

No.: 04 /BB-ĐHCĐ

Ha Nam, April 25, 2025

TỔNG CÔNG TY
CÓ PHẦN DỆT
MAY HÀ NỘI

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MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Company name: Hanoi Textile and Garment Joint Stock Corporation
Hanoi Headquarters: 8th Floor, Nam Hai Lakeview Building, Vinh Hoang Urban Area,
Hoang Mai District, Hanoi City
Time: From 8:30 AM to 11:00 AM on April 25, 2025
Location: Hall of the Corporation's Branch in Ha Nam - Dong Van II Industrial Park, Bach
Thuong Ward, Duy Tien Town, Ha Nam Province

MEETING PROCESS

A. OPENING, PARTICIPANTS AND VALIDITY OF THE CONGRESS

I. Opening and attendees of the Congress

Ms. Nguyen An Hai, on behalf of the Organizing Committee, announced the reason and introduced the delegates and participants of the Congress:

1. Guest:
 - Mr. Nguyen Song Hai - Deputy General Director of Vietnam Textile and Garment Group, General Director of Vinatex Textile and Garment Northern Corporation Limited Liability Company.
 - Members of the functional departments of Vietnam Textile and Garment Group.
2. Hanoi Textile and Garment Joint Stock Corporation:
 - Mr. Cao Huu Hieu - Chairman of the Board of Directors of Hanoi Textile and Garment Corporation.
 - Mr. Ho Le Hung - Member of Board of Directors, General Director of Hanoi Textile and Garment Corporation.
 - Members of the Board of Directors; Executive Board; Supervisory Board; Heads and deputy heads of functional departments of Hanoi Textile and Garment Joint

Stock Corporation; Shareholders and representatives of shareholders/groups of shareholders of Hanoi Textile and Garment Joint Stock Corporation.

- The Organizing Committee.
- Shareholder Qualification Examination Committee.

II. Announcement of Decision on Changes in Capital Ratio, Capital Representative of VNC at the Corporation, and Introduction of Candidates for the Board of Directors

Mr. Dang Ngoc Quan, CEO, read Decision No. 11/QĐ-VNC dated March 25, 2025 on personnel work as the Capital Representative of Vinatex Textile and Garment Northern Corporation Limited Liability Company (VNC) at Hanoi Textile and Garment Joint Stock Corporation (Hanosimex); Official Letter No. 16/CV-VNC dated April 14, 2025 regarding the nomination of personnel for the Board of Directors of the Corporation.

III. Report on Shareholder Qualification Examination

Ms. Mai Thi Thanh Binh - Head of the Shareholder Qualification Examination Committee presents the report on the Shareholder Qualification Examination:

- There are 6 shareholders attending the General Meeting directly owning 61.200 shares, accounting for 0,30 % of charter capital.
- There are 9 representatives authorized by shareholders to attend the General Meeting, representing 16.528.000 shares, accounting for 80,62% of charter capital.
- The total number of shareholders (owners and authorized representatives) present and eligible to attend the General Meeting is 15 shareholders, representing 16.589.200 shares, accounting for 80,92% of the total number of shares with voting rights (Attached document).

According to the provisions of the Law on Enterprises and the Charter of the organization and operation of the Corporation, the 2025 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation meets the conditions to proceed.

B. MAIN CONTENT

I. Approval of Regulations on Organizing the General Meeting of Shareholders

Ms. Nguyen An Hai, on behalf of the Organizing Committee: Approval of Regulations on Organizing the 2025 Annual General Meeting of Shareholders by raising voting card.

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

II. Election of the Presidium

- a. The Congress elected the number of members of the Presidium: Including 2 members by raising voting cards.

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%
- Mr. Cao Huu Hieu - Chairman of the Board of Directors of Hanoi Textile and Garment Corporation, Chairman.
- Mr. Ho Le Hung - Member of Board of Directors, General Director of Hanoi Textile and Garment Corporation.

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

III. Election of the Vote Counting Committee and the Secretariat

1. The Congress elected a Secretariat of 02 members by raising voting cards:

- Ms. Nguyen Thi Thu Hien - Secretary of the Board of Directors, Head of Administrative Personnel Department.
- Ms. Nguyen Thi Phuong - Deputy Head of Financial Accounting Department.

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

2. The Congress elected a Vote Counting Committee of 3 members by raising voting cards:

- Mr. Nguyen Tuan Dao, Prefect
- Ms. Nguyen Thi Nhung Member
- Ms. Chu Hong Diep Member

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

IV. Approval of the General Meeting of Shareholders Agenda

The General Meeting listened to Mr. Cao Huu Hieu present the Meeting Agenda and vote to approve the Meeting Agenda by raising voting cards.

1. Announcement of the Decision on personnel work to be the Representative of the capital of Vinatex Textile and Garment Northern Corporation Limited Liability Company (VNC) at the Corporation, Official letter nominating personnel for election to the Board of Directors to supplement and replace members of the Board of Directors for the 2023-2028 term.

2. Report on the Business Performance Results of 2024 and the Draft Business Plan for 2025 and implementation solutions.

3. Proposals for approval by the General Meeting of Shareholders.

3.1. Audited Combined and Consolidated Financial Statements for the fiscal year ending December 31, 2024;

3.2. Dismissal and election of additional members of the Board of Directors for the 2023-2028 term

3.3. Salaries, remuneration of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2024 and plan for salaries, remuneration of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2025;

3.4. Select the Review and Audit Firm for the 2025 Financial Statements;

4. The Board of Supervisors' Report on Business Performance and Financial Activities for 2024.

5. The Board of Directors' Report for 2024 and the Operational Direction for 2025.

Voting results:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

V. Contents presented to the Shareholders' Meeting

The General Meeting listened to the Presidium and members of the Corporation's Board of Executive present the following contents:

1. Report on the Business Performance Results of 2024 and the Draft Business Plan for 2025 and implementation solutions.

1.1 The Business Performance Results of 2024

- Charter capital 205.000 million VND
- Consolidated Revenue & Income 1.173.218 million VND
In which: Parent company 866.394 million VND
- Consolidated Pre-tax Profit (72.954) million VND
In which: Parent company (73.364) million VND
- Average labor 2.158 people
In which: Parent company 1.528 people
- Average income (person/ month) 9.120.000 VND
In which: Parent company 9.670.000 VND

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

1.2 The Business Plan for 2025

- Consolidated revenue 1.192.400 million VND
In which: Parent company 948.100 million VND
- Consolidated Pre-tax Profit 9.000 million VND
In which: Parent company 1.500 million VND
- Average labor 1.981 people
In which: Parent company 1.596 people
- Average income (person/ month) 10.800.000 VND
In which: Parent company 11.000.000 VND

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.

2. Proposal No. 17/TTr- HÐQT dated April 25, 2025 of the Board of Directors regarding Approval of the Audited Combined and Consolidated Financial Statements in 2024, for the fiscal year ending December 31, 2024 with key financial indicators as follows:

2.1. Consolidated business results

- Total Revenue & Income: 1.173.218 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.

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

4. Proposal No. 19/TTr-HÐQT dated April 25, 2025 of the Board of Directors regarding the Approval of Salary, remuneration of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2024 and plan for salary and remuneration of the Board of Directors, Supervisory Board, and Secretary of the Board of Directors in 2025

- In 2024: Actual salary and remuneration of the Board of Directors, Board of Supervisors, and Board of Directors' secretary is 789.211.877 VND, equal to 90% of the plan.

In which:

+ Salaries, remuneration fund of the BOD:	429.714.708	VND
+ Salaries, remuneration fund of the BOS:	329.497.169	VND
+ Board Secretary's remuneration:	30.000.000	VND

- In 2025: Plan for paying salaries and remuneration to the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors is 795 million dong .

In which:

+ Remuneration of non-executive Chairman of the Board of Directors:	120	million VND
+ Remuneration of non-executive BoD members:	192	million VND
+ Salary fund of the executive Head of BOS :	375	million VND

+ Remuneration of the Non-executive BOS members:	72	million VND
+ Remuneration of the BOD's Secretary:	36	million VND

5. Proposal No. 20/TTr-HĐQT dated April 25, 2025 of the Board of Supervisors regarding the Approval of the Select the Review and Audit Firm for the 2025 Financial Statements.

Authorize the Board of Directors to decide on selecting one of the following three auditing companies to review and audit the 2025 financial statements of the Corporation and assign the General Director to sign an auditing service provision contract with the selected auditing company, ensuring quality, efficiency at reasonable costs and in accordance with current laws .

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

6. The Board of Supervisors' Report on Business Performance and Financial Activities for 2024.

(With attached documents and reports).

7. The Board of Directors' Report for 2024 and the Operational Direction for 2025

(With attached documents and reports).

VI. Discussion

After hearing the presentations of the Proposals by the Presidium and the Executive departments, the General Meeting proceeded with exchange and discussion.

VII. Voting guidelines for approval of the Proposals

VIII. Voting on the Proposals

Mr. Nguyen Tuan Dao - Head of the Vote Counting Committee, announced the results of the vote counting approve the Reports and Proposals at the Meeting by secret ballot:

1- Report on the Business Performance Results of 2024 and the Business Plan for 2025.

Voting results:

- + Total valid ballots: 100%
- + Total Ballots for Approval: 99,97%
- + Total Ballots for Disapproval: 0%

+ Total Ballots for Abstain: 0,03%

+ Total invalid ballots: 0%

2- The Audited Combined and Consolidated Financial Statements in 2024.

Voting results:

+ Total valid ballots: 100%

+ Total Ballots for Approval: 99,96%

+ Total Ballots for Disapproval: 0,01%

+ Total Ballots for Abstain: 0,03%

+ Total invalid ballots: 0%

3 - Proposal on Dismissal and Election Member of the Board of Directors for the term of 2023-2028.

Voting results:

+ Total valid ballots: 100%

+ Total Ballots for Approval: 100%

+ Total Ballots for Disapproval: 0%

+ Total Ballots for Abstain: 0%

+ Total invalid ballots: 0%

4 - Proposal regarding Salaries and remuneration of the Board of Directors, the Board of Supervisors, the BOD's Secretary in 2024 and The planned salaries and remuneration of the Board of Directors, the Board of Supervisors, the BOD's Secretary for 2025.

Voting results:

+ Total valid ballots: 100%

+ Total Ballots for Approval: 99,96%

+ Total Ballots for Disapproval: 0,02%

+ Total Ballots for Abstain: 0,02%

+ Total invalid ballots: 0%

5 - Proposal regarding the Select the Review and Audit Firm for the 2025 Financial Statements.

Voting results:

+ Total valid ballots: 100%

+ Total Ballots for Approval: 99,99%

- + Total Ballots for Disapproval: 0,01%
- + Total Ballots for Abstain: 0%
- + Total invalid ballots: 0%

6 - The Board of Supervisors' Report on Business Performance and Financial Activities for 2024

Voting results:

- + Total valid ballots: 100%
- + Total Ballots for Approval: 99,97%
- + Total Ballots for Disapproval: 0,01%
- + Total Ballots for Abstain: 0,02%
- + Total invalid ballots: 0%

7 - The Board of Directors' Report for 2024 and the Operational Direction for 2025

Voting results:

- + Total valid ballots: 100%
- + Total Ballots for Approval: 99,97%
- + Total Ballots for Disapproval: 0,01%
- + Total Ballots for Abstain: 0,02%
- + Total invalid ballots: 0%

IX. Approval of the Election Regulations, Voting Guidelines, and Proceeding with the Election of Members of the Board of Directors

Mr. Nguyen Tuan Dao, on behalf of the Vote Counting Committee: Approval of the Regulation on the Election of a Replacement Member of the Board of Directors for the 2023–2028 term by the method of voting with voting cards.

Voting results for approval:

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

Results of election of additional members of the Board of Directors

The Head of the Vote Counting Committee announced the results of the election for the Board of Directors to the General Meeting (with the attached vote counting report). Details as follows:

- The election results for replacing and supplementing members of the BOD, ranked in order from the highest to the lowest number of votes.

Full name	Number of Voted Shares	Proportion of Voting shares attending
Nguyen Ba Khanh Tung	16.589.200	100%

- According to the vote counting results and the election regulations approved by the General Meeting, the individuals listed have been elected as members of the Board of Directors for the 2023-2028 term.

X. Farewell to Members of the BOD. Introduction of new Members of the BOD to the Meeting

XI. Remarks by Senior Delegates.

1. Mr. Nguyen Song Hai spoke

XII. Approval of the Minutes and Draft Resolution of the General Meeting of Shareholders

After the General Meeting of Shareholders voted to approve all of the above contents, the General Meeting Secretariat, Ms. Nguyen Thi Phuong, presented the draft Minutes of the meeting and Ms. Nguyen Thi Thu Hien presented the draft Resolution of the 2025 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation.

The minutes of the General Meeting, consisting of eleven (11) pages, were read publicly for all shareholders to hear. The General Meeting voted by raising voting cards.

Voting results for the approval of the full text of the Minutes and the Resolution of the General Meeting of Shareholders

- + Total Ballots for Approval: 100%
- + Total Ballots for Disapproval: 0%
- + Total Ballots for Abstain: 0%

The minutes were made in 02 copies and approved at 11:30 AM on April 25, 2025 .

C. CLOSING OF THE CONGRESS

The 2025 Annual General Meeting of Shareholders of Hanoi Textile and Garment Joint Stock Corporation concluded at 11:30 AM on April 25, 2025.

SECRETARIAT



Nguyen Thi Thu Hien



Nguyen Thi Phuong

ON BEHALF OF THE PRESIDIUM

CHAIRMAN



Cao Huu Hieu