4,000		4,000	0.02%
133	Lê Thị Nga	Shareholder	200		200	0.00%
134	Lê Tất Thắng	Shareholder	184			0.00%
135	Lê Thị Liễu	Shareholder	17,982		17,982	0.08%
136	Lê Ngọc Ánh	Shareholder	10,544		10,544	0.04%
137	Lê Kim Ngọc	Shareholder	21,778		21,778	0.09%
138	Lê Mai Trang	Shareholder	8,494		8,494	0.04%
139	Lê Thị Tuyết	Shareholder	7,936		7,936	0.03%
140	Lê Hữu Long Thái	Shareholder	48		48	0.00%
141	Mạc Thị Nga	Shareholder	31,148		31,148	0.13%
142	Phạm Minh Thương	Shareholder	40,152		40,152	0.17%
143	Phạm Thị Hường	Shareholder	2,258		2,258	0.01%
144	Vũ Thị Vui	Shareholder	9,824		9,824	0.04%
145	Huỳnh Kim Tùng	Shareholder	9,824		9,824	0.04%
146	Hùng Phi Oanh	Shareholder	147,486		147,486	0.62%
147	Hồ Thị Bích Ngân	Shareholder	66,398		66,398	0.28%
148	Hoàng Thị Thu Vân	Shareholder	61,466		61,466	0.26%
149	Dương Thị Minh	Shareholder	31,198		31,198	0.13%
150	Dương Thị Ngọc	Shareholder	18,702		18,702	0.08%
151	Bùi Thị Tuyết	Shareholder	26,708		26,708	0.11%
152	Bùi Thị Long	Shareholder	17,982		17,982	0.08%
153	Đặng Vũ Chư	Shareholder	122,898			0.00%
154	Đoàn Quốc Tuấn	Shareholder	11,990		11,990	0.05%
155	Đào Thị Hương Giang	Shareholder	200		200	0.00%
156	Đoàn Thị Bân	Shareholder	21,130		21,130	0.09%



157	Đặng Thị Đào	Shareholder	8,494		8,494	0.04%
158	Đặng Thị Thu Trúc	Shareholder	6,406		6,406	0.03%
159	Đỗ Thị Kim Cúc	Shareholder	48,374		48,374	0.20%
160	Bùi Minh Hải	Shareholder	4,000		4,000	0.02%
161	Bùi Tiến Duy	Shareholder	4		4	0.00%
162	Bạch Tấn Cường	Shareholder	1,000		1,000	0.00%
163	Cao Văn Mạnh	Shareholder	2		2	0.00%
164	Cà Thị Mạnh	Shareholder	19		19	0.00%
165	Dư Mạnh Hà	Shareholder	1,000			0.00%
166	Dương Công Nghĩa	Shareholder	1,400		1,400	0.01%
167	Dương Muôi Muối	Shareholder	16		16	0.00%
168	Dương Thị Ngọc Thương	Shareholder	11,900		11,900	0.05%
169	Hoàng Phạm Mạnh Tùng	Shareholder	2		2	0.00%
170	Hoàng Thị Thanh Trúc	Shareholder	1,000		1,000	0.00%
171	Hoàng Sơn Anh	Shareholder	2,100		2,100	0.01%
172	Hoàng Thị Hương Hà	Shareholder	2		2	0.00%
173	Huỳnh Quốc Đạt	Shareholder	100		100	0.00%
174	Huỳnh Phú Quốc	Shareholder	2,000			0.00%
175	Huỳnh Văn Bảo	Shareholder	2,800		2,800	0.01%
176	Hứa Ngọc Sơn	Shareholder	2		2	0.00%
177	Lê Phương Thảo	Shareholder	15		15	0.00%
178	Lê Văn Sang	Shareholder	20,000		20,000	0.08%
179	Lê Thị Nhi	Shareholder	12		12	0.00%
180	Lê Thị Nhàn	Shareholder	2		2	0.00%
181	Lê Văn Nhân	Shareholder	2		2	0.00%
182	Lê Minh Thúy	Shareholder	22		22	0.00%
183	Lương Thị Thu Thủy	Shareholder	8,466		8,466	0.04%



184	Lý Văn Vũ	Shareholder	1,000		1,000	0.00%
185	Ngô Hoàng Nguyệt	Shareholder	2		2	0.00%
186	Ngô Hoàng Thanh Hiền	Shareholder	2		2	0.00%
187	Ngô Hoàng Thị Thùy Mỹ	Shareholder	3		3	0.00%
188	Ngô Thị Phương Nguyên	Shareholder	2		2	0.00%
189	Ngô Tuấn Quang	Shareholder	100		100	0.00%
190	Nguyễn Thị Huệ	Shareholder	5		5	0.00%
191	Nguyễn Anh Tuấn	Shareholder	10		10	0.00%
192	Nguyễn Bảo Quang	Shareholder	20,000		20,000	0.08%
193	Nguyễn Kiêm Anh	Shareholder	1,000		1,000	0.00%
194	Nguyễn Thị Lam Anh	Shareholder	700		700	0.00%
195	Nguyễn Văn Thanh Trọng	Shareholder	1		1	0.00%
196	Nguyễn Đình Nhân	Shareholder	46		46	0.00%
197	Nguyễn Diễm Kiều Giang	Shareholder	2		2	0.00%
198	Nguyễn Hải Dương	Shareholder	2		2	0.00%
199	Nguyễn Kính Hiền	Shareholder	4		4	0.00%
200	Nguyễn Minh Danh	Shareholder	73		73	0.00%
201	Nguyễn Ngọc Thùy Vân	Shareholder	2		2	0.00%
202	Nguyễn Sinh Dũng Thắng	Shareholder	1		1	0.00%
203	Nguyễn Siêu Mẫn	Shareholder	1		1	0.00%
204	Nguyễn Thị Thanh Thủy	Shareholder	200		200	0.00%
205	Nguyễn Thị Kiều	Shareholder	1,000		1,000	0.00%
206	Nguyễn Thị Minh Hiền	Shareholder	4		4	0.00%
207	Nguyễn Thị Minh Đức	Shareholder	4		4	0.00%
208	Nguyễn Thị Phương Dung	Shareholder	2		2	0.00%
209	Nguyễn Tú Chi	Shareholder	10,000		10,000	0.04%
210	Nguyễn Tường Linh	Shareholder	2		2	0.00%



211	Nguyễn Tất Quyền	Shareholder	2		2	0.00%
212	Nguyễn Văn Chính	Shareholder	4		4	0.00%
213	Nguyễn Văn Phụng	Shareholder	2		2	0.00%
214	Nguyễn Thanh Long	Shareholder	25		25	0.00%
215	Nguyễn Xuân Trường	Shareholder	1		1	0.00%
216	Phan Văn Sáu	Shareholder	2		2	0.00%
217	Phạm Xuân Trình	Shareholder	153,000		153,000	0.64%
218	Phạm Quốc Đại	Shareholder	12,300		12,300	0.05%
219	Phùng Thị Phú	Shareholder	4		4	0.00%
220	Phạm Thị Thế Hằng	Shareholder	900		900	0.00%
221	Phạm Thị Thu Hà	Shareholder	7,600		7,600	0.03%
222	Phạm Thị Hồng Xuân	Shareholder	2		2	0.00%
223	Phạm Thị Kim Yến	Shareholder	2		2	0.00%
224	Quách Thị Bé Tư	Shareholder	4		4	0.00%
225	Tạ Hữu Doanh	Shareholder	1,600		1,600	0.01%
226	Tô Thị Huyền	Shareholder	200		200	0.00%
227	Tô Tấn Thọ	Shareholder	1		1	0.00%
228	Từ Vĩ Huê	Shareholder	716		716	0.00%
229	Trần Ngọc Vân Khanh	Shareholder	5,000		5,000	0.02%
230	Trần Thị Thùy	Shareholder	3,000		3,000	0.01%
231	Trần Thị Thảo	Shareholder	100		100	0.00%
232	Trần Thị Bích Thủy	Shareholder	1,300		1,300	0.01%
233	Trần Thị Hiền-1	Shareholder	1		1	0.00%
234	Trần Minh Vương	Shareholder	1		1	0.00%
235	Trần Thị Thu Hằng	Shareholder	19,000		19,000	0.08%
236	Trương Duy Hồng Yến	Shareholder	40		40	0.00%
237	Trần Ngô Hữu Tài	Shareholder	2		2	0.00%
238	Trần Việt Anh	Shareholder	10		10	0.00%



239	Trương Thị Bích Huyền	Shareholder	2		2	0.00%
240	Trương Văn Hải	Shareholder	1		1	0.00%
241	Võ Ngọc Nhẫn	Shareholder	2		2	0.00%
242	Vũ Mạnh Hùng	Shareholder	80,800		80,800	0.34%
243	Vũ Hoàng Thanh	Shareholder	600		600	0.00%
244	Vũ Thục Linh	Shareholder	900		900	0.00%
245	Vũ Văn Đăng	Shareholder	1		1	0.00%
246	Đặng Thái Hùng	Shareholder	8		8	0.00%
247	Đặng Thanh Hà	Shareholder	10		10	0.00%
248	Đoàn Thị San	Shareholder	2		2	0.00%
249	Đoàn Trọng Phước	Shareholder	2		2	0.00%
250	Đoàn Minh Hải	Shareholder	100		100	0.00%
251	Đoàn Phúc Hiến	Shareholder	1		1	0.00%
252	Đồng Văn Lập	Shareholder	2,000		2,000	0.01%
253	Đỗ Thu Trang	Shareholder	200		200	0.00%
254	Dennis Peter Eric	Shareholder	173,200		173,200	0.73%
255	Krungthai Xspring Securities Company Limited	Shareholder	1,000		1,000	0.00%
256	TẬP ĐOÀN DỆT MAY VIỆT NAM	Shareholder	6,953,392		6,953,392	29.24%
257	CỔ PHIẾU QUỸ	Shareholder	1,100		1,100	0.00%
	TOTAL		23,778,900	2,580,540	23,778,900	100.00%

April 13, 2026

Chairman



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, March 23, 2026

To:

- The 2026 Annual General Meeting of Shareholders
- Esteemed Shareholders

REPORT

ON BUSINESS PERFORMANCE IN 2025 AND BUSINESS PLAN FOR 2026

Contents:

- Business performance in 2025
- Business plan for 2026
- Approval of the Board of Directors and Supervisory Board activity reports
- Approval of the 2025 profit distribution proposal

PART 1: GENERAL ASSESSMENT

The conflict between Russia and Ukraine, followed by tensions between the United States and Iran in the Middle East, poses a risk of escalating into a potential World War III. Under such circumstances, global economic and political stability remains uncertain.

The United States has implemented high tariff policies, disrupting the global economy. Rising inflation has forced many businesses to suspend operations or declare bankruptcy.

Domestic and Company Context:



- **National economy:**

Vietnam maintained a strong growth rate with GDP increasing by 8%. The textile and garment industry achieved export turnover of USD 44 billion, up 10% compared to 2024.

- **Company performance:**

FOB orders from traditional customers decreased by 10%, compensated by CMT orders to maintain production stability. Export turnover reached VND 980.25 billion, up 3% compared to the planned VND 952 billion.

- **Labor situation:**

Significant fluctuations compared to 2024, mainly due to workers seeking higher income opportunities.

- Beginning of 2025: 2,609 employees
- New hires: 846 employees
- Resignations: 987 employees
- End of 2025: 2,468 employees

- **Supply chain:**

Raw materials mainly sourced from China were unstable, subject to high tariffs, causing production interruptions and increased costs, leading to lower business efficiency compared to 2024.

PART 2: PERFORMANCE RESULTS IN 2025

I. Key Indicators (Audited)



Item	Unit	Plan	Actual	%
Export turnover	USD	38,000,000	37,862,000	99.60%
Revenue	VND billion	952	980	103.00%
Profit before tax	VND billion	40	118.57	296.40%
Profit after tax	VND billion	32	93.75	293.00%
Workforce	Persons	2,590	2,524	97.50%
Average income	Million VND	10.384	10.545	101.60%
Dividend payout	%	10%	15%	150.00%
Cash dividend	VND billion	23.78	35.67	150.00%
Construction investment	VND billion	95	111.76	117.60%
Construction works	VND billion	75	88.28	117.71%
Equipment	VND billion	20	23.48	117.40%

II. Key Highlights

- Finance:**

Healthy financial status; full and timely tax payments; no outstanding liabilities, including salaries and bonuses.



- **Investment:**

Completed and put into operation in Q1/2026.

- Total project value: VND 111.76 billion
- Construction: VND 88.28 billion
- Equipment: VND 23.48 billion

- **Customer evaluation:**

- Sample development: Good
- On-time delivery: Good
- System quality: Good
- Social responsibility: Acceptable

- **Awards:**

- Top 10 enterprises for employees in the textile and garment industry
- Top 10 Asian Brands 2025

- **Security & Safety:**

Well-managed security and fire prevention; no incidents occurred.

III. Profit Distribution Plan

Based on the audited 2025 financial statements confirmed by NVA Auditing Company:

- Profit before tax: VND 118.57 billion
- Profit after tax: VND 93.74 billion
- Excess profit over plan: VND 61.75 billion

Proposed Profit Distribution:



(Refer to detailed proposals)

- Proposal No. 01/PPLN/2025: Profit distribution plan
- Proposal No. 02/LNVKH/2025: Bonus for the Board of Directors
- Proposal No. 03/CPHĐQT/2025: Allocation of operating expenses for the Board of Directors and Supervisory Board

PART 3: BUSINESS PLAN FOR 2026

I. General Outlook

The year 2026 continues the challenging conditions of 2025. The global economic, political, and social environment remains unstable due to factors such as expanding conflicts and high tariff policies imposed by the United States. As a result, the global economy faces a risk of downturn, rising inflation, and increasing costs, leading to lower business efficiency.

The labor market is expected to face significant shortages, as companies struggle to meet higher income expectations. Workers tend to shift to other industries or seek employment abroad, while recruitment of new workers to replace those who leave and to support expansion remains difficult.

II. Key Targets and Implementation Measures for 2026

1. Objective

- Maintain the production capacity achieved in 2025.

2. Export Market Structure

- United States: 60%
- Japan: 20%
- Other markets: 15%



- Domestic market: 5%

3. Key Targets for 2026

- Export turnover: USD 38,000,000
- Revenue: VND 1,000 billion
- Profit before tax: VND 45 billion
- Profit after tax: VND 36 billion
- Workforce: 2,700 employees
- Average income: VND 10,500,000/person/month
- Dividend payout: 10% (equivalent to VND 23.77 billion in cash)
- Construction investment: VND 15.3 billion (major repairs of factories and equipment)

III. Implementation Measures

- Restructure and reorganize member factories and company departments (separate proposal to be submitted).
- Actively seek new customers to fully utilize existing capacity and support expansion at Garment Factory No. 6 in Sa Dec.
- Regularly monitor business performance and conduct quarterly market forecasts to adjust plans accordingly.
- Enhance labor productivity to increase revenue and improve employee income levels.
- Restructure the Company's management organization; the General Meeting of Shareholders authorizes the Board of Directors to approve proposals from the CEO.



- Closely monitor operations and proactively handle risks in compliance with legal regulations.
- Strengthen security, safety, and fire prevention measures across the Company.
- Ensure adequate goods preparation and employee welfare during the Lunar New Year; maintain stable employment before and after the holiday.
- Provide additional monthly income support (beyond regulated salary) if financial conditions allow.

PART 4: ACTIVITIES OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

I. Activities of the Board of Directors (BOD)

- In 2025, the BOD effectively fulfilled its functions in accordance with the Company Charter and resolutions of the General Meeting of Shareholders.
- The BOD issued timely resolutions aligned with AGM resolutions and continuously monitored market developments and business performance to guide the Executive Board.
- Organized study tours, negotiations, and contract signings when necessary.

II. Activities of the Supervisory Board (SB)

- The Supervisory Board operated in accordance with its functions, holding quarterly meetings.
- Both the BOD and SB assessed that they fulfilled their duties in 2025, while acknowledging certain shortcomings and seeking shareholder feedback for improvement.



- Operating expenses of the BOD and SB in 2025 (refer to Proposal No. 03/CPHĐQT/2025).
- Bonuses for the BOD and SB in case of exceeding profit targets (refer to Proposal No. 02/LNVKH/2025).

III. Plan of the Board of Directors for 2026

- Prepare and organize the 2026 Annual General Meeting of Shareholders.
- Hold regular quarterly meetings and ad hoc meetings to address matters in line with AGM resolutions.
- Conduct periodic market research both domestically and internationally.
- Regularly supervise the implementation of resolutions issued by the BOD and the General Meeting of Shareholders.

Conclusion:

The above presents the full report on 2025 business performance, the 2026 business plan, and the evaluation of activities of the Board of Directors, Supervisory Board, and Executive Board.

We respectfully submit this report for review, discussion, and approval by the General Meeting of Shareholders.

On behalf of the Board of Directors and the Executive Board, we sincerely thank all shareholders for their contributions toward the Company's sustainable development.

Chairman & CEO
Ha Van Duyet



2025 Performance Report

TT	INDICATORS	Unit	2025		Actual/Plan	2026 PLAN (ESTIMATED)	
			PLAN	ACTUAL			
a	b	c	1	2	3=2/1	4	5
I.	Export Turnover	(Usd)	38,000,000	37,862,005	99.6%	38,000,000	
1	Xuất FOB		28,000,000	29,277,076	104.6%	27,000,000	
2	Xuất gia công		10,000,000	8,584,928	85.8%	11,000,000	
II.	Total Revenue	Million VND	952,000	980,253	103.0%	1,000,000	
1	Xuất FOB		700,000	755,867	108.0%	720,000	
2	Xuất gia công		250,000	223,087	89.2%	280,000	
3	Doanh thu khác		2,000	1,299	64.9%	-	
III.	Production Output	(Usd)	15,703,858	15,790,743	100.6%	15,703,858	
1	Xí nghiệp 6		7,894,524	6,672,819	84.5%	8,349,000	
2	Xí nghiệp 7		3,231,714	3,105,368	96.1%	3,036,000	
3	Xí nghiệp 45		5,500,000	6,012,556	109.3%	5,500,000	
IV.	Profit	Million VND					
1	Before Tax		40,000	118,571	296.4%	45,000	
2	After Tax		32,000	93,735	292.9%	36,000	
V.	Dividend						
1	Dividend Payout Ratio	%	10	20	200.0%	10	
2	Cash Dividend	Million VND	23,778	47,556	200.0%	23,778	
V.	Total Labor Force	(People)	2,590	2,524	97.5%	2,700	
1	Văn phòng công ty		130	133	102.3%	130	
2	Xí nghiệp 6		1,400	1,327	94.8%	1,510	
3	Xí nghiệp 7		560	543	97.0%	560	
4	Xí nghiệp 45		500	521	104.2%	500	
VI.	Average Income	(Thousand VND)	10,384	10,545	101.6%	10,500	
1	Văn phòng công ty		17,249	16,627	96.4%	16,800	
2	Xí nghiệp 6		8,628	9,635	111.7%	9,200	
3	Xí nghiệp 7		8,904	11,282	126.7%	10,500	
4	Xí nghiệp 45		12,427	15,131	121.8%	12,800	
VII.	Construction Investment	Million VND	95,000	111,761	117.6%	15,300	
1	Investment Equipment		20,000	23,478	117.4%	15,300	
2	Factory 06		5,000	175	4%	-	
3	Basic Construction Fac 06		70,000	88,108	125.9%	-	

Ngày 10 tháng 02 năm 2026

Tổng Giám Đốc



**Summary Report on Production and Business Performance for the 12 Months of 2025
and the Production and Business Plan for 2026**

No.	Indicators	Unit	Year 2025			
			Full-year Plan	Actual Performance in 2025	% of Actual vs Plan	2026 Plan
A	B		1	2	3=2/1	4
A	Average Number of Employees	Persons	2,590	2,529	97.64	2,700
B	Business and Production Performance					
1	Export Value	USD	38,000,000	37,843,987	99.59	38,000,000
2	Total Revenue	million VND	952,000	980,292	102.97	1,000,000
3	Profit Before Tax	million VND	40,000	118,571	296.43	45,000
4	Corporate Income Tax Paid	million VND	8,000	24,836	310.45	9,000
5	Profit After Tax	million VND	32,000	93,735	292.92	36,000
6	Total Remaining Profit (after allocations to funds and dividend)	million VND				
	Dividend Payment	million VND	23,778	47,557	200.00	23,778
	including					
	Allocation to the Development Investment Fund	million VND	3,200	9,374	292.92	3,600
	Reward and Welfare Fund	million VND	3,200	9,374	292.92	3,600
7	Average Income		10,384	10,545	101.55	10,500
8	Total Fixed Assets	million VND	95,000	111,761	117.64	15,300
C	Financial Indicators					
I	Asset and Capital Structure					
	Ending Balance					
1	Total Assets	million VND	700,000	828,028	118.29	720,000
	Current Assets and Short-term Investments	million VND	500,000	624,387	124.88	520,000
	Fixed Assets and Long-term Investments	million VND	200,000	203,641	101.82	200,000
2	Total Liabilities and Equity	million VND	700,000	828,028	118.29	720,000
	Liabilities	million VND	250,000	300,710	120.28	270,000
	Including: Long-term Borrowings	million VND				
	Owners' Equity	million VND	450,000	527,318	117.18	450,000
	Of which: Contributed Capital	million VND	237,789	237,789	100.00	237,789
II	Financial Indicators					
1	Asset Allocation Structure					
	- Non-current Assets / Total Assets	%	28.57	24.59	86.08	27.78
	- Current Assets / Total Assets	%	71.43	75.41	105.57	72.22
2	Capital Structure					
	- Total Liabilities / Total Capital	%	35.71	36.32	101.69	37.50
3	Solvency					
	- Current Assets / Current Liabilities	times	2.00	2.08	103.82	1.93
4	Profitability Ratio					
	- Profit Before Tax / Charter Capital	%	16.82	49.86	296.43	18.92
	- Profit After Tax / Charter Capital	%	13.46	39.42	292.92	15.14


General Director
Hà Văn Duyệt

HUU NGHI GARMENT
JOINT STOCK COMPANY
No: 01/PPLN-2024

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, March 26, 2026

PROPOSAL
Profit Distribution Plan for Fiscal Year 2025

To: The General Meeting of Shareholders Huu Nghi Garment Joint Stock Company

Under:

- *The Charter of Organization and Operation of Huu Nghi Garment JSC;*
- *Resolution of the Annual General Meeting of Shareholders in 2025;*
- *The audited and verified business performance results for 2025;*

The Board of Directors proposes the following profit distribution plan for 2025 to the General Meeting of Shareholders for approval:

I. PROFIT DISTRIBUTION IN 2025

- | | |
|--|---------------------|
| 1. Total Profit before tax: | 118.571.346.022 VND |
| 2. Corporate income tax payable: | 24.836.161.858 VND |
| 3. Net Profit after tax: | 93.735.184.164 VND |
| • Of which, profit exceeding the 2025 plan: | 61.735.184.164 VND |
| 4. Profit after tax is to be distributed as follows: | |
| a. Bonus and welfare fund (10% of net Profit): | 9.373.518.416 VND |
| b. Investment and development fund (10% of net Profit): | 9.373.518.416 VND |
| c. Bonus for the Board of Directors (3% of Profit exceeding the plan): | 1.852.055.525 VND |
| 5. Remaining Profit after distribution: | 73.136.091.807 VND |

II. DIVIDEND PAYMENT

- a. New charter capital: VND 237.789.000.000
- b. Dividend in cash: 20% of charter capital (VND 2000/share)
- c. Total dividend payout excluding 1,100 treasury shares:
2.000 VND x 23.777.800 shares = 47.555.600.000 VND

III. RETAINED PROFIT CARRIED FORWARD

Remaining retained earnings to be carried forward to the next fiscal year:
VND 73.136.091.807 – VND 47.555.600.000 = **VND 25.580.491.807**

This is the proposed profit distribution plan 2025, respectfully submitted for approval.

Chairman of the Board of Directors


Ha Van Duyet

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

PROPOSAL

To: The General Meeting of Shareholders Huu Nghi Garment Joint Stock Company

The Board of Directors proposes a bonus of 3% of the Profit exceeding the 2025 target, as follows:

This is the bonus proposal for exceeding the 2025 profit plan, respectfully submitted for approval.

On behalf of the Board of Directors
Chairman



Hà Văn Duyệt

Ha Van Duyet

HUU NGHI GARMENT
JOINT STOCK COMPANY
Proposal No.: 03/CP.BOD&SBC-2025

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, March 26, 2026

PROPOSAL

Operating and Remuneration Expenses for the Board of Directors and Supervisory Board

To: The General Meeting of Shareholders Huu Nghi Garment Joint Stock Company

Under:

- Resolution of the 2025 Annual General Meeting of Shareholders;
- The audited and verified business performance results for 2025;

I. Report on 2025 Expenses

- Total revenue in 2025: 980.292.288.149 VND
- Total Profit before tax: 118.571.346.022 VND
- Total expenses: 861.720.942.127 VND
- Operating and remuneration expenses for the Board of Directors and Supervisory Board:
 $0.2\% \times \text{VND } 861.720.942.127 = 1.723.441.884 \text{ VND}$
- Actual disbursement as of 31/12/2025: 1.694.444.440 VND
- Remaining costs: 28.997.444 VND

II. Proposed Budget for 2025

Proposed operating and remuneration expenses for the Board of Directors and Supervisory Board in 2026: 0.2% of total valid and lawful expenses.

This is the operating and remuneration expense plan for the Board of Directors and Supervisory Board, respectively, submitted for approval.

On behalf of the Board of Directors
Chairman


Ha Van Duyet



PROPOSAL

Approval of the Selection of an Independent Auditor for the 2026 Financial Statements

Ho Chi Minh City, March 26, 2026

To: The General Meeting of Shareholders

Huu Nghi Garment Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government of the Socialist Republic of Vietnam detailing the implementation of certain articles of the Law on Securities;

Pursuant to the Charter of Organization and Operation of Huu Nghi Garment Joint Stock Company;

1. Criteria for Selecting an Independent Audit Firm

Being a legally operating firm in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit public interest entities in 2026, with experience in auditing such entities in Vietnam;

Having a strong reputation in the auditing field, with a team of qualified and experienced auditors in industries similar to the Company's business activities;

Being able to meet the Company's requirements in terms of audit scope and audit planning;

Having no conflict of interest when performing the audit of the Company's financial statements;

Offering audit fees that are appropriate to the audit scope and audit plan of the Company.

2. Proposal for Selection of the Independent Audit Firm

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the following list of audit firms for selection as the Company's independent auditor for the review of the 2026 financial statements:

- Nhan Tam Viet Auditing Company Limited
- NVA Auditing Company Limited

The General Meeting of Shareholders is requested to authorize the Board of Directors to select one of the above audit firms to conduct the review of the Company's 2026 financial statements in accordance with applicable regulations.

On behalf of the Supervisory Board

Duong Thanh Tung

2025 SUPERVISORY REPORT HUU NGHI GARMENT JOINT STOCK COMPANY

Respected Presidium of the General Meeting of Shareholders.

Respected delegates.

Respected shareholders.

Pursuant to the charter on organization and operation of Huu Nghi Garment Joint Stock Company;

Pursuant to the functions and tasks of the Board of Supervisors as stipulated in the operating regulations of the Board of Supervisors of Huu Nghi Garment Joint Stock Company;

Pursuant to the Law on Accounting, regulations on the current financial accounting system, and Vietnamese accounting standards;

Pursuant to the 2025 Financial Statements (Audited) dated 2026-02-10.

The Board of Supervisors has conducted inspection and supervision activities in the areas of financial operations; production and business in 2025 of the Company. The Board of Supervisors would like to report as follows:

I. Implementation of the 2025 Production and Business Plan:

Unit: million VND

Indicator	Implemented in 2024	2025 Plan	Implemented in 2025	Comparison	
				IMP'2025/MP'2024	IMP'2025/PLAN2024
	1	2	3	4=3/1	5=3/2
1. Total revenue (mil. VND)	1,211,427	952,000	1,002,214	83%	105%
Net revenue	1,182,126		980,292	83%	
<i>Of which, Enterprise 5 Revenue:</i>					
Financial activity revenue	26,176		21,253	81%	
Other income	3,125		668	21%	
2. Expenses (mil. VND)	1,077,685	912,000	883,642	82%	97%
Cost of goods sold	983,758		806,980	82%	
Financial activity expenses	11,772		4,480	38%	
<i>including: loan interest expenses</i>	<i>158</i>		<i>19</i>		
Selling expenses	22,779		14,249	63%	
Enterprise management expenses	58,960		57,471	97%	
Other expenses	416		463	111%	
3. Profit (mil. VND)	133,742	40,000	118,571	89%	296%
Profit before tax	133,742	40,000	118,571	89%	
+ Net profit from business activities	131,033		118,366	90%	
+ Other profit	2,710		205	8%	
Profit after tax	105,904		93,735	89%	
Basic earnings per share (VND)					
4. Labor and income					
Average labor (people)	2,521	2,590	2,524	102%	97%
Average income (mil. VND/person/month)	10,954	10,384	11,492	106%	111%
5. Analysis of profit – expense ratio					
- Cost of goods sold/Net revenue	23.48%		18.57%		
- Financial activity expenses/Net revenue	83.2%		82.3%		
- Selling expenses/Net revenue	1.0%		0.46%		
- Management expenses/Net revenue	1.9%		1.5%		
- Gross profit margin/Revenue	5.0%		5.9%		

Comments on the production and business situation in 2025:

In the first months of 2025, the production and business situation for the textile and garment industry has seen many positive signs; however, the Company's production orders compared to the same period in 2025 have been unstable, order lead times are shorter, while unit prices remain lower than expected.

Despite market fluctuations, particularly following the announcement by the United States of reciprocal tariff rates on various countries, including Vietnam, the operating management has implemented flexible solutions in production management and order seeking, aiming to achieve and exceed the targets assigned by the General Meeting of Shareholders for 2025.

Profit before tax in 2025 reached 89% compared to the same period (118,571 million VND/133,742 million VND), and achieved 296% compared to the Resolution of the General Meeting of Shareholders (118,571 million VND/40,000 million VND).

II. Financial Situation in 2025:

Unit: million VND

No.	Indicators	01-01-25	31-12-25	Comparison Difference	Comparison %/Total Assets		
					%	01-01-25	31-12-25
A	B	1	2	3=2-1	4=2:1	5	6
A	TOTAL ASSETS	659,459	823,670	164,211			
I	Short-term assets	520,762	620,029	99,267	119%	79%	75%
1	Cash and cash equivalents:	257,963	323,365	65,402	125%		
2	Short-term financial investments			-			
3	Short-term receivables:	105,273	197,593	92,320	188%	16%	24%
-	- Short-term trade receivables	95,814	179,628	83,815	187%	15%	22%
-	- Other receivables	9,459	17,965	8,506	190%	1%	2%
4	Inventory:	73,196	64,718	(8,479)	88%	11%	8%
5	Other short-term assets:	84,330	34,353	(49,976)	41%		
	Of which: Deductible VAT	84,330	34,264	(50,066)	41%	13%	4%
II	Long-term assets	138,697	203,641	64,944		21%	25%
1	Fixed assets	94,334	174,787	80,452	185%		
2	Long-term assets in progress	40,918	23,347	(17,571)	57%		
3	Other long-term assets:	3,445	5,507	2,063	160%		
B	TOTAL RESOURCES	696,665	828,030	131,364			
1	Short-term liabilities:	276,668	300,710	24,042	109%	40%	36%
2	Long-term liabilities:						
3	Owner's equity	419,997	527,319	45,262	126%	60%	64%
	Of which: + Owner's invested capital:	237,789	237,789	-	100%		
	+ Treasury shares	(11)	(11)	-	100%		
	+ Development Investment Fund:	108,439	165,870	57,431	153%		
	+ Undistributed profit from previous year	29,936	29,936	(0)	100%		
	+ Undistributed profit from this year	105,904	93,735	(12,169)	89%		

No.	Indicators	01-01-25	31-12-25
A	B	1	2
	Current ratio	2.24	2.08
	Quick ratio	2.01	1.89
	Cash ratio	1.17	1.12
	Debt-to-equity ratio	0.57	0.57
	Total assets to equity ratio	1.57	1.57

Comments on the financial situation:**1. Debt management and debt repayment balancing:**

The Company's financial situation is guaranteed to be safe, with a quick payment index of 2.01 times and a short-term debt payment ability of 2.24 times, a debt/equity ratio of 0.57 times <1. The Company has no bad debts receivable. The Company's debts are assessed and analyzed by age, all of which are revolving debts. The Company manages and recovers debts well.

Accounts receivable from customers as at December 31, 2025 amounted to VND 162.3 billion, decreasing by 10% compared to the beginning of the year. The Company has no overdue receivables, nor any receivables that, although not yet due, are considered unlikely to be recovered. The Company's receivables are assessed and analyzed by aging, all of which are classified as revolving debts.

2. Inventory:

- Inventory balance as at December 31, 2025 amounted to VND 54,573 million, decreasing by 16% compared to the beginning of the year, mainly consisting of goods in production circulation and goods awaiting shipment.

Including:

- Raw materials: 9,341 mil.VND
- Tools and supplies: 19 mil.VND
- Work in progress: 7,416 mil.VND
- Finished goods: 36,209 mil.VND
- Consignment goods: 1,588 mil.VND

3. Capital construction investment:

- Unfinished construction in progress during the period amounted to VND 23,347 million (including VND 21,042 million for the purchase of a house at No. 1, Street No. 14, Area 6A, Binh Hung Commune, Binh Chanh District, Ho Chi Minh City, and VND 2,304 million for renovation and expansion costs of Production Workshops No. 5 and No. 6 of Enterprise No. 6).

4. Investment in purchasing fixed assets and tools:

- During the period, the Company invested in purchasing machinery, eq 113,556 mil.VND

Including: - Equipment and tools serving office operations 4,780 mil.VND

- Buildings and structures, machinery and equipment, and tools serving production, invested in Enterprise No. 6 108,776 mil.VND

5. Asset utilization structure

Million VND

Assets	Historical cost	Net book value	Percentage of net book value	Cost ratio
Buildings and structures	175,044	123,658	74%	71%
Machinery and equipment	123,024	24,160	15%	20%
Means of transportation	30,337	16,132	10%	53%
Office equipment	32,360	2,376	1%	7%
Total	360,765	166,326	100%	46%
Fully depreciated machinery and equipment still in use	205,785	205,785	100%	

Assessment:

- The proportion of machinery and equipment used for production activities increased compared to the same period, as the Company invested in additional machinery and equipment as well as transportation assets to support production expansion, accounting for 25% of the total net book value of fixed assets. This is mainly due to older machinery and equipment that have been fully depreciated but are still in good operating condition, with a historical cost of VND 205.7 billion as at December 31, 2025.

- During the period, the Company invested in a project for the renovation and repair of workshops PX5 and PX6 – Garment Enterprise No. 6 in Dong Thap. As at December 31, 2025, the total investment amounted to VND 108,775 million (excluding VAT), including VND 87,989 million for construction works and VND 20,786 million for machinery and equipment.

6. Labor and wages

- Total salary fund accrued: 356,861,647,783 VND
- Total salary fund paid: 305,603,098,883 VND
- Total remaining salary fund at period end: 114,151,052,857 VND

Salary expenses accrued and paid by the Company are in compliance with the salary regulations and current applicable provisions.

7. Details of owner's equity

- The contributed capital of Vietnam National Textile and Garment Group amounted to VND 69,534 million, accounting for 29.2% of total owner's equity.
- The contributed capital of other shareholders amounted to VND 168,255 million, accounting for 70.8% of total owner's equity.

8. Assessment of the Company's financial statements

- In our opinion, the figures presented in the 2025 financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as at December 31, 2025. The accounting books and supporting documents have been recorded in accordance with applicable accounting standards and the Vietnamese enterprise accounting regime, and are maintained in a systematic and proper manner in compliance with the current legal regulations of the State and the Company.
- The calculation of depreciation of fixed assets and the allocation of expenses have been carried out in compliance with the applicable accounting regulations, tax administration laws, and relevant legal provisions.

III. On the truthfulness and reasonableness of the data:

- The Board of Supervisors confirms that the data on the 2025 production and business situation of Huu Nghi Garment Joint Stock Company, according to the General Director's report, accurately and reasonably reflects the main contents of the Company's financial position. The 2025 financial statements, the results of production and business activities, and the cash flows for the financial year ended on the same date are in compliance with the relevant applicable regulations.
- The Company's financial position is under control. All receivables and payables are revolving in nature.
 - The financial situation is under the Company's control. All accounts payable are circulating debts.
 - Fixed asset depreciation is consistently maintained. The Company's financial position remains strong.

V. Recommendations of the Board of Supervisors:

- Given the forecasted difficulties in the U.S. export market—including countervailing tax policies, strict origin monitoring, labor standards, and anti-dumping regulations—the Company will prioritize strategic activities to sustain its competitive advantage. Key focus areas include diversifying our market presence and supply chains, improving service and product quality, and ensuring readiness to adapt to the evolving economic landscape
- In order to boost productivity and quality, the Company should prioritize retaining skilled talent and rewarding technical initiatives that align with our practical business needs.
 - Actively expand the customer base, secure diverse supply sources, and broaden the product portfolio to drive sustainable development and fulfill all planned objectives for 2026

The above is the full report from the Board of Supervisors on the appraisal of the 2025 Financial Statements

Sincerely!

HEAD OF THE SUPERVISORY BOARD



Duong Thanh Tung



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Fax : 028 3820 6881

No. 05-2/BCKT/TC

INDEPENDENT AUDITOR'S REPORT

To: Shareholders, The Board of Managements and the Board of General Directors
Huu Nghi Garment Joint Stock Company

We have audited the accompany separate interim financial statements of Huu Nghi Garment Joint Stock Company prepared on 10 February 2026, as set out on pages 05 to page 24, including Balance sheet as at 31 December 2025, the Income Statement, the Cash flow Statement for the year then ended and the Notes to the Financial Statement.

The Board of General Director's responsibilities

The Company's Board of Directors is responsible for the preparation and fair presentation of these separate interim financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprise and the relevant statutory requirements applicable to interim financial reporting, and for such internal control as the Board of General directors determines necessary to enable the preparation of interim financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibilities

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit in order to obtain reasonable assurance as to whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including an assessment of the risks of material misstatement of the financial statements, whether due to fraud or an error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting estimates made by management, as well as evaluating the overall presentation of these financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provides a reasonable basis for our audit opinion.

Opinion

In our opinion, the accompanying financial statements give a true and fair view, in all material respects, of the financial position of Huu Nghi Garment Joint Stock Company as at 31 December 2025, and of the results of its operations and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards and Vietnamese Accounting System and comply with relevant statutory requirements in preparation and presentation of the financial statements.

Other matter

The financial statements for the fiscal year ended December 31, 2024 were audited, respectively, by a different audit firm and auditor, with an unqualified opinion as stated in the Independent Auditor's Report No. 1807.01.2/2024/BCTC-NTV2 dated March 8, 2025."

The independent auditor's report is prepared in Vietnamese and English. Should there be any conflict between the Vietnamese and English versions, the Vietnamese version shall take precedence.

NVA Auditing Company Limited



Nguyen Ngoc Tuan
Registered Auditor No. 2837-2024-152-1

Ho Chi Minh City, dated 10 February 2026

Auditor

Nguyen Hoang Ho Nam
Registered Auditor No. 4308-2023-152-1

BALANCE SHEET
As at 31 December 2025

Unit: VND

ASSETS	Code	Note	31/12/2025	01/01/2025
A. CURRENT ASSETS	100		624,387,760,545	620,029,094,940
I. Cash and cash equivalents	110	V.1	335,399,301,943	323,365,091,248
1. Cash	111		183,399,301,943	131,465,091,248
2. Cash equivalents	112		152,000,000,000	191,900,000,000
II. Short-term accounts receivable	130		189,939,711,138	197,592,954,462
1. Receivable from customers	131	V.2	160,454,015,272	179,303,686,240
2. Short-term prepayments to suppliers	132	V.3	1,939,108,303	324,708,326
3. Other receivable	136	V.4	27,546,587,563	17,964,559,896
III. Inventories	140	V.5	54,572,964,061	64,717,891,381
1. Inventories	141		54,572,964,061	64,717,891,381
IV. Other current assets	150		44,475,783,403	34,353,157,849
1. VAT deductible	152		44,386,259,560	34,263,634,006
2. Taxes and accounts receivable from the State	153	V.12	89,523,843	89,523,843
B. LONG-TERM ASSETS	200		203,640,994,088	138,696,632,655
I. Fixed assets	220		174,786,641,045	94,334,203,211
1. Tangible assets	221	V.7	166,326,677,715	85,545,807,068
- Cost	222		468,201,779,639	360,765,201,041
- Accumulated depreciation	223		(301,875,101,924)	(275,219,393,973)
2. Intangible assets	227	V.8	8,459,963,330	8,788,396,143
- Cost	228		11,368,644,950	11,368,644,950
- Accumulated depreciation	229		(2,908,681,620)	(2,580,248,807)
II. Long-term assets in progress	240		23,347,158,477	40,917,859,217
1. Construction in progress	242	V.9	23,347,158,477	40,917,859,217
III. Other long-term assets	260		5,507,194,566	3,444,570,227
1. Long-term prepaid expenses	261	V.6	5,507,194,566	3,444,570,227
TOTAL ASSETS	270		828,028,754,633	758,725,727,595

BALANCE SHEET (continued)
As at 31 December 2025

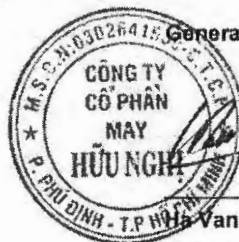
Unit: VND

RESOURCE	Code	Note	31/12/2025	01/01/2025
C. LIABILITIES	300		300,710,363,053	276,668,317,005
I. Current liabilities	310		300,710,363,053	276,668,317,005
1. Short-term payable to suppliers	311	V.10	75,618,297,280	38,758,463,516
2. Short-term advances from customers	312	V.11	37,157,319,787	38,144,509,114
3. Taxes and other obligations to the State Budget	313	V.12	20,301,972,641	21,509,863,759
4. Payable to employees	314		114,151,052,857	133,918,441,265
5. Other payable	319	V.13	1,200,630,679	1,115,817,599
6. Bonus and welfare funds	322		52,281,089,809	43,221,221,752
D. OWNER'S EQUITY	400		527,318,391,580	482,057,410,590
I. Owner's equity	410	V.14	527,318,391,580	482,057,410,590
1. Owner's contribution capital	411		237,789,000,000	237,789,000,000
- Common shares with voting right	411a		237,789,000,000	237,789,000,000
- Preferred shares	411b		-	-
2. Treasury stocks	415		(11,000,000)	(11,000,000)
3. Business promotion fund	418		165,869,028,795	108,439,361,400
4. Retained profit after tax	421		123,671,362,785	135,840,049,190
- Retained profit after tax accumulated by the end of the previous period	421a		29,936,178,621	29,936,178,621
- Retained profit after tax of the current period	421b		93,735,184,164	105,903,870,569
TOTAL RESOURCE	440		828,028,754,633	758,725,727,595

Prepared by/ Chief Accountant

[Signature]

Vu Thi Ngat



General Director

Van Duyet

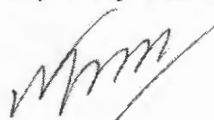
Dated 10 February 2026

INCOME STATEMENT
Year 2025

Unit: VND

ITEMS	Code	Note	Year 2025	Year 2024
1. Revenue from sale of goods and rendering services	01		980,292,288,149	1,182,125,636,807
2. Deductions	02		-	-
3. Net sales	10	VI.1	980,292,288,149	1,182,125,636,807
4. Costs of goods sold and services rendered	11	VI.2	806,980,419,397	983,757,880,202
5. Gross profit	20		173,311,868,752	198,367,756,605
6. Financial income	21	VI.3	21,253,363,750	26,176,202,508
7. Financial expenses	22	VI.4	4,479,787,379	11,772,024,033
In which: Loan interest expenses	23		19,330,781	157,910,181
8. Selling expenses	25	VI.5	14,248,642,025	22,778,871,746
9. General administration expenses	26	VI.6	57,470,748,324	58,960,473,255
10. Net operating profit	30		118,366,054,774	131,032,590,079
11. Other income	31	VI.7	668,158,644	3,125,240,876
12. Other expense	32	VI.8	462,867,396	415,638,380
13. Other profit	40		205,291,248	2,709,602,496
14. Profit before tax	50		118,571,346,022	133,742,192,575
15. Current corporate income tax expense	51	VI.9	24,836,161,858	27,838,322,006
16. Deferred corporate income tax expenses	52		-	-
17. Profit after corporate income tax	60		93,735,184,164	105,903,870,569
18. Earnings per Share	70	VI.10	3,547	3,915

Prepared by/ Chief Accountant



Vu Thi Ngat



Deputy General Director

Ha Van Duyet

Dated 10 February 2026

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CASH FLOWS STATEMENT
Year 2025

Unit: VND

Items	Code	Year 2025	Year 2024
I. Cash flows from operating activities			
1. Profit before tax	01	118,571,346,022	133,742,192,575
2. Adjustments for			
- Depreciation	02	27,107,538,888	24,061,957,857
- Gain and loss from exchange rate differences due to reevaluate monetary items denominated in foreign currencies	04	1,697,039,402	(1,510,940,092)
- Gains/losses from investing activities	05	(5,727,425,029)	(4,004,604,889)
- Loan interest expenses	06	19,330,781	157,910,181
3. Profit from operating activities before changes in working capital	08	141,667,830,064	152,446,515,632
- Increase/decrease in receivables	09	(3,826,566,394)	(41,665,096,932)
- Increase/Decrease in inventory	10	10,144,927,320	8,478,587,235
- Increase/Decrease in payables	11	16,592,082,762	40,576,307,386
- Increase/Decrease in prepaid expense	12	(2,062,624,339)	2,703,829,495
- Interest paid	14	(19,330,781)	(157,910,181)
- Income tax paid	15	(26,438,322,006)	(21,078,430,706)
- Other cash outflows from operating activities	17	(3,747,635,117)	(8,536,567,182)
Net cash flows from operating activities	20	132,310,361,509	132,767,234,747
II. Cash flows from investing activities			
1. Purchases and construction of fixed assets	21	(89,989,275,982)	(36,543,018,495)
2. Proceeds from disposals of fixed assets	22	10,909,091	233,863,636
3. Receipts of loans given, dividends and profit shared	27	5,716,515,938	3,770,741,253
Net cash flows from investing activities	30	(84,261,850,953)	(32,538,413,606)
III. Cash flows from financial activities			
1. Receipts from loans	33	13,224,721,545	26,313,824,311
2. Repayment of borrowings	34	(13,224,721,545)	(26,313,824,311)
3. Dividends and profit shared to the owners	36	(35,666,700,000)	(35,666,700,000)
Net cash flows from financial activities	40	(35,666,700,000)	(35,666,700,000)
Net cash flows during the period	50	12,381,810,556	64,562,121,141
Beginning cash and cash equivalents	60	323,365,091,248	257,963,398,852
Effects of fluctuations in foreign exchange rates	61	(347,599,861)	839,571,255
Ending cash and cash equivalents	70	335,399,301,943	323,365,091,248

Prepared by/ Chief Accountant

[Signature]

Vu Thi Ngat



Deputy General Director

Ha Van Duet

Dated 10 February 2026