

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam effective from January 1, 2021; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of organization and operation of Hanoi Textile and Garment Joint Stock Corporation approved by the general meeting of shareholders;

Pursuant to the voting results of the 2025 Annual General Meeting of Shareholders at the Meeting held on April 25, 2025.

RESOLUTION:

Article 1: Approval of the Business Performance Results of 2024 and the Business Plan for 2025 with the key contents as follows:

1.1 The Business Performance Results of 2024

No.	Indicators	Unit	Implement 2023	2024		% Compare	
				Plan	Implement	Implement 2023	Plan 2024
1	Charter capital	Million VND	205.000	205.000	205.000	100%	100%
2	Consolidated Revenue	Million VND	1.379.451	1.319.400	1.173.218	85%	89%
	<i>In which: Parent company</i>	"	939.093	856.000	866.394	92%	101%
3	Consolidated Profit Before Tax	Million VND	(113.767)	6.400	(72.954)		
	<i>In which: Parent company</i>	"	(110.941)		(73.364)		
4	Average labor	People	3.421	3.186	2.158	63%	68%
	<i>In which: Parent company</i>	"	2.177	2.080	1.528	70%	73%
5	Average income (person/month)	VND	7.910.000	8.474.000	9.120.000	115%	108%
	<i>In which: Parent company</i>	"	8.008.000	8.300.000	9.670.000	121%	117%

In 2024, production and business activities incurred losses, so there will be no source for profit distribution.

1.2 The Business Plan for 2025:

NO.	INDICATORS	UNIT	2025 PLAN
1	Consolidated Revenue	Million VND	1.192.100
	<i>In which: Parent Company</i>	"	948.100
2	Consolidated Profit Before Tax	Million VND	9.000
	<i>In which: Parent Company</i>	"	1.500
3	Average Number of Employees	Person	1.981
	<i>In which: Parent Company</i>	"	1.596
4	Average Income (VND/person/month)	Thousands VND	10.800
	<i>In which: Parent Company</i>	"	11.000

The 2025 Plan targets are according to the established plan. Depending on the actual situation and market fluctuations, the 2025 Annual General Meeting of Shareholders authorizes the Board of Directors (BOD) to adjust the plan to suit the reality.

Article 2: Approval of the Combined and Consolidated Financial Statements in 2024, audited by An Viet Auditing Company Limited, in Proposal No. 17/TTr-HĐQT dated April 25, 2025 of the Board of Directors with some basic indicators as follows:

2.1. Consolidated business results

- Total Revenue - Income: 1.190.078 million VND
- Profit before tax: (72.954) million VND

2.2. Combined Business Results

- Total Revenue - Income: 866.394 million VND
- Profit before tax: (73.364) million VND

In 2024, production and business activities incurred losses, so there will be no source for profit distribution.

Article 3 : Approval of the Proposal regarding Dismissal and Election Member of the Board of Directors for the term of 2023-2028 in Proposal No. 18/TTr-HĐQT dated April 25, 2025.

Article 4 : Approval of the Proposal on salary and remuneration of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2024 and the plan for salary and remuneration of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025 in Proposal No. 19/TTr-HĐQT dated April 25, 2025 of the Board of Directors with the following contents:

4.1 Actual salary and remuneration paid in 2024 is 789.211.877 VND. Specifically as follows:

No.	Details	Number of people	2024 Salary, Remuneration (VND)		Proportion (%)
			Plan	Implementation	
1	Board of Directors	5	440.000.000	429.714.708	98
2	Board of Supervisors	3	402.000.000	329.497.169	82
3	Secretary	01	36.000.000	30.000.000	83
	Total	9	878.000.000	789.211.877	90

4.2 The salary and remuneration payment plan for 2025 is 795 million VND. Specifically as follows:

No.	Details	Number of people	2025 Salary, Remuneration Plan (VND)	Notes
1	Board of Directors	03	312.000.000	
2	Board of Supervisors	03	447.000.000	01 executive person
3	Secretary	01	36.000.000	
	Total		795.000.000	

Article 5 : Approval of the Proposal to Select the Review and Audit Firm for the 2025 Financial Statements in Proposal No. 20/TTr-HĐQT dated April 25 , 2025 of the Board of Directors:

It is unanimously agreed to authorize the Board of Directors to decide on the selection of one of the following three auditing firms to review and audit the 2025 financial statements of the Corporation and authorize the General Director to sign the audit service contract with the selected auditing firm, ensuring quality, efficiency, reasonable costs, and compliance with applicable laws.

1. KPMG Vietnam Company Limited.
2. An Viet Auditing Company Limited
3. Ernst & Young Vietnam Company Limited.

Article 6 : Approval of the Board of Supervisors' Report on Business Performance and Financial Activities for 2024.

Article 7: Approval of the Board of Directors' Report for 2024 and the Operational Direction for 2025.

Article 8: Approved the results of the election of 01 additional member of the Board of Directors for the 2023-2028 term.

Mr. Nguyen Ba Khanh Tung was elected as a member of the Board of Directors of Hanoi Textile and Garment Corporation for the term 2023-2028 .

Article 9: Implementation Provisions

1. This resolution has been approved by the 2025 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation.
2. The Board of Directors, Board of Supervisors, General Director, Executive Board, and all shareholders of Hanoi Textile and Garment Joint Stock Corporation are responsible for implementing this resolution and organizing its execution according to their authority, functions, and duties in compliance with legal regulations, the Charter of organization and operation of Hanoi Textile and Garment Joint Stock Corporation.

O/B. THE BOARD OF DIRECTORS

Recipients:

- BOD, BOS, Executive Board;
- Website Hanosimex;
- Archived: BOD's Secretary, Office.



Cao Huu Hieu