

No: 556/NQ-ĐHCĐ

Hue, April 25, 2025

**RESOLUTION OF  
ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HUE TEXTILE GARMENT JOINT STOCK COMPANY**

Pursuant to the Charter of organization and operation of Hue Textile Garment Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 25, 2025 of Hue Textile Garment Joint Stock Company;

*The General Meeting of Shareholders unanimously resolved the following contents:*

**Article 1:** Approve the Report on the implementation results of the 2024 Shareholders' Meeting Resolution, the direction and tasks for 2025, with the following main targets:

**1. Production and business results in 2024:**

No.	Indicator	Unit	Implementation in 2024
1	Total revenue	Billion VND	2,010
2	Profit before tax	Billion VND	137.3
3	Dividends	%	30

**2. Basic indicators of the 2025 production and business plan:**

No.	Indicator	Unit	Plan 2025
1	Total revenue	Billion VND	2,070
2	Profit before tax	Billion VND	140
3	Dividends	%	20 - 40

To be proactive in paying dividends to the Company, the Board of Directors is assigned to decide on the level of advance payment and the time for mid-term dividend payment based on the actual production and business situation of the Company.

### 3. Investment plan 2025:

**3.1. Transitional investment projects:** Continue to implement projects approved by the 2024 General Meeting of Shareholders:

No.	Project name	Total expected investment	Estimated time of implementation
1	3-storey Garment Factory Investment Project	247 billion	2023 – 2025
2	Additional investment in depth of Garment equipment in 2024	9.64 billion	2024
3	Invest in fire prevention and fighting system for the Fiber factory	9.9 billion	2024 – 2025
4	Additional investment in fiber equipment depth in 2024	35.8 billion	2024 – 2025
	<b>Total</b>	<b>302.4 billion</b>	

### 3.2. New investment project:

No.	Project name	Total expected investment	Estimated time of implementation
1	Investment in Fiber Factory Equipment in 2025	34.75 billion	2025 - 2026
2	Garment factory equipment investment in 2025	9.8 billion	2025
3	Rooftop solar power system	37.95 billion	2025 - 2026
4	Investment in wash workshop	3.67 billion	2025
5	In-depth investment to replace textile and dyeing factory equipment in 2025	17.19 billion	2025 - 2026
6	110kV station renovation	5.29 billion	2025
7	Investing in digital transformation	4.36 billion	2025
8	Invest in smart solutions for 3-storey garment factory	28 billion	2025 - 2026
	<b>Total</b>	<b>141,01 billion</b>	

**Note:** The total investment and detailed implementation time of each project may be adjusted depending on the actual situation of the Company.

**Article 2:** Agreed to approve the report on the Company's Board of Directors' performance in 2024 and the work orientation in 2025 (with attached report).

**Article 3:** Agreed to approve the audited 2024 Financial Report (with detailed report attached)

**Article 4:** Agreed to approve the 2024 profit distribution plan (with detailed report attached), with the following basic indicators:

**Profit distribution in 2024:**

No.	Content	Amount	%/Distributed profit after tax	Note
1	Charter capital	200,962,590,000		
2	Undistributed After-Tax Profit from Previous Year Carried Forward	35,777,869,876		
3	Profit Before Tax in 2024	137,331,928,025		
4	Profit after tax in 2024	109,403,064,645		
<b>5</b>	<b>Profit after tax Used for Distribution</b>	<b>144,403,353,061</b>		
	<i>In which:</i>			
	<i>Undistributed After-Tax Profit due to Revaluation of Financial Assets</i>	<i>777,581,460</i>		
<b>6</b>	<b>Cash Dividend Payment in 2024 30% of Charter Capital (100% provisionally paid in 2 installments)</b>	<b>60,288,777,000</b>	<b>41.75%</b>	
<b>7</b>	<b>Allocation to Funds in 2024</b>	<b>34,114,576,061</b>	<b>23.62%</b>	
	Development Investment Fund	20,000,000,000		
	Bonus Fund	6,114,576,061		
	Welfare Fund	4,000,000,000		
	Bonus Fund for Management Board and Managers for Exceeding Targets	4,000,000,000		
<b>8</b>	<b>Remaining Distributed Profit after tax</b>	<b>50,000,000,000</b>	<b>34.63%</b>	

**Article 5:** Agreed to approve the settlement of salary and remuneration payments to the Board of Directors and the Board of Supervisors in 2024 and the salary and remuneration payment plan of the Board of Directors and the Board of Supervisors of the Company in 2025 with the payment level not exceeding VND 1,344,000,000 (According to the attached detailed report).

**Article 6:** Approving the amendment of the Charter of Organization and Operation, Internal Governance Regulations, and Operating Regulations of the Company's Board of Directors (with attached Submission).

**Article 7:** Approving the content of the 2024 Company Board of Supervisors Report (with detailed report attached).

**Article 8:** Approve the list of companies to audit the 2025 Financial Statements of Hue Textile Garment Joint Stock Company:

- KPMG Vietnam Co., Ltd.

- Deloitte Vietnam Auditing Co., Ltd.
- PricewaterhouseCoopers Vietnam Auditing Company (PWC VN).

Authorize the Company's Board of Supervisors to select one of the three units on the above list to audit the Company's 2025 Financial Statements.

**Article 9:** Approve the additional election of a member of the Board of Directors for the 2023–2028 term (with the attached proposal). The resignation letter of Mr. Nguyen Ngoc Binh - Member of the Board of Directors of the Company (with resignation letter attached) and the results of the election of additional members of the Board of Directors for the term 2023 - 2028: Ms. Tran Thi Thuan - Deputy General Director of the Company was elected as a member of the Board of Directors of the Company for the term 2023 - 2028. (With minutes of vote counting attached).

**Article 10: Other authorization contents**

Agreed to authorize the Board of Directors to decide on all relevant issues in the process of organizing, implementing and adjusting the production and business plan to suit reality as well as expanding the production scale.

**Article 11: Implementation.**

1. The Board of Directors of the Company is responsible for effectively implementing the contents of this Resolution approved by the General Meeting of Shareholders in accordance with the provisions of the Law and the Charter of the Company's organization and operation.

2. The Resolution of the 2025 Annual General Meeting of Shareholders of Hue Textile and Garment Joint Stock Company was unanimously approved by the General Meeting of Shareholders with 100% approval rate with voting rights.

3. This resolution shall be notified to shareholders within 24 working hours from the end of the General Meeting./.

**ON BEHALF OF  
GENERAL MEETING OF SHAREHOLDERS  
PRESIDIUM**

**Recipient:**

- Hanoi Stock Exchange;
- Board of Directors;
- Board of Supervisors;
- Shareholders;
- Information publisher;
- Website: huegatex.com.vn;
- Save Documnet.



**NGUYEN DUC TRI**

No: 555 /BB-ĐHCĐ

*Hue, April 25, 2025*

**MINUTES OF MEETING**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**HUE TEXTILE GARMENT JOINT STOCK COMPANY**

**Company name:** Hue Textile Garment Joint Stock Company

**Head office address:** 122 Duong Thieu Tuoc, Thuy Duong, Huong Thuy, Hue City, Vietnam

**Business registration number:** 3300100628, first issued on November 17, 2005, 9th change issued on January 4, 2025.

Today, at 09:00 on April 25, 2025, the 2025 Annual General Meeting of Shareholders of Hue Textile Garment Joint Stock Company was held at the location: Hue Textile Garment Joint Stock Company Office, 122 Duong Thieu Tuoc, Thuy Duong, Huong Thuy, Hue City.

**Congress participants:**

- Member of the Board of Directors, Board of Management, and Board of Supervisors of the Company.

- On the Shareholders' side, there were 39 people present, owning and representing ownership of **16,838,412** shares, accounting for 83.79% of the total number of shares with voting rights at the Meeting;

- **Presidium of the Congress:** Mr. Nguyen Duc Tri - Presidium of the Board of Directors;

**- Secretary of the Congress:**

Mr. Huynh Quang Nhat - Secretary of the Board of Directors.

Ms. Than Thi Kim Phung - Deputy Head of Finance and Accounting Department.

**I. The Congress process is as follows:**

## **1. Opening of the Congress**

- After the statement of reasons and introduction of delegates, Mr. Le Pham Ngoc Hoang Nguyen - Head of Human Resources Department reported that the number of shareholders registered to attend the Congress was 39 people, representing **16,838,412** shares, accounting for **83.79%** of the total number of shares with voting rights. Pursuant to the Company Charter, the 2025 Annual General Meeting of Shareholders of Hue Textile and Garment Joint Stock Company is allowed to proceed properly.

- Mr. Le Pham Ngoc Hoang Nguyen, on behalf of the Organizing Committee, presented the Working Regulations of the 2025 Annual General Meeting of Shareholders. Invite the Presidium of the Meeting and the Secretary of the Meeting to work.

## **2. Mr. Nguyen Duc Tri - Presidium, approved the Congress Program; Election and Vote Counting Committee, the content of the Working Regulations as follows:**

### **Ceramic Election and Vote Counting Committee:**

a) Mr. Vo Hoang Phung - Head of Financial Accounting Department, Company Shareholder, Head of Board..

b) b) Mr. Le Pham Ngoc Hoang Nguyen - Head of Human Resources Department, Company Shareholder.

c) Ms. Nguyen Thi Dieu Quynh - Deputy Head of Human Resources Department, Company Shareholder.

The Congress voted to approve the Congress Agenda, the Election and Vote Counting Committee; and the Working Regulations of the 2025 Annual General Meeting of Shareholders by raising voting cards with 100% approval.

## **3. Ms. Nguyen Hong Lien - Member of the Board of Directors, General Director of the Company, on behalf of the Presidium, presented the Report on the implementation results of the Resolution of the General Meeting of Shareholders in 2024 and the direction and tasks for 2025.**

*(Attached with Report on the implementation of the Resolution of the 2024 General Meeting of Shareholders and tasks for 2025).*

## **4. Ms. Nguyen Khanh Chi - Chief Accountant of the Company, on behalf of the Presidium, presented the following Submissions:**

- Proposal to approve the audited 2024 Financial Report.

- 2024 profit distribution proposal.

- Proposal on salary and remuneration settlement for the Board of Directors and Board of Supervisors in 2024 and plan for remuneration payment for the Board of Directors and Board of Supervisors in 2025.

- Proposal to approve amendments and supplements to the Charter, Internal

Governance Regulations, and Operating Regulations of the Company's Board of Directors.

*(Attached with the Proposals)*

**5. Mr. Nguyen Van Phong - Member of the Board of Directors, on behalf of the Presidium, presented the Board of Directors' report on activities in 2024 and orientation for activities in 2025.**

*(Detailed report attached);*

**6. Ms. Phan Nu Quynh Anh - Head of the Company's Board of Supervisors, on behalf of the Presidium, presented the following contents:**

- Report on audit of the Company's production and business results in 2024.
- Report on the selection of an independent auditor.

*(Attached with the Submission and Report)*

**7. Mr. Le Hong Quan – BOD's member presented Submission regarding the introduction of personnel to elect additional** *(Attached with the Submission)*

**8. The Congress approved the resignation letter of Mr. Nguyen Ngoc Binh - Member of the Board of Directors (with resignation letter attached) and elected additional members of the Company's Board of Directors for the 2023 - 2028 term.**

Representative of the Election Committee, Mr. Vo Hoang Phung - Head of the Committee presented the content of the Election Regulations and the list of nominees for additional election to the Company's Board of Directors for the 2023 - 2028 term.

The Presidium requested the General Meeting to vote to approve the resignation letter of Mr. Nguyen Ngoc Binh; the election regulations and the list of nominees for additional members of the Company's Board of Directors for the 2023 - 2028 term (with attached submission).

The congress voted by voting cards: 39/39 voting cards approved.

The congress held elections.

Election results: Ms. Tran Thi Thuan - Deputy General Director of the Company was elected as a member of the Company's Board of Directors for the 2023 - 2028 term with 100% of the total voting shares at the Congress.

**8. Congress discussed:**

**8.1 Shareholder comments:**

- Highly appreciate the achievements in 2024. The imposition of a 46% tariff by the United States will impact the Company's business operations, and it is important to understand what plans the Company has devised to respond to this situation.

- Highly appreciate the Company's investment efforts, particularly the installation of the automatic fire protection system, which is a critical safety assurance for textile and garment enterprises. While the Company has demonstrated clear investment planning, it is necessary to establish a well-defined roadmap to ensure capital flow.

- Mr. Le Tien Truong – Chairman of the Board of Directors of Vietnam National Textile Garment Group: As a major shareholder, Mr. Le Tien Truong provided a detailed analysis regarding the tariff imposition on Vietnamese goods, along with the challenges currently facing the textile and garment sector in general and HUEGATEX specifically.

In 2024, HUEGATEX maintained its momentum of progress and development, fulfilling the tasks assigned by the General Meeting of Shareholders. The Company ranked among the top five units of the Group in terms of absolute profit value, top four in terms of achieved dividend value, and top three in terms of return on capital. It demonstrated comprehensive development across multiple areas: business operations, finance, human resources, spinning – garment manufacturing, and corporate activities. The leadership transition in Hue was conducted smoothly and unanimously, receiving strong support and trust from all officers and employees.

In 2025, HUEGATEX must prioritize adaptability and flexibility in the context of an uncertain market environment and the potential recurrence of trade wars. It is essential to enhance overall labor productivity, including: Technical productivity (with a focus on technology), Managerial productivity (with a streamlined governance system and rapid decision-making), and Innovation productivity. There must be simultaneous reforms in: Organization (by adopting a more flexible decision-making model), Human resources (by enhancing self-learning and reskilling capabilities), and Technology. The Company should identify and nurture its core personnel group to establish a solid foundation for future development.

The development strategy will focus on two areas:

- Renewing traditional growth drivers (spinning and garment manufacturing) through technology, management, and human resources, aiming toward smart manufacturing;

- Creating new growth drivers, with a focus on developing the weaving and dyeing sector to proactively secure raw material sources, mitigate tariff risks, and enhance value-added. This area requires decisive actions and substantial investment.

Financial motivation must also be renewed by seeking capital mobilization methods that are appropriate for the actual circumstances.

the Company should accelerate innovation by producing differentiated products, utilizing self-produced materials, and setting targets based on the value-added per order.

**8.2** Mr. Nguyen Duc Tri – Chairman of the General Meeting, on behalf of the Meeting, fully embraced all opinions contributed by shareholders, especially from Mr. Le Tien Truong – Chairman of the Board of Directors of Vietnam National Textile Garment Group, as the controlling shareholder. The profound assessments and development orientation suggestions presented by the Chairman of the Group serve as a significant source of motivation for the Company’s upcoming journey.

The Company's Board of Management is requested to seriously study, absorb, and concretize these opinions into actionable solutions within the business and production plans, aiming to enhance operational efficiency and ensure sustainable development.

**II. The Presidium of the Congress presides over the approval of the contents at the Congress:**

The Congress voted by secret ballot on the following contents:

**1. Approving the Report on the implementation results of the 2024 Shareholders' Meeting Resolution and the direction and tasks for 2025.**

**1.1. Production and business results in 2024:**

No.	Indicator	Unit	Implementation in 2024
1	Total revenue	Billion VND	2,010
2	Profit before tax	Billion VND	137.3
3	Dividends	%	30

**1.2. Basic indicators of the 2025 production and business plan:**

TT	Chỉ tiêu	Đvt	Kế hoạch năm 2025
1	Total revenue	Billion VND	2,070
2	Profit before tax	Billion VND	140
3	Dividends	%	20 - 40

To be proactive in paying dividends to the Company, the Board of Directors is assigned to decide on the level of advance payment and the time for mid-term dividend payment based on the actual production and business situation of the Company.

**1.3. Investment plan 2025:**

**1.3.1. Transitional investment projects:** Continue to implement projects approved by the 2024 General Meeting of Shareholders:

<b>No.</b>	<b>Project name</b>	<b>Total expected investment</b>	<b>Estimated time of implementation</b>
<b>1</b>	3-storey Garment Factory Investment Project	247 billion	2023 – 2025
<b>2</b>	Additional investment in depth of Garment equipment in 2024	9.64 billion	2024
<b>3</b>	Invest in fire prevention and fighting system for the Fiber factory	9.9 billion	2024 – 2025
<b>4</b>	Additional investment in fiber equipment depth in 2024	35.8 billion	2024 – 2025
	<b>Total</b>	<b>302.4 billion</b>	

**1.3.2. New investment project:**

<b>No.</b>	<b>Project name</b>	<b>Total expected investment</b>	<b>Estimated time of implementation</b>
<b>1</b>	Investment in Fiber Factory Equipment in 2025	34.75 billion	2025 - 2026
<b>2</b>	Garment factory equipment investment in 2025	9.8 billion	2025
<b>3</b>	Rooftop solar power system	37.95 billion	2025 - 2026
<b>4</b>	Investment in wash workshop	3.67 billion	2025
<b>5</b>	In-depth investment to replace textile and dyeing factory equipment in 2025	17.19 billion	2025 - 2026
<b>6</b>	110kV station renovation	5.29 billion	2025
<b>7</b>	Investing in digital transformation	4.36 billion	2025
<b>8</b>	Invest in smart solutions for 3-storey garment factory	28 billion	2025 - 2026
	<b>Total</b>	<b>141,01 billion</b>	

**Note:** The total investment and detailed implementation time of each project may be adjusted depending on the actual situation of the Company.

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares, representing 100% of the shares with voting rights attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 1 was passed with the rate: 100%.

## **2. Approval of the Board of Directors' 2024 Operational Report and 2025 Operational Orientation (with attached report).**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 2 was passed with a rate of.....%.

## **3. Approval of the Audited Financial Statements for 2024. (Detailed proposal attached)**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 3 was passed with a rate of 100%.

## **4. Agreed to approve the 2024 profit distribution plan (with detailed report attached), with the following basic indicators:**

### **Profit distribution in 2024:**

<b>No.</b>	<b>Content</b>	<b>Amount</b>	<b>%/Distributed profit after tax</b>	<b>Note</b>
1	Charter capital	200,962,590,000		
2	Undistributed After-Tax Profit from Previous Year Carried Forward	35,777,869,876		
3	Profit Before Tax in 2024	137,331,928,025		
4	Profit after tax in 2024	109,403,064,645		
<b>5</b>	<b>Profit after tax Used for Distribution</b>	<b>144,403,353,061</b>		
<i>In which:</i>				
	<i>Undistributed After-Tax Profit due to Revaluation of Financial Assets</i>	<i>777,581,460</i>		

<b>6</b>	<b>Cash Dividend Payment in 2024 30% of Charter Capital (100% provisionally paid in 2 installments)</b>	<b>60,288,777,000</b>	<b>41.75%</b>
<b>7</b>	<b>Allocation to Funds in 2024</b>	<b>34,114,576,061</b>	<b>23.62%</b>
	Development Investment Fund	20,000,000,000	
	Bonus Fund	6,114,576,061	
	Welfare Fund	4,000,000,000	
	Bonus Fund for Management Board and Managers for Exceeding Targets	4,000,000,000	
<b>8</b>	<b>Remaining Distributed Profit after tax</b>	<b>50,000,000,000</b>	<b>34.63%</b>

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 4 was passed with a rate of 100%.

**5. Agreed to approve the settlement of salary and remuneration payments to the Board of Directors and the Board of Supervisors in 2024 and the salary and remuneration payment plan of the Board of Directors and the Board of Supervisors of the Company in 2025 with the payment level not exceeding VND 1,344,000,000 (According to the attached detailed report).**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 5 was passed with a rate of 100%.

**6. Approving the amendment of the Charter of Organization and Operation, Internal Governance Regulations, and Operating Regulations of the Company's Board of Directors (with attached Submission).**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares

- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 6 was passed with a rate of 100%.

**7. Approving the content of the 2024 Company Supervisory Board Report (with detailed report attached).**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 7 was passed with a rate of 100%.

**8. Approving the resignation letter of Mr. Nguyen Ngoc Binh - Member of the Board of Directors for the term 2023 - 2025 (Resignation letter attached) and the election results as follows:**

Ms. Tran Thi Thuan - Deputy General Director of the Company was elected as a member of the Board of Directors for the 2023 - 2025 term (Minutes of vote counting attached).

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 8 was passed with a rate of 100%.

**9. Approval of the plan to select an independent auditor for the Company's 2025 financial statements (with attached report).**

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 9 was passed with a rate of 100%.

**10. Other authorization contents:** Agreed to authorize the Board of Directors to

decide on all relevant issues in the process of organizing, implementing and adjusting the production and business plan to suit reality as well as expanding the production scale.

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 10 was passed with a rate of 100%.

**11. The Secretary presents the draft Minutes of the meeting and Resolution of the 2025 Annual General Meeting of Shareholders.**

The Presidium requested the General Meeting's vote to approve the Minutes of the meeting and the Resolution of the Company's 2025 Annual General Meeting of Shareholders.

**The voting results are as follows:**

- Number of shares with voting rights in favor: 16,838,412 shares representing 100% of the voting shares attending the meeting.
- Number of shares with voting rights against: 0 shares
- Number of shares with voting rights with no opinion: 0 shares

Thus, Content 11 was passed with a rate of 100%.

**12. The Presidium summarizes the closing of the Congress.**

The 2025 Annual General Meeting of Shareholders of Hue Textile and Garment Joint Stock Company ended at 11:30 a.m. on the same day.

**SECRETARY**



**HUYNH QUANG NHAT**

**Recipient:**

- Hanoi Stock Exchange;
- Board of Directors;
- Board of Supervisors;
- Website: huegatex.com.vn;
- Save documents.

**PRESIDIUM**



**NGUYEN DUC TRI**



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

**AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**HUE TEXTILE GARMENT JOINT STOCK COMPANY**

Time: 09:00, April 25, 2025

Location: Meeting room, 4th floor, Hue Textile Garment Joint Stock Company Office Building.

CONTENT		Time
<b>I. OPENING</b>		
* Shareholders receive documents and voting cards	Organizing Committee	08:45 – 09:00
* Declaration of reasons and introduction of attendees * Approval of the Meeting Rules.	Organizing Committee	09:00– 09:10
* Report on the verification of shareholder status	Shareholder Status Verification Board	09:10– 09:20
* Introduction of the Chairperson and Secretary of the meeting. * Inviting the Chairperson and Secretary to commence the meeting	Organizing Committee	09:20–09:25
<b>II. MEETING CONTENT</b>		
* Approval of the Meeting Agenda and the list of Vote Counting Board members	Chairperson of the Meeting	09:25 – 09:30
* Presentation of the Report on the implementation of the 2024 Shareholders' Meeting Resolution and the direction and solutions for implementing the 2025 tasks.	General Director	09:30 – 09:50
* Presentation: - Audited Financial Statements for 2024; - Proposal for profit distribution in 2024; - Proposal for the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 and the remuneration plan for 2025. - Proposal for amendments to the company's charter, internal management regulations, and regulations on the operation of the Board of Directors	Chief Accountant	09:50 - 10:20
* Presentation: - Report of the Board of Directors on corporate governance in 2024 and the direction for implementing the 2025 plan	Board of Directors' members	10:20 – 10:30
* Presentation: - Report of the Board of Supervisors on the review of production-business activities in 2024	Head of the Board of Supervisors	10:30 – 10:40
<b>Discussion</b> * Discussion section for shareholders' contributions and responses to comments: - Directive speech by the Leaders of Vietnam National Textile and Garment Group.	Chairperson of the Meeting	10:40 – 11:10
* The Chairperson collects shareholders' votes to approve the documents and contents presented to the Meeting		11:10– 11:20
* Presentation of the draft Resolution of the Meeting	Secretary of the Meeting	11:20– 11:30

* Voting to approve the Resolution of the Meeting	Chairperson of the Meeting	
<b>III. CLOSING OF THE MEETING</b>	Chairperson of the Meeting	11:30

**ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HUE TEXTILES GARMENT JOINT STOCK COMPANY**

*Hue, April 25, 2025*

## **REGULATIONS OF THE GENERAL MEETING OF SHAREHOLDERS HUE TEXTILE GARMENT JOINT STOCK COMPANY 2025**

Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding documents;
- Pursuant to the Charter of Hue Textile Garment Joint Stock Company.

The 2025 General Meeting of Shareholders of Hue Textile Garment Joint Stock Company is organized and implemented according to the following regulations:

### **Article 1. Shareholders attending the General Meeting of Shareholders:**

1. All shareholders of the Company according to the list finalized on 2025-03-25 have the right to attend the General Meeting of Shareholders of Hue Textile Garment Joint Stock Company.

2. Shareholders/or authorized representatives, when attending the General Meeting, must be present on time and register with the Organizing Committee; sit in the correct position or area designated by the Organizing Committee; shareholders/or authorized representatives must obtain permission from the Chairman when leaving the meeting hall;

3. During the General Meeting of Shareholders, shareholders/or authorized representatives must comply with the Chairman's instructions, behave civilly and politely, and not cause disorder;

4. Authorized attendees of the General Meeting are not allowed to re-authorize a third party to attend the General Meeting;

### **Article 2. Chairman of the General Meeting:**

1. The Chairman of the Board of Directors is the Chairman of the General Meeting of Shareholders. The Chairman directs the work of the General Meeting according to the content and program that the Board of Directors (BOD) has approved before the General Meeting.

#### **2. Responsibilities:**

a) Direct the activities of the Company's General Meeting of Shareholders according to the proposed program of the BOD that has been approved by the General Meeting of Shareholders;

b) Guide delegates and the General Meeting in discussing the contents of the program;

c) Present drafts and conclude on necessary issues for the General Meeting to vote on;

d) Answer questions raised by the General Meeting.

e) Resolve arising issues throughout the General Meeting.

### **Article 3. Secretary of the General Meeting:**

**1. Secretary of the General Meeting:** Introduced by the Chairman and voted on by the General Meeting; Responsible to the Chairman and the General Meeting of Shareholders for their duties and under the direction of the Chairman.

#### **2. Duties of the Secretary:**

a) Assist the Chairman in verifying the eligibility of Shareholders/or authorized representatives attending the meeting (when necessary);

b) Receive and review registration forms for comments from shareholders/or authorized representatives, and forward them to the Chairman for decision.

c) Record fully and truthfully all the proceedings of the General Meeting and the issues approved by the shareholders or noted in the Minutes of the General Meeting;

e) Draft Resolutions on issues approved at the General Meeting;

### **Article 4. Ballot Counting Board**

**1. The Ballot Counting Board** of the General Meeting consists of 03 people, including 01 Head and 02 members, introduced by the Chairman and voted on by the General Meeting.

#### **2. Duties of the Ballot Counting Board:**

- Accurately determine the voting results for each matter voted on at the General Meeting of Shareholders and report the voting results to the Secretary;

- Review and report to the General Meeting of Shareholders any violations of voting regulations or complaints regarding voting results.

### **Article 5. Discussion at the General Meeting of Shareholders**

#### **1. Principles:**

- Discussion is only conducted within the allotted time and within the scope of the issues presented in the agenda of the General Meeting of Shareholders;

- Shareholders or their authorized representatives register their comments on the Question Form and submit it to the Secretary of the General Meeting of Shareholders;

- The Secretary of the General Meeting of Shareholders will arrange the shareholders' Question Forms in the order of registration and forward them to the Chairperson;

- Shareholders/or authorized representatives, when needing to speak or debate, raise their hands, and may only speak with the Chairperson's consent. Each shareholder's statement should be concise and avoid repetition.

#### **2. Addressing Shareholders' Comments:**

- Based on the Question Forms of Shareholders/or authorized representatives, the Chairperson or a member designated by the Chairperson will address the comments of Shareholders/or authorized representatives;

- In cases where, due to time constraints, questions are not directly answered at the General Meeting of Shareholders, the Company will respond directly in writing.

### **Article 6. Voting to Approve Matters at the General Meeting of Shareholders:**

#### **1. Principles:**

- All matters on the agenda of the General Meeting of Shareholders must be discussed and voted on publicly, with the ratio as stipulated in the Company's Charter.

- Voting cards are printed, sealed, and sent directly by the Company to shareholders/or their authorized representatives at the General Meeting of Shareholders (along with the General Meeting of Shareholders document package). Each shareholder

account is issued 01 voting card. The voting card clearly states the delegate code, full name, number of shares owned and authorized to vote of that shareholder, and the matters to be voted on at the General Meeting of Shareholders.

**2. Voting Method:**

- Shareholders/or their authorized representatives vote (approve, disapprove, abstain) on a matter by voting directly at the General Meeting of Shareholders.

- When voting at the General Meeting of Shareholders, shareholders/or their authorized representatives vote by directly recording each approved item on the ballot. The Ballot Counting Board will check the number of votes for, against, and abstentions for each item and is responsible for recording and reporting the voting results at the General Meeting of Shareholders.

- Elections are conducted according to the principle of cumulative voting.

**3. Voting Regulations:** Each 01 (one) share is equivalent to 01 (one) vote. As of the record date (March 25, 2025), the total number of shares of the Company is: 20,096,259 shares, equivalent to 20,096,259 voting rights.

**Article 7. Minutes and Resolutions of the General Meeting of Shareholders**

The minutes and resolutions of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting of Shareholders.

**Article 8. Implementation of the Regulations**

Shareholders or their authorized representatives attending the General Meeting of Shareholders must strictly comply with the working regulations of the General Meeting of Shareholders.

This regulation takes effect immediately after being approved by the General Meeting of Shareholders of the Company.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

## **REPORT**

### **RESULTS OF THE IMPLEMENTATION OF THE 2024 GENERAL MEETING OF SHAREHOLDERS RESOLUTION**

#### **AND ORIENTATIONS, SOLUTIONS TO IMPLEMENT THE 2025 TASKS**

#### **A. ASSESSMENT OF THE RESULTS OF THE IMPLEMENTATION OF THE 2024 GENERAL MEETING OF SHAREHOLDERS RESOLUTION:**

##### **I. Context of 2024:**

The Company's production and business activities in 2024 took place in the context of a volatile, unpredictable global economic - political - social situation, influenced by many negative factors:

- a) Geopolitical conflicts, armed conflicts in the EU, the Middle East,... continued to escalate.
- b) Increasingly fierce price competition in both the Yarn and Knitting - Dyeing – Garment industries.
- c) The US presidential election significantly impacted brands' ordering psychology due to concerns about policy changes.
- d) The FED started lowering interest rates from the end of the year, but it has not significantly impacted consumer demand.
- e) Demand for textile and garment products has not shown signs of increasing, mainly due to orders shifting from other countries.
- f) Increased input costs (electricity, freight rates, wages,...) put pressure on production costs.

##### **II. Results of implementing the 2024 targets and tasks:**

##### **1. Results of implementing the 2024 production and business targets compared to the Resolution of the Annual General Meeting of Shareholders:**

- a) Total revenue: 2,010 billion VND, reaching 104.7% of the 2024 plan assigned by the General Meeting of Shareholders, an increase of 6.7% compared to 2023, of which:
  - Yarn revenue reached 692.3 billion VND, reaching 101.8% of the annual plan, an increase of 13.5% compared to 2023.
  - Garment revenue reached 1,224.3 billion VND, reaching 102% of the annual plan, an increase of 2% compared to 2023.
  - Other revenue reached 93.4 billion VND, an increase of 29% compared to 2023.
- b) Profit before tax: 137.3 billion VND, reaching 124.8% of the 2024 plan assigned by the General Meeting of Shareholders, an increase of 13.3% compared to 2023.
- c) Total export value: 108.7 million USD, reaching 95% of the plan, an increase of 4.6% compared to 2023.

- d) Paid export value: 69 million USD, reaching 99% of the plan, equivalent to 2023.
- e) Average income of employees: 9.7 million VND/person/month, an increase of 9.1% compared to 2023.
- f) Budget contribution: 60.3 billion VND, an increase of 12.2% compared to 2023.

## **2. Audit results of the 2024 Financial Statements:**

Implementing the Resolution of the 2024 Annual General Meeting of Shareholders, the Company's Board of Directors selected KPMG Vietnam Limited Liability Company as a unit with sufficient capacity and experience as prescribed by the Ministry of Finance to audit the Company's 2024 Financial Statements. The audit of the 2024 Financial Statements has been completed without any exceptions.

## **3. Evaluation of the results of implementation of activities:**

a) Regarding corporate governance, the Company always complies with the provisions of the Law, the Charter, and internal regulations during its operations, seriously implementing the Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors.

b) Regarding market activities, although the market situation remained uncertain in 2024, especially the Yarn market, the Yarn Business Department and the Garment Market Departments actively exploited the market and sought orders to ensure stable production for the Yarn, Dyeing and Weaving, and Garment sectors, maintaining jobs and increasing income for employees.

- For the Yarn market: based on the results of research and forecasting of the raw material and yarn market, the Company reduced the Percentage of the European market to about 14%, Taiwan decreased by 4.2%, developed new markets from China, South Korea, and local exports, thereby developing new product lines suitable for the Company's production capacity such as CVC, TC regular yarn and recycled yarn, finding more potential new customers, meeting strict quality requirements, especially increasing efficiency compared to receiving orders from Europe.

- For the Garment market: The order receiving work is relatively favorable, there is a shift in the proportion between customers, however, traditional customers still account for a large proportion of the number of orders, especially the development of new brands and the expansion of the FOB order production scale at the Quang Binh branch has helped increase the number of orders for the Textile and Dyeing factory, creating conditions for the factory to exploit its maximum capacity in the last months of the year. In addition, the Company has also developed a number of new processing customers to receive large orders for the factories.

c) Regarding production management, the factories have performed well in production activities, improved labor productivity, ensured product quality, managed costs well, contributing to improving the Company's production-business efficiency, the Company's product quality is always stable, trusted and highly appreciated by customers.

d) Regarding finance, the Company always ensures sufficient capital for the Company's production-business and investment activities, uses many financial tools to balance cash flow, ensure payment, maintain deposit balances, appropriate financial investments, save financial costs for the Company, tax reporting, financial reporting, management reporting, Group reporting monthly, quarterly are carried out seriously, on schedule, and the quality of reports is increasingly focused.

e) Regarding human resources:

- The average labor in 2024 is 4,269 people, a decrease of 5% (equivalent to 220 people) compared to 2023. The Percentage of labor fluctuation in 2024 is high due to the impact of the policy of one-time social insurance withdrawal, labor export, and labor competition from other industries (services, transportation,...). The Company has applied many solutions to attract and retain employees such as salary support, increased income, and organized welfare programs (birthdays, travel, study tours, support for disadvantaged workers,...).

- During the year, the Company appointed 09 positions of Heads and Deputy Heads of units, meeting job requirements and completing the Company's production-business objectives.

- Organized training programs for Yarn - Textile Technology Engineers (work-study University system), training programs on Market Research Skills, Sales Skills, and training courses to update customer standards, update knowledge on food safety and hygiene, occupational safety and health, fire prevention and fighting, security, and the Company's production process.

- The average income of the entire Company reached 9.7 million VND/person/month, a 9.1% increase compared to 2023.

f) Regarding system work, in 2024, the Company welcomed and passed all customer assessments of the Social Security, Security, and Quality Management systems according to important standards such as SLCP, WRAP, SCAN, GRS, OEKO-TEX, GMP, ISO 14001; organized reviews and revisions of the Company's system documents to ensure legality, compliance with legal regulations, customer standards, and the actual situation at the Company.

g) Internal control activities in 2024 also brought positive results when inspections were carried out, detecting risks and errors in project records and data management at units, proposing solutions and controlling the remediation results of the units.

h) Regarding investment, the Company implemented 07 investment projects (including 04 new investment projects and 03 ongoing investment projects). The total investment of the projects is 315.2 billion VND, of which 134.3 billion VND was disbursed in 2024. The key project is the 3-story Garment Factory construction investment project, which commenced on 2024-10-23 and has now completed the foundation and wall sections of the structure.

i) Regarding digital transformation, the Company has built and deployed garment production management software at garment factories, developed textile dyeing production management software, human resource management software, document management software, and software serving administrative and office work.

j) Regarding divestment in enterprises according to the 2024 General Meeting of Shareholders Resolution, the Company is currently working with AAC Auditing and Accounting Co., Ltd. to appraise and carry out divestment procedures according to regulations.

## **B. PLAN, TASKS FOR 2025:**

**I. Forecast of market conditions and factors affecting production-business activities in 2025:**

1. Geopolitical conflicts and armed conflicts between Russia and Ukraine continue to escalate.

2. The US's reciprocal tax policy creates a big shock to the world market, including Textile and Garment:

a) For the Fiber market:

- The actions of customers in the Chinese market have increased competition between Chinese and Vietnamese yarns, causing price pressure due to cost pressure, making it difficult to maintain profit margins for the yarn industry.

- FDI companies (export market) have announced plans to reduce output, delay delivery schedules as well as yarn ordering needs.

b) For the Garment market:

- Customers predict that the market situation will show signs of slowing down because purchasing power has not shown signs of increasing and the full impact of US tax policy has not been predicted.

- Customers began to request discounts on the product lines the Company was producing.

3. Global monetary policy is having mixed effects, posing significant challenges. In early 2025, some central banks around the world began to lower interest rates, but the US Federal Reserve (FED) slowed down this progress, only planning to cut a maximum of 0.5 percentage points in 2025, due to concerns about rising inflation.

4. Labor cost pressures are expected to continue to rise due to increased labor demand and increasingly fierce wage competition. At the same time, the trend of Vietnamese workers seeking jobs abroad is also pushing up domestic wages, causing manufacturing enterprises to face cost problems.

## **II. Production-business plan for 2025:**

1. Total revenue: 2,070 billion VND, of which:

a) Yarn Revenue: 720 billion VND;

b) Garment Revenue: 1,270 billion VND;

c) Other Revenue: 80 billion VND.

2) Profit before tax: 140 billion VND, of which:

a) Yarn Industry Profit: 18 billion VND;

b) Garment Industry Profit: 116 billion VND;

c) Other Profit: 06 billion VND.

3) Total export value: 112.9 million USD.

4) Payment export value: 70.4 million USD.

5) Percentage of dividend payout: 20 - 40% of charter capital.

6) Average salary: 8 million VND/person/month. Average income: 10 million VND/person/month.

Based on the Company's production and business efficiency, profitability in the year and undistributed profits, the General Meeting of Shareholders is requested to authorize the Board of Directors to decide on the interim dividend payment to the Company's shareholders, ensuring that it does not exceed the planned rate approved by the General Meeting of Shareholders.

### **III. Regarding investment:**

1. Continue to implement ongoing projects including:

- a) Three-story Garment Factory Investment Project.
- b) 2024 Garment Equipment Supplemental Investment Project.
- c) Yarn Factory Automatic Fire Protection System Investment Project.
- d) Project to invest in additional fiber equipment in 2024.

2. Deploy new investment projects, including:

- a) Project to invest in equipment for the Fiber Factory in 2025.
- b) Garment Factory Equipment Investment Project in 2025.
- c) Wash Workshop Investment Project.
- d) 2025 In-depth Textile Dyeing Factory Equipment Replacement Investment Project.
- e) Rooftop Solar Power System Investment.
- f) 110kV Station Renovation Project.
- g) Three-story Garment Factory Smart Solution Investment.
- h) Digital Transformation Investment Project.

### **IV. Tasks and solutions:**

#### **1. Key tasks:**

a) Stabilize the organizational model, review planning, consolidate leadership and management positions to meet the Company's operational requirements in the new context; focus on assessment, training, compensation, and care for employees, retaining and attracting talent.

b) Research and invest in developing new products, customers, and markets for both the Yarn and Textile Dyeing - Garment sectors, capable of competing in the market; develop the HUEGATEX brand.

c) Invest resources to complete the production-business management system, comprehensive digital transformation in all aspects of operations, connect ERP data, improve labor productivity, operational efficiency, and production-business management.

d) Invest resources in environmental protection, fire prevention and fighting, and occupational safety and health.

f) Ensure capital sources for production-business activities and development investment; manage financial and accounting risks; review regulations and policies in accordance with legal requirements.

g) Develop plans to respond to the impact of US tariff policies, ensuring the effectiveness of the Company's production and business activities.

#### **2. Yarn Sector:**

a) Maintain the goal of ensuring product quality, research quality management models suitable for the Company's high-quality product development orientation.

b) Implement solutions to increase labor productivity by increasing the level of automation on the production line, minimizing redundant and highly repetitive operations, implementing improvement solutions, and planning equipment replacement investments.

c) Research and develop new product lines such as Ecovero yarn, Lyocell yarn, Siro yarn,... to expand the market and exploit niche markets, with the target of new product development in 2025 accounting for 5% of total sales volume.

d) Continue to research and implement energy-saving and material cost-saving solutions, focusing on exploiting newly invested equipment and technologies.

e) Maintain transactions with traditional customers, establish a balance, and avoid dependence on any single market.

f) Implement the Yarn sector digitization plan.

### **3. Textile Dyeing - Garment Sector:**

a) Research and develop new products and materials from Viscose and EcoVero yarns, leveraging the Company's chain advantages, with support from the Group's PD&B Center. In addition to developing new brand products, focus on diversifying fabric sources for FOB orders - using Cotton and CVC yarns produced by the Yarn Factory, and Textile Dyeing developing additional cotton-blend fabrics for FOB garment orders.

b) Research on converting to new business methods, diversifying markets and customers, increasing the proportion of FOB customer revenue to at least 65%, finding new customers, expanding markets outside the US, building a system to prepare for customer assessments for export to European and Japanese markets.

c) Participate with customers in the sample sewing process; reduce intermediary customers, moving towards working directly with Buyers.

d) Increase overall labor productivity by optimizing production time and costs, applying IT, automation, researching and improving streamlined product flow for each item code, and eliminating waste from the process.

e) Implement the Smart Garment Factory investment plan, invest in printing and washing equipment, and research water-saving dyeing technology to meet customer needs and ensure sustainable development.

f) Maintain, review, and improve management systems in accordance with legal requirements and customer standards.

g) Implement compliance with regulations on the origin of products from the US Government, develop supply chain management software to serve traceability activities, and store traceability documents.

h) Implement the digitalization of the Textile - Garment industry according to the plan.

### **4. Internal Affairs – Finance:**

a) Review and consolidate the leadership and management positions and the Company's operating model in accordance with the new situation based on the business model orientation.

b) Organize assessment and review of the list of Planning for Leaders and Managers and develop appropriate training plans; continue to improve assessment tools for the capacity of Leaders, Managers and specialists of the units.

c) Develop plans and implement capacity building training programs, train textile and fiber technology engineers, garment technology engineers, etc.

d) Research methods and solutions to retain employees and ensure labor needs to serve the production activities of factories.

e) Balance cash flow, control income and expenditure, closely monitor financial indicators, ensure financial indicators are always at a safe level.

f) Complete divestment in enterprises.

g) Debt management; implementing risk management in accounting and finance, preventing bad debt and penalties for taxes, documents, etc.

h) Continue to implement the digital transformation program of industries according to the set plan.

Hue Textile Garment Joint Stock Company identifies that this is a period when the world textile and garment market is still uncertain with many different scenarios that may occur, affecting the Company's production and business results. However, with the attention and close direction of the Vietnam Textile and Garment Group, the support of shareholders and the solidarity of the staff, the Board of Directors and the Company's Executive Board will strive to complete and exceed the targets for 2025, building the Company to become stronger and stronger, meeting the trust of shareholders and staff.

Above is the report on the implementation results of the Resolution of the 2024 General Meeting of Shareholders, the direction and tasks for 2025. The Board of Directors respectfully reports to the General Meeting and looks forward to continuing to receive comments from the General Meeting./.

**Recipients:**

- 2025 General Meeting of Shareholders;
- Archive Document.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

Hue, April 25, 2025

**SUBMISSION**

**Regarding the approval of the audited 2024 financial statements**

**To: The 2025 Annual General Meeting of Shareholders.**

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Securities Law No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Hue Textiles Garment Joint Stock Company.

The Board of Directors respectfully requests the Annual General Meeting of Shareholders to approve the 2024 Financial Statements audited by KPMG Vietnam Co., Ltd., with the following main contents:

1. Independent Audit Report No. 24-04-00044-25-1.
2. Balance Sheet as of December 31 2024.
3. Income Statement for 2024.
4. Statement of Cash Flows for 2024.
5. Notes to the financial statements.

Production and business results in the audited 2024 Financial Statements:

**I. Balance Sheet:**

		<i>Unit: VND</i>	
<b>TT</b>	<b>Indicator</b>	<b>31/12/2024</b>	<b>01/01/2024</b>
<b>1</b>	<b>Total Assets</b>	<b>1,136,825,455,788</b>	<b>1,206,140,638,116</b>
1,1	Current Assets	820,074,737,085	868,322,105,320
	- Short-term receivables	420,484,052,030	373,574,560,588
	- Inventories	281,198,213,226	288,913,027,179
1,2	Non-current assets	316,780,688,703	337,818,532,796
	- Fixed assets	294,738,185,304	307,618,429,616
	- Long-term financial investments	10,018,455,897	9,976,790,634
<b>2</b>	<b>Total Equity and Liabilities</b>	<b>1,136,825,455,788</b>	<b>1,206,140,638,116</b>
2,1	Liabilities	723,521,721,545	831,167,129,373
	- Short-term liabilities	642,644,197,776	722,181,512,678
	- Long-term liabilities	80,877,523,769	108,985,616,695

2,2 Equity	413,333,704,243	374,973,508,743
- Charter capital	200,962,590,000	200,962,590,000
- Undistributed post-tax profit	84,892,157,521	66,531,962,021

## II. Income Statement:

Unit: VND

TT	Indicator	Year 2024	Year 2023
<b>1</b>	<b>Total Revenue</b>	<b>2,010,071,476,577</b>	<b>1,884,125,279,691</b>
	- Net revenue from sales & provision of services	1,953,400,922,993	1,842,265,322,528
	- Financial activities revenue	43,373,868,735	35,399,283,250
	- Share of profit in associates		
	- Other income	13,296,554,936	6,460,673,913
<b>2</b>	<b>Expenses</b>	<b>1,872,739,548,552</b>	<b>1,762,963,206,937</b>
<b>3</b>	<b>Profit before tax</b>	<b>137,331,928,025</b>	<b>121,162,072,754</b>
<b>4</b>	<b>Profit after tax</b>	<b>109,403,064,645</b>	<b>95,499,094,548</b>

The detailed contents of the audited 2024 financial statements, signed on 12/03/2025, have been published on the Company's website and the Hanoi Stock Exchange on 17/03/2025.

Above are the contents of the audited 2024 financial statements, respectfully submitted to the General Meeting for consideration and approval.

Sincerely./.

**Recipients:**

- As above;
- Archive: Document, BOD.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

Hue, April 25, 2025

**SUBMISSION**

**Regarding the dividend payment and profit distribution plan for the year 2024.**

**To: The 2025 Annual General Meeting of Shareholders**

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Securities Law No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Hue Textile Garment Joint Stock Company;
- Based on the production and business results of 2024.

The Board of Directors of Hue Textile Garment Joint Stock Company respectfully submits the profit distribution plan for 2024 as follows:

**2024 Profit Distribution:**

No.	Content	Amount	%/PAT distributed	Note
1	Charter capital	200,962,590,000		
2	Undistributed profit after tax from previous year	35,777,869,876		
3	Pre-tax profit in 2024	137,331,928,025		
4	Profit after tax in 2024	109,403,064,645		
<b>5</b>	<b>Profit after tax available for distribution (PAT distributed)</b>	<b>144,403,353,061</b>		
<i>Including:</i>				
	<i>Undistributed PAT due to revaluation of long-term assets</i>	<i>777,581,460</i>		
<b>6</b>	<b>2024 Cash dividend payment of 30% of Charter capital (100% interim dividend paid in 2 installments)</b>	<b>60,288,777,000</b>	<b>41.75%</b>	
<b>7</b>	<b>2024 Fund Allocation</b>	<b>34,114,576,061</b>	<b>23.62%</b>	
	Development Investment Fund	20,000,000,000		
	Reward Fund	6,114,576,061		
	Welfare Fund	4,000,000,000		
	Bonus Fund for Board of Directors and Management for exceeding plan targets	4,000,000,000		
<b>8</b>	<b>Undistributed profit after tax</b>	<b>50,000,000,000</b>	<b>34.63%</b>	

Above is the Company's profit distribution plan, respectfully submitted to the General Meeting for consideration and approval.

Sincere thanks./.

**Recipients:**

- As above;
- File.

**ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

*Hue, April 25, 2025*

**SUBMISSION**

**Regarding remuneration payment for members of the Board of Directors  
and the Board of Supervisors**

**To: Annual General Meeting of Shareholders 2025.**

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

- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024 approving the remuneration policy for members of the Board of Directors and the Board of Supervisors. The Board of Directors reports and proposes to the General Meeting of Shareholders the following issues:

**1. Remuneration payment report for 2024:**

Implementing Resolution No. 436/NQ-ĐHCĐ on April 20, 2024, the remuneration payment for members of the Board of Directors and the Board of Supervisors in 2024 was 888,000,000 VND (Eight hundred eighty-eight million VND), specifically as follows:

<b>No.</b>	<b>Subject</b>	<b>Remuneration (VND)</b>	<b>Total (VND)</b>
<b>1</b>	Chairman of the Board of Directors	01 person x 12 months x 5,000,000	420,000,000
<b>2</b>	Board of Directors' members	04 people x 12 months x 7,000,000	336,000,000
<b>3</b>	Head of the Board of Supervisors	01 person x 12 months x 5,000,000	60,000,000
<b>4</b>	Member of the Board of Supervisors	02 people x 12 months x 3,000,000	72,000,000
	<b>Total</b>		<b>888,000,000</b>

**2. Proposed remuneration payment for members of the Board of Directors  
and members of the Board of Supervisors in 2025 as follows:**

<b>No.</b>	<b>Subject</b>	<b>Remuneration (VND)</b>	<b>Total (VND)</b>
<b>1</b>	Chairman of the Board of Directors	01 person x 12 months 50,000,000	600,000,000
<b>2</b>	Board of Directors' members (Non-concurrent)	01 person x 12 months x 30,000,000	360,000,000
<b>3</b>	Board of Directors' members	03 people x 12 months x 7,000,000	252,000,000
<b>4</b>	Head of the Board of Supervisors	01 person x 12 months x 5,000,000	60,000,000
<b>5</b>	Member of the Board of Supervisors	02 people x 12 months x 3,000,000	72,000,000
	<b>Total</b>		<b>1,344,000,000</b>

**The above salary and remuneration do not include:**

- Personal income tax;
- Supplemental salary, Bonus, Holidays, Tet enjoyed like other employees according to the Company's regulations;

The application period for this salary and remuneration is from April 01, 2025

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

Sincerely./.

**Recipients:**

- As above;
- Save documents, Secretary of the Board of Directors.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

*Hue, April 25, 2025*

**SUBMISSION**

**Regarding the amendment of the Charter of Organization and operation, the corporate governance Regulations, and the issuance of the Regulations on operation of the Board of Directors**

To: General Meeting of Shareholders of Hue Textile Garment Joint Stock Company

To ensure legality and facilitate the Company's operational organization, the Board of Directors has reviewed and found that some Articles and Clauses in the Company's Charter, corporate governance Regulations, and the Regulations on operation of the Company's Board of Directors need to be reviewed, amended, and supplemented to comply with legal regulations, management, and operational requirements. The Board of Directors submits to the General Meeting of Shareholders ("GMS"):

1. Approve the proposed amendments and supplements to the Charter, corporate governance Regulations, and the Regulations on operation of the Board of Directors in accordance with the Law on Enterprises 2020, the Law on Securities 2019, and relevant legal documents as per the attached Table of proposed amendments and supplements.

2. Authorize the Board of Directors to review, amend, supplement, and issue the Company's Charter, Corporate Governance Regulations, and the Regulations on operation of the Board of Directors according to the proposed contents in Section 1 and other contents (if any) in accordance with the proposed contents, based on compliance with the Law on Enterprises 2020, the Law on Securities 2019, relevant legal documents, and ensuring the interests of the Company's shareholders.

3. The new Charter and Regulations shall take effect from the date of approval by the General Meeting of Shareholders and replace the previously issued Charter and corporate governance Regulations.

Submit to the General Meeting of Shareholders for review and approval.

**Recipients:**

- As above;
- Save document

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

**APPENDIX 02: CONTENTS OF PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF ORGANIZATION AND OPERATION  
HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>Preamble</b>		
This Charter was approved under the resolution of the General Meeting of Shareholders No. 367/NQ-ĐHCĐ dated 24/04/2021.	This Charter was approved under the resolution of the General Meeting of Shareholders No. /NQ-ĐHCĐ dated 24/04/2025.	Consistent with the Annual General Meeting of Shareholders' approval of the Company Charter.
<b>Article 1: Interpretation of Terms, Amendment to Clause 1.9, Addition of Clause 1.10</b>		
1.9 Enterprise managers are company managers, including the Chairman of the Board of Directors, Member of the Board of Directors, General Director and other individuals holding management positions.	1.9 Enterprise managers are company managers, including Member of the Board of Directors, General Director, Deputy General Director, Executive Director, and Chief Accountant.  Non-executive Member of the Board of Directors (here in after referred to as non-executive member) is a Member of the Board of Directors who is not the General Director, Deputy General Director, Executive Director, and Chief Accountant.	Specify other management personnel in detail.  Pursuant to Article 3, Clause 59, Decree 155/2020/NĐ-CP dated 31/12/2020.
<b>Article 2: Name, Form, Head Office, Branches, Representative Offices and Term of Operation of the Company. Amendment to Clause 3:</b>		

**APPENDIX 02: CONTENTS OF PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF ORGANIZATION AND OPERATION  
HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
Address: 122 Duong Thieu Tuoc, Thuy Duong ward, Huong Thuy town, Thua Thien Hue province	Address: 122 Duong Thieu Tuoc, Thuy Duong ward, Huong Thuy town, Hue city  Remove Fax number: 0234.3864.338	Adjust in accordance with the change in administrative boundaries and the name of the provincial administrative unit.  Currently do not use Fax services to receive documents.
<b>Article 3. Legal Representative of the Company. Add the rights and obligations of the Legal Representative:</b>		
The Company has one (01) legal representative who is the General Director.	The Company has one (01) legal representative who is the General Director. The rights and obligations of the Company's legal representative are implemented in accordance with the provisions of Article 34 of this Charter and relevant laws.	Clarify the rights and obligations of the legal representative.

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<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>Article 6: Charter capital, shares, founding shareholders, foreign investor ownership ratio</b>		
The Charter capital of the Company is recorded in the Certificate of Business Registration issued by the Department of Planning and Investment of Thua Thien Hue Province and changes periodically. The Charter capital of the Company is 200,962,590,000 VND (In words: Two hundred billion nine hundred sixty-two million five hundred ninety thousand VND).	The Charter capital of the Company is recorded in the Certificate of Business Registration issued by the competent authority and changes periodically. The Charter capital of the Company is 200,962,590,000 VND (In words: Two hundred billion nine hundred sixty-two million five hundred ninety thousand VND).	Limit content changes when administrative boundaries or local names change.
<b>Article 10: Share Repurchase.</b>		
[...]	Remove the content in this Article 10.	According to Article 10, Circular 116/2020-TT-BTC, this point applies to the case of business registration.
<b>Article 13: General Meeting of Shareholders, Clause 7</b>		

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<p style="text-align: center;"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p style="text-align: center;"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p style="text-align: center;"><b>Reasons</b></p>
<p>[a] The list of shareholders entitled to attend the General Meeting of Shareholders is based on the Company's shareholder register. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled no earlier than 05 days before the date of sending the invitation to the General Meeting of Shareholders.</p>	<p>a) The list of shareholders entitled to attend the General Meeting of Shareholders is based on the Company's shareholder register. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders.</p>	<p><b>- According to Clause 1, Article 141-Law on Enterprises 2020, "The list of shareholders entitled to attend the General Meeting of Shareholders is compiled no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders if the company's charter does not specify a shorter period".</b></p>

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<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<p>[c] Shareholders have the right to inspect, look up, extract, and copy the list of shareholders entitled to attend the General Meeting of Shareholders; request correction of incorrect information or supplement necessary information about themselves in the list of shareholders entitled to attend the General Meeting of Shareholders. The Company's manager must promptly provide shareholder registration number information, correct and supplement incorrect information at the request of shareholders; and is responsible for compensating for damages arising from failure to provide or provide untimely or inaccurate information on the shareholder register as requested. The order and procedures for requesting information in the shareholder register shall comply with the provisions of the Company's Charter.</p>	<p>b) Shareholders have the right to inspect, look up, extract, and copy the names and contact addresses of shareholders in the list of shareholders entitled to attend the General Meeting of Shareholders; request correction of incorrect information or supplement necessary information about themselves in the list of shareholders entitled to attend the General Meeting of Shareholders. The Company's manager must promptly provide shareholder registration number information, correct, and supplement incorrect information at the request of shareholders; and is responsible for compensating for damages arising from failure to provide or provide untimely or inaccurate information on the shareholder register as requested. The order and procedures for requesting information in the shareholder register shall comply with the provisions of the Company's Charter.</p>	<p>- To comply with the provisions of Clause 3, Article 141-Law on Enterprises 2020.</p>
<p><b>Article 14: General Meeting of Shareholders</b></p>		

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<p style="text-align: center;"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p style="text-align: center;"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p style="text-align: center;"><b>Reasons</b></p>
<p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p><b>b) The audited quarterly, six (06) month, or annual financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period;</b></p> <p>c) The number of members of the Board of Directors and the Supervisory Board remaining is less than the minimum number of members prescribed by law;</p> <p>d) At the request of a shareholder or group of shareholders as prescribed in Clause 3, Article 12 of this Charter, requesting the convening of the General Meeting of Shareholders; the request to convene the General Meeting of Shareholders must be in writing, stating the reason and purpose of the meeting, with sufficient signatures of the relevant</p>	<p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p>b) The number of members of the Board of Directors, Board of Supervisors remaining is less than the minimum number of members prescribed by law;</p> <p>c) At the request of a Shareholder or a group of shareholders as prescribed in Clause 3, Article 12 of this Charter requesting the convening of the General Meeting of Shareholders; the request to convene the General Meeting of Shareholders must be made in writing, stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or the request is made in multiple copies and collected with sufficient signatures of the relevant shareholders;</p> <p>d) At the request of the Board of Supervisors;</p>	<p>Point b is a specific case in point a. The Law on Enterprises 2020 and the Model Charter do not stipulate</p>

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<p style="text-align: center;"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p style="text-align: center;"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p style="text-align: center;"><b>Reasons</b></p>
<p>shareholders, or the request must be made in multiple copies and collected with sufficient signatures of the relevant shareholders; e) At the request of the Board of Supervisors; <b><i>Other cases as prescribed by law</i></b></p>	<p><b><i>Other cases as prescribed by law</i></b></p>	

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>Article 17: Changing the rights</b>		
The change or cancellation of special rights attached to a class of preferred shares takes effect when approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting. A Resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of shareholders holding preferred shares shall only be passed if it is approved by shareholders of the same class of preferred shares attending the meeting holding at least 75% of the total number of preferred shares of that class or by shareholders of the same class of preferred shares holding at least 75% of the total number of preferred shares of that class in case of passing the Resolution in writing.	The change or cancellation of special rights attached to a class of preferred shares takes effect when approved by shareholders representing at least 65% of the total voting shares of shareholders attending and voting at the meeting. A Resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of shareholders holding preferred shares shall only be passed if it is approved by shareholders of the same class of preferred shares attending the meeting holding at least 75% of the total number of preferred shares of that class or by shareholders of the same class of preferred shares holding at least 75% of the total number of preferred shares of that class in case of passing the Resolution in writing.	The Law on Enterprises 2020 (amended and supplemented in 2022) has amended "shareholders attending the meeting approve" to "shareholders attending and voting at the meeting approve"
<b>Article 20: Procedures for conducting meetings and voting at the General Meeting of Shareholders</b>		

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<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>[5] The convener of the General Meeting of Shareholders has the right to request shareholders or authorized representatives attending the General Meeting of Shareholders to undergo inspection or other lawful and reasonable security measures. In the event that a shareholder or authorized representative fails to comply with the inspection regulations or security measures mentioned above, the convener of the General Meeting of Shareholders, after careful consideration, has the right to refuse or expel said shareholder or representative from the meeting.</b>	Remove this content	It is stipulated in Clause 6 of this Article
<b>Article 21: Conditions for a Resolution of the General Meeting of Shareholders to be passed</b>		
1. A Resolution on the following content shall be passed if it is approved by shareholders representing at least 65% of the total votes of shareholders entitled to vote who are present in person or through authorized representatives at the General Meeting of Shareholders	<b>Clause 1 is rewritten as follows:</b> 1. The Resolution on the following content is passed if approved by shareholders representing at least 65% of the total voting shares of shareholders attending and voting at the General Meeting of Shareholders, specifically:	Add the word "approved" in accordance with the provisions of Article 148 of the Enterprise Law 2020 and amended according to the amended and supplemented Enterprise Law 2020 in 2022.
<b>Article 26: Composition and term of members of the Board of Directors. Amend the contents of clauses 1, 3.</b>		

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<p>"1. The number of members of the Board of Directors is five (05) people."</p> <p>3. The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of Board members are non-executive members. The company limits the maximum number of Board of Directors members concurrently holding executive positions of the Company to ensure the independence of the Board of Directors.</p>	<p>"1. The number of members of the Board of Directors is at least three (03) people and at most eleven (11) people. The specific number for each term is decided by the General Meeting of Shareholders."</p> <p>3. The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of Board members are non-executive members.</p>	<p>To be consistent with starting point (g) of clause 2, Article 15 of this Charter and to create flexibility in adding more members to the Board of Directors during the term when needed.</p> <p>Remove the bolded content as it is unnecessary and may cause misunderstanding.</p>
<b>Article 27: Rights and duties of the Board of Directors.</b>		
<p><b>Point h, Section 2:</b></p> <p>Approving purchase, sale, loan, borrowing contracts and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's latest financial statements and contracts and transactions under the authority of the General Meeting of</p>	<p>Approving purchase, sale, loan, borrowing contracts and other contracts and transactions with a value from 35% of the total asset value recorded in the Company's latest audited financial statements, except for contracts and transactions under the authority of the General Meeting of</p>	<p>Replace the word "and" with "except" to eliminate the conflict between the authority of the General Meeting of Shareholders and the Board of Directors.</p>

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<p>Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law;</p> <p><b>Point n, Section 2:</b> Propose the dividend rate to be paid; decide the time limit and procedures for paying dividends or handling losses incurred during business operations;</p>	<p>Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law;</p> <p>Propose the annual dividend rate to be paid and decide the interim dividend rate; decide the time limit and procedures for paying dividends or handling losses incurred during business operations;</p>	<p>Create flexibility in dividend payment, ensuring the dividend rate approved by the General Meeting of Shareholders and in line with HDM's business capacity.</p>
<p><b>Article 35: Appointment, dismissal, duties and powers of the General Director. Remove clauses k, l, m.</b></p>		
<p>k) Propose the number and business executives that the Company needs to recruit for the Board of Directors to appoint or dismiss according to internal regulations and propose remuneration, salaries and other benefits for business executives for the Board of Directors to decide;</p> <p>l) On December 30 each year, the General Director must submit to the Board of Directors for approval a detailed business plan for the next fiscal year based on meeting appropriate budget</p>		<p>Stipulated in Clause 2, Article 34</p> <p>To be consistent with the reality at the Company and the Model Charter.</p>

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HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<p style="text-align: center;"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p style="text-align: center;"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p style="text-align: center;"><b>Reasons</b></p>
<p>requirements as well as the five (05) year financial plan;  m) Prepare the Company's long-term, annual, and quarterly budgets (hereinafter referred to as the budget) to serve the Company's long-term, annual, and quarterly management activities according to the business plan. The annual budget (including the projected balance sheet, income statement, and cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information specified in the Company's regulations;</p>		<p>To be consistent with the reality at the Company and the Model Charter.</p>
<p><b>Article 42: Duty of loyalty and avoidance of conflicts of interest</b></p>		
<p><b>Point 6, item b:</b>  For contracts with a value greater than 20% or transactions arising within 12 months from the date of the first transaction with a value of 20% or more of the total asset value recorded in the most recent financial statements, important contents of this contract or transaction as</p>	<p>For contracts with a value greater than 35% or transactions arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statements, important contents of this contract or transaction as</p>	<p>Consistent with Article 167 of the Enterprise Law 2020;</p>

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<p style="text-align: center;"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p style="text-align: center;"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p style="text-align: center;"><b>Reasons</b></p>
<p>well as the relationship and benefits of members of the Board of Directors, members of the Supervisory Board, General Director, other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders by votes of shareholders without related interests</p>	<p>well as the relationship and benefits of members of the Board of Directors, members of the Supervisory Board, General Director, other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders by votes of shareholders without related interests</p>	
<p><b>Article 46. Profit distribution. (Adding Clause 6)</b></p>		
<p>6. Other issues related to profit distribution are implemented in accordance with the provisions of law.</p>	<p>6. "Annual (accounting) profit after tax is distributed as follows: a. Distribute profits to contributing parties according to the signed economic contract (If any). b) Offset losses from previous years c) The remaining profit (after deducting the amounts specified in Clause 1, Clause 2 above) is distributed in the following order: - Set aside development investment fund; - Set aside bonus and welfare fund; - Bonus for the management board, executives, and representatives of the Corporation's capital portion at other enterprises;</p>	<p>Clarify and facilitate the distribution of after-tax profits.</p>

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<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
	<ul style="list-style-type: none"> <li>- Dividend distribution;</li> <li>- Set aside other funds and/or retain for the following year (If any)".</li> </ul>	
<b>Article 59: Effective Date</b>		
1. This Charter, consisting of 21 chapters and 59 articles, was unanimously approved by the General Meeting of Shareholders of Hue Textile Garment Joint Stock Company and takes effect from 20 April 2023 and simultaneously approves the validity of the entire text of this Charter.	1. This Charter, consisting of 21 chapters and 58 articles, was unanimously approved by the General Meeting of Shareholders of Hue Textile Garment Joint Stock Company and takes effect from 25 April 2025 and simultaneously approves the validity of the entire text of this Charter.	<p>Due to the removal of Article 10, the number of articles changes from 59 to 58.</p> <p>Change the date to align with the passing time at the 2025 General Meeting.</p>

**APPENDIX 03: PROPOSED CONTENT FOR AMENDING AND SUPPLEMENTING THE INTERNAL  
MANAGEMENT REGULATIONS  
HUE TEXTILES GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>Article 2: Definition of terms:</b>		
i) "Company Manager" refers to members of the Board of Directors, General Director, and other managers.	i) "Company Manager" refers to members of the Board of Directors, General Director, Deputy General Director, Executive Director, and Chief Accountant of the Company.	Specify other managers.
<b>Article 4. Convening the General Meeting of Shareholders</b>		
<p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p><b>b) The audited quarterly, six-month (06) financial statements or annual financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period;</b></p> <p>c) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the minimum number prescribed by law;</p> <p>d) At the request of a shareholder or a group of shareholders as stipulated in</p>	<p>1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p>b) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the minimum number prescribed by law;</p> <p>c) At the request of a shareholder or a group of shareholders as stipulated in Clause 3, Article 12 of this Charter, requesting the convening of a General Meeting of Shareholders; the request to convene the General Meeting of Shareholders must be in writing, clearly stating the reasons and purposes of the</p>	Item b is a specific case within item a. Law 2020 and the Model Charter do not stipulate this.

<p align="center"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p align="center"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p align="center"><b>Reasons</b></p>
<p>Clause 3, Article 12 of this Charter, requesting the convening of a General Meeting of Shareholders; the request to convene the General Meeting of Shareholders must be in writing, clearly stating the reasons and purposes of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and gathered with sufficient signatures of the relevant shareholders;</p> <p>e) At the request of the Board of Supervisors.</p> <p>f) Other cases as prescribed by law.</p>	<p>meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and gathered with sufficient signatures of the relevant shareholders;</p> <p>d) At the request of the Board of Supervisors;</p> <p>e) Other cases as prescribed by law.</p>	
<p align="center"><b>Article 5. Procedures for annual or extraordinary meetings of the General Meeting of Shareholders:</b></p>		
<p>The convener of the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no earlier than five (05) days before the date of sending the notice of the General Meeting of Shareholders. The company must announce the compilation of the list of shareholders entitled to attend the General Meeting of Shareholders at least</p>	<p>The convener of the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no later than ten (10) days before the date of sending the invitation to the General Meeting of Shareholders if the company's charter does not specify a shorter period. The company must announce the compilation of the list of shareholders</p>	<p>According to Clause 1, Article 141 of the Law on Enterprises 2020.</p>

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<p>twenty (20) days before the last registration date.</p>	<p>entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date.</p>	
<p><b>Article 7. Conditions for conducting the General Meeting of Shareholders. Adding clauses 4 and 5.</b></p>		
	<p><b>4. In addition to the direct meeting format, the annual and extraordinary General Meeting of Shareholders can be organized in the form of an online conference (e-GMS) or a combination of online and direct meetings, or other equivalent forms in the following cases:</b></p> <p>a) Force majeure events, including but not limited to: Natural disasters, war, epidemics, riots, terrorism,... decisions restricting or prohibiting by competent state agencies;</p> <p>b) Other objective events that the Board of Directors deems inconvenient or inappropriate to hold the General Meeting of Shareholders in a direct format.</p> <p>5. In case the Board of Directors decides to convene the General Meeting of Shareholders in the form of an online conference (e-GMS) or a combination of online and direct meetings, or other equivalent forms, the Board of Directors is responsible for issuing and publishing on the company's website the Regulations on the Organization of the General Meeting of Shareholders at least twenty-one (21) days before the opening of the General Meeting in</p>	<p>Supplementing regulations on organizing the General Meeting of Shareholders online.</p>

<p align="center"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p align="center"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p align="center"><b>Reasons</b></p>
	<p>these forms, with the following basic contents:</p> <ul style="list-style-type: none"> <li>- Notice of convening the General Meeting of Shareholders;</li> <li>- Method of registering to attend the General Meeting of Shareholders;</li> <li>- Authorization for a representative to attend the General Meeting of Shareholders;</li> <li>- Conditions for conducting;</li> <li>- Form of passing Resolutions of the General Meeting of Shareholders;</li> <li>- Method of voting, vote counting, and notification of vote counting results;</li> <li>- Preparation of minutes of the General Meeting of Shareholders;</li> <li>- Announcement of Resolutions of the General Meeting of Shareholders;</li> </ul> <p>The regulations on organizing the General Meeting of Shareholders in these forms can be amended and adjusted to suit each General Meeting of Shareholders according to the decision of the Board of Directors at each time.</p>	
<p align="center"><b>Article 10: Conditions for a Resolution of the General Meeting of Shareholders to be passed.</b></p>		
<p>2. A Resolution on the following content is passed if it is approved by shareholders representing at least 65% of the total votes of shareholders entitled to vote who are present directly or through authorized</p>	<p><b>Clause 1 is rewritten as follows:</b></p> <p>2. A Resolution on the following content is passed if it is approved by shareholders representing at least 65% of the total votes of shareholders attending and voting at the General Meeting of Shareholders.</p>	<p>Adding the word "approved" according to the provisions of Article 148 of the Law on Enterprises 2020 and amended according to the Law on Enterprises 2020 amended and supplemented in 2022.</p>

<p align="center"><b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i></p>	<p align="center"><b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i></p>	<p align="center"><b>Reasons</b></p>
<p>representatives at the General Meeting of Shareholders.</p>		
<p><b>Article 16. Organizational structure and role of the Board of Directors.</b></p>		
<p><b>Point 2:</b> The number of members of the Board of Directors is five (05) people. The term of the Board of Directors is five (05) years. The term of a member of the Board of Directors coincides with the term of the Board of Directors and can be re-elected an unlimited number of times.</p>	<p>The number of members of the Board of Directors is at least three (03) people and at most eleven (11) people. The specific number for each term is decided by the General Meeting of Shareholders. The term of the Board of Directors is five (05) years. The term of a member of the Board of Directors coincides with the term of the Board of Directors and can be re-elected an unlimited number of times.</p>	<p>To comply with the starting point (g) clause 2, Article 15 of the Company's Charter and create flexibility in adding members to the Board of Directors during the term when needed.</p>
<p><b>Article 36. Rewards. (Change the names of the reward funds)</b></p>		
<p><b>3. Reward funding is taken from the Reward Fund, the Executive Board's bonus fund. Purchase treasury shares for rewards.</b></p>	<p><b>3. Reward funding is taken from the Reward Fund, the Leadership Board's bonus fund, and the Company's management staff. Purchase treasury shares for rewards.</b></p>	<p>Supplement and change the names of the reward funds to suit the Company's reality.</p>

**APPENDIX 04: PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF THE BOARD OF DIRECTORS  
HUE TEXTILE GARMENT JOINT STOCK COMPANY**

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<b>Article 5. Term and number of members of the Board of Directors</b>		
1. The Board of Directors has 05 members.	1. The number of members of the Board of Directors is at least three (03) and at most eleven (11). The specific number for each term is decided by the General Meeting of Shareholders.	To comply with starting point (g) clause 2, Article 15 of this Charter and create flexibility in adding members to the Board of Directors during the term when needed.
<b>Article 11. Rights and obligations of the Board of Directors</b>		
<p><b>Point h, Section 2:</b> Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's latest financial statements and contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law;</p> <p><b>Point n, Section 2:</b> a) Propose the dividend rate to be paid; decide the time limit and procedures for paying</p>	<p>Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's latest audited financial statements, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law;</p> <p>Propose the annual dividend rate to be paid and decide the interim dividend rate; decide the time limit and procedures for paying</p>	<p>Change the word "and" to "except" to eliminate the conflict between the authority of the General Meeting of Shareholders and the Board of Directors.</p> <p>Create flexibility in dividend payment, based on ensuring the dividend rate</p>

<b>Current regulations</b> <i>(Bold text indicates deleted or modified content)</i>	<b>Amended regulations</b> <i>(Bold text indicates added or modified content)</i>	<b>Reasons</b>
<div data-bbox="109 261 766 394" data-label="Text"> <p>dividends or handling losses incurred during business operations;</p> </div>	<div data-bbox="766 261 1423 394" data-label="Text"> <p>dividends or handling losses incurred during business operations;</p> </div>	<div data-bbox="1423 261 2062 394" data-label="Text"> <p>approved by the General Meeting of Shareholders and in accordance with the Company's business capacity.</p> </div>

Hue, April 25, 2025

**REPORT OF THE BOARD OF DIRECTORS  
ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024  
AND ACTION PLAN FOR 2025**

**To: General Meeting of Shareholders.**

On behalf of the Board of Directors, I would like to report to the General Meeting on the 2024 activities and the 2025 action plan of the Board of Directors of Hue Textile Garment Joint Stock Company.

**I. List of Board of Directors' members:**

1. Mr. Nguyen Duc Tri - Chairman of the Board of Directors.
2. Mr. Nguyen Van Phong – Board of Directors' members.
3. Ms. Nguyen Hong Lien – Board of Directors' members, General Director.
4. Mr. Le Hong Quan – Board of Directors' members, Deputy General Director.
5. Mr. Nguyen Ngoc Binh – Board of Directors' members.

**II. Activities of the Board of Directors:**

**1. Meetings:** 04 meetings

**2. Written consultations:** 17 times

**3. Main activities:**

- a) Directed and organized the 2024 Annual General Meeting of Shareholders.
- b) Directed the implementation of the 2024 Resolution of the General Meeting of Shareholders.
- c) Decide to remove Mr. Nguyen Van Phong from the position of General Director and appoint Ms. Nguyen Hong Lien to the position of General Director of the Company from January 1, 2025.
- d) Approved and directed the Company's Board of Management to implement investment activities with 07 investment projects (including 04 new investment projects and 03 ongoing investment projects). The total investment of the projects is 315.2 billion VND, of which 134.3 billion VND was disbursed in 2024. The key project is the construction of a 3-story garment factory, which started on October 23, 2024 and has now completed the foundation and walls.
- e) The Company's Board of Directors directed the advance payment of 2024 dividends according to the dividend payment plan approved by the 2024 Annual General Meeting of Shareholders.
- f) Organize quarterly evaluation of the Company's production and business results, promptly direct and orient goals for the Executive Board to implement the Company's production and business activities in the following period.
- g) The Board of Directors' Resolutions were issued in accordance with their authority, the Company's Charter, timely, suitable to the actual operating situation, and

actively supported the executive body in managing and operating the Company's production and business activities.

h) In addition to regular and ad-hoc meetings on specific topics or based on submissions from the executive body, Board of Directors' members regularly exchange and coordinate to resolve arising issues. In the meetings, the number of participating members ensured compliance with legal regulations and the Company's Charter, and the Head of the Board of Supervisors was invited to participate in accordance with regulations.

i) In 2024, the Board of Directors held a meeting and asked for written opinions from the Board of Directors' members to promptly and properly decide on matters under the Board of Directors' authority, in accordance with the actual production and business situation of the Company.

j) The Board of Directors of the Company has issued the following Resolutions: Resolution evaluating the 2023 production and business results and solutions to implement the 2024 plan; Resolution on rewarding the Board of Management; Resolutions on evaluating the production and business results of the quarters and plans for the next quarters in 2024; Resolutions on credit limits at Banks; Resolution on salary payment in 2024 for the General Director and other positions in the Board of Management; Resolution on divestment in some units in which the Company is investing; Decision approving the leadership cadre planning for the 2025 – 2030 period; Resolution approving the final time to finalize the list of shareholders to exercise the right to attend the Annual General Meeting of Shareholders, the right to pay interim dividends for 2024; Decisions on implementing the Company's investment projects.

k) The Board of Directors' supervision of the Board of Management is carried out through monthly direct work plans with departments to grasp the production and business situation. After supervision, the Board of Directors directed the Board of Management to implement some solutions to overcome shortcomings, boost production, and improve the business efficiency of member units.

### **III. Orientation and action plan of the Board of Directors in 2025**

1. Organize the Company's General Meeting of Shareholders in 2025, direct and supervise the effective implementation of the 2025 production and business plan and targets:

- Revenue: VND 2,070 billion.
- Profit before tax: VND 140 billion.
- Dividend: 20 - 40%/Charter capital.

2. Organize quarterly Board of Directors meetings to review reports from the Executive Board and the Supervisory Board; approve projects and plans on human resources, finance, investment and some other tasks assigned by the Group's leaders. Conduct surprise inspections and assessments of compliance with the law, the effectiveness and efficiency of Board of Directors' resolutions and the Company's internal regulations. Convene special meetings to handle arising issues under the authority of the Board of Directors.

3. Direct the Executive Board to continue implementing investment projects in 2025, prioritizing the determination to complete the 3-storey Garment Factory Project

on schedule, ensuring the criteria of Quality - Safety - Green - Clean - Aesthetics. Research and deploy the successful construction of the Group's first smart garment factory in Hue.

4. Research and perfect the optimal management model, implement training programs to improve the quality of the Company's human resources, coordinate with the Vietnam Textile and Garment Group to train high-quality human resources, improve the capacity of the human resources team, focus on training and developing staff to work on the market throughout the business to production stages and orient the development of new products.

5. Tightly manage cash flow, minimize financial risks, and develop long-term financial plans for investment projects.

6. Direct the implementation of corporate culture, build digital transformation strategy towards green technology, clean energy, and high automation.

7. Direct the Executive Board to develop the Company's production and business strategy for the period 2025 - 2030, focusing on customer market work, tax work, human resources work, and finance to ensure safety in the current uncertain context.

Above is the 2024 Activity Report and the 2025 action plan of the Board of Directors. Respectfully submitted to the General Meeting of Shareholders for comments and approval.

Sincere thanks!

**Recipients:**

- As above;
- Save document.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

**HUE TEXTILE GARMENT  
JOINT STOCK COMPANY**

No. 02/BC-BKS

Hue, April 25, 2025

**REPORT OF THE SUPERVISORY BOARD**

**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: Annual General Meeting of Shareholders 2025**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Hue Textile Garment Joint Stock Company;
- Based on the powers and obligations of the Board of Supervisors as prescribed in the Law on Enterprises, the Charter of organization and operation of Hue Textile and Garment Joint Stock Company and the Regulations on operation of the Board of Supervisors of Hue Textile and Garment Joint Stock Company;
- Based on the production and business activities and audited 2024 Financial Report of Hue Textile Garment Joint Stock Company;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders.

The Board of Supervisors respectfully presents to the General Meeting of Shareholders a report assessing the Company's production and business activities in 2024 as follows:

**The Board of Supervisors includes:**

- |                           |                                    |
|---------------------------|------------------------------------|
| 1. Ms. Phan Nu Quynh Anh: | Head of Supervisory Board          |
| 2. Ms. Pham Thi Van Ha:   | Member of the Board of Supervisors |
| 3. Mr. Ho Nam Phong:      | Member of the Board of Supervisors |

**The report's contents include:**

1. Assessment of the Company's implementation of the 2024 production and business plan.
2. Assessment of the Company's financial situation in 2024.
3. Other issues according to the 2024 Shareholders' Meeting resolution.
4. Results of supervision of the Board of Directors

5. Results of supervision of the Executive Body.
6. Assessment of the Board of Supervisors' activities.
7. Recommendations of the Board of Supervisors.

**I. Evaluation of the implementation of the production and business plan of Hue Textile Garment Joint Stock Company in 2024:**

No.	Indicator	Unit	Implementation in 2023	2024		Comparison ratio	
				Plan	Actual	Implemented in 2024/Plan year	Same period
1	Total revenue	Billion VND	1,884	1,920	2,010	104,7%	106.7%
2	Realized profit (before tax)	Billion VND	121.2	110	137.3	124,8%	113.3%
	<i>Including: - Fiber Industry</i>	Billion VND	-39.6	8	13.6	170%	-34.3%
	- Garment Industry	Billion VND	161.7	92	115.7	125,8%	71.6%
	- Other profits	Billion VND	-0.9	10	8	80%	
3	Profit after corporate income tax	Billion VND	95.5		109.4		114.6%
4	Average income/person/month	Thousand VND/person/month	8,900		9,700		109%
5	Cổ tức	%/Chartered capital	30%	30%	30%	100%	100%

**\* Comments:**

In 2024, Hue Textile and Garment Joint Stock Company had significant growth in revenue and profit, in line with the general recovery trend of the textile and garment industry, specifically:

- **Revenue:** Total revenue in 2024 will reach VND 2,010 billion, exceeding the plan by 4.7% per year and increasing by 6.7% over the same period in 2023.

- **Profit before tax:** Actual profit before tax reached VND 137.3 billion, exceeding the plan by 24.8% (VND 110 billion) and increasing by 13.3% compared to 2023, of which:

+ **Yarn Industry:** The Yarn industry has had a strong recovery, from a loss of -39.6 billion VND in 2023, to a profit of 13.6 billion VND in 2024, exceeding the plan by 70%. This success is thanks to the steadfastness with the top goal of ensuring product quality, combined with a flexible strategy in shifting market proportion from Europe to Asia, exporting on the spot to

reduce risks as well as reduce pressure due to shipping costs. Along with that is the right orientation in business, focusing on developing customer groups with high quality requirements, good prices. The close coordination between the market department and the production department helps to balance the chain reasonably, optimize productivity to meet the production of effective products despite small quantities, creating trust and reputation for the Huegatex yarn brand.

+ **Garment Industry:** Profit reached 115.7 billion VND, exceeding the plan by 25.8%.

- **Profit after tax:** Profit after corporate income tax reached VND 109.4 billion, up 14.6% compared to 2023. The growth in profit after tax shows the Company's good performance during the year.

- **Average income:** Average income of workers is 9.7 million VND/person/month, up 9% over last year.

- **Dividend:** The Company has paid a cash dividend of 30% in total, and completed the payment in February 2025.

## II. Assessment of the Company's financial situation in 2024:

### 2.1. Some financial indicators:

No	Indicator	2023	2024	Compare	
				Absolute	Relative
<b>A</b>	<b>Asset</b>	1,206,141	1,136,855	(69,285)	94,3%
<b>I</b>	<b>Current assets</b>	868,322	820,075	(48,247)	94,4%
1	Cash and cash equivalents	90,010	54,132	(35,878)	60,1%
2	Short-term financial investment	103,000	54,000	(49,000)	52,4%
3	Short-term receivables	373,575	420,484	46,909	112,6%
	<i>Short-term Trade Receivables and Other Receivables</i>	360,719	345,085	(15,634)	95,7%
	<i>Prepayment to seller</i>	19,153	81,865	62,712	427,4%
	<i>Provision for doubtful short-term receivables</i>	(6,297)	(6,466)	(169)	102,7%
4	Inventory	288,913	281,198	(7,715)	97,3%
5	Other current assets	12,825	10,261	(2,564)	80%
<b>II</b>	<b>Long-term assets:</b>	337,819	316,781	(21,038)	93,8%
1	Long-term receivables	-	921	921	
2	Fixed assets	307,618	294,738	(12,880)	95,8%
3	Long-term unfinished assets	510	1,139	630	223,6%
4	Long-term financial investments & Other long-term assets	29,691	19,982	(9,708)	67,3%
<b>B</b>	<b>Capital</b>	1,206,141	1,136,855	(69,285)	94,3%

No	Indicator	2023	2024	Compare	
				Absolute	Relative
<b>I</b>	<b>Liabilities</b>	831,167	723,522	(107,645)	87%
1	Short-term debt	722,182	642,644	(79,537)	89%
	<i>Short-term payables to suppliers + Advance payments from buyers</i>	94,345	60,388	(33,957)	64%
	<i>Taxes and other payables to the State</i>	13,370	15,250	1,880	114,1%
	<i>Payable to workers</i>	102,848	130,996	28,147	127,4%
	<i>Other short-term payables</i>	67,463	44,267	(23,196)	65,6%
	<i>Short-term loans and finance leases</i>	410,995	351,451	(59,544)	85,5%
	<i>Provision for payables</i>	-	-	-	
	<i>Bonus and welfare fund</i>	33,160	40,291	7,131	121,5%
2	Long-term debt	108,986	80,878	(28,108)	74,2%
<b>II</b>	<b>Equity</b>	374,974	413,334	38,360	110,2%
1	Owner's equity	200,963	200,963	-	100%
2	Capital surplus	-	-	-	-
3	Development investment fund	107,479	127,479	20,000	118,6%
4	Undistributed profit after tax	66,532	84,892	18,360	127,6%

**\* Comment:**

**a) Regarding assets:**

The Company's total assets as of December 31, 2024 reached nearly VND 1,137 billion, down 5.7% compared to the previous year, equivalent to a decrease of VND 69 billion.

\*Current assets decreased by 5.5% mainly due to:

+ Cash and cash equivalents decreased sharply (-42.2%), from VND 83.3 billion to VND 48.3 billion, showing that the company is using cash flow to finance other activities.

+ Short-term financial investment decreased by 48%, from 103 billion VND to 51.5 billion VND. The reason is that the company has withdrawn short-term financial investment, using cash flow to meet capital for advance payment activities and construction of a 3-storey garment factory.

+ Short-term receivables increased by 47 billion VND, equivalent to an increase of 12.6%. The reason for the increase was the increase of nearly 63 billion VND from prepayments to sellers (of which, 22 billion VND was used to purchase cotton fiber to serve production and business

needs; 42 billion VND was used to advance payment activities, construction investment and basic construction) and a decrease of 15 billion VND in short-term receivables from customers.

+ Inventory decreased by 7.7 billion, equivalent to a decrease of 2.7% compared to the same period last year.

\* Fixed assets decreased by 12.9 billion, due to increased depreciation from newly invested assets, causing the net value of fixed assets to decrease.

***b) About equity:***

Total equity decreased by 5.7%, corresponding to the decrease in total assets. The reason is that liabilities decreased by 13%, and owners' equity increased by 10.2%. Specifically

- Liabilities decreased by 108 billion, of which:

+ Short-term debt decreased by nearly 80 billion, mainly due to short-term payables to suppliers decreasing by 32 billion and short-term borrowings decreasing by 59 billion.

+ Long-term debt decreased by 28 billion due to a decrease in the long-term debt due for the loan to acquire Quang Binh Branch.

- Equity increased by 38.4 billion (equivalent to an increase of 10.2%) due to an increase of 20 billion in development investment fund from 2023 profit and an increase of 18.3 billion from undistributed profit after tax of 2024.

**\*General assessment:**

Through financial indicators, it shows that the Company is operating effectively in production and business, controlling input costs well, exploiting existing assets well, and using capital reasonably.

**2.2. Analysis of financial indicators:**

No	Indicator	Unit	2023	2024	%
	1	2	3	4	5=4/3
<b>I</b>	<b>Ability to pay</b>				
1	Current payment capacity	time	1.20	1.28	106%
2	Fast payment ability	time	0.80	0.84	105%

No	Indicator	Unit	2023	2024	%
	1	2	3	4	5=4/3
3	Instant payment	time	0.12	0.08	68%
<b>II</b>	<b>Financial structure</b>				
1	Total liabilities/Total assets ratio	time	0.69	0.64	92%
2	Current Debt/Equity Ratio	time	1.93	1.55	81%
3	Debt/Equity Ratio	time	2.22	1.75	79%
<b>III</b>	<b>Performance</b>				
1	Asset utilization efficiency	time	1.55	1.67	107%
2	Inventory turnover	time	4.29	5.88	137%
	<i>* Average inventory days</i>	day	84.00	61.27	73%
3	Accounts receivable turnover	time	6.69	5.58	83%
	<i>*Average collection day</i>	day	53.79	64.55	120%
4	Accounts receivable turnover	time	17.92	22.44	125%
	<i>* Average pay day</i>	day	20.08	16.05	80%
5	Working capital turnover	time	2.23	2.31	104%
	<i>*Number of working capital turnover days</i>	day	161.45	155.58	96%
<b>IV</b>	<b>Profitability</b>				
1	Gross profit margin	%	12.96	13.24	102%
2	Net profit margin ROS	%	5.07	5.44	107%
3	Return on Assets ROA	%	8.05	9.34	116%
4	Return on Equity ROE	%	24.16	27.76	115%
<b>V</b>	<b>Stock Analysis</b>				
	EPS	VND	4,217	4,831	115%

**\* Comment:**

Based on the results of the implementation of payment indicators, operational indicators, efficiency indicators and financial structure of the Company as of December 31, 2024, the Board of Supervisors has the following assessment:

*- In terms of payment criteria:*

Payment indicators are all at a good level, increasing payment capacity compared to the same period, capable of paying all due debts.

*- In terms of financial structure:*

+ Total debt/Total assets ratio (decreased from 0.69 times to 0.64 times; decreased by 8%):  
The debt ratio decreased, showing that the company is gradually reducing its dependence on debt.

+ Debt/Equity ratio (decreased from 2.22 times to 1.75 times; down 21%), of which, short-term debt/Equity ratio (decreased to 1.55 times, reaching 81% over the same period). This ratio shows that the Company is managing debt better, creating financial stability. This also contributes to creating an advantage, helping the Company easily access new capital sources at lower costs when needed.

- In terms of performance:

+ Asset utilization efficiency (increased by 7%, reaching 1.67 times), showing more efficient asset exploitation. The company has liquidated old, inefficient assets to invest in modern technology equipment, while optimizing inventory.

+ Average inventory days (reduced by 27%, from 84 days to 61.3 days): shows more effective inventory management, helping to optimize working capital and cash flow.

+ Average customer collection days (increased from 54 days to 64.5 days, equivalent to a 20% increase) while average customer payment days (shortened by 20%, from 20 days to 16 days) reduced capital occupation. The company should consider extending the payment period to optimize cash flow.

+ Working capital turnover ratio (increased from 2.23 times to 2.31 times, equivalent to an increase of 4%) shows more effective working capital management, helping to generate higher revenue based on available resources.

- In terms of efficiency indicators:

+ Gross profit margin (reached 13.24%; increased 2% over the same period): this index shows the efficiency coming from the Company's good control of processing costs, negotiating with suppliers to reduce material costs, and efficiency coming from choosing orders with higher profit margins despite small quantities.

+ Net profit margin ROS (reached 5.44%, up 7% year-on-year): Net profit increased, showing improved operating efficiency.

+ ROA (reached 9.34%; increased 16%) and ROE (reached 27.76%; increased 15%): both indexes had good growth, proving that the Company is using assets and shareholders' capital more effectively.

+ Earnings per share (EPS) was VND 4,831, up 15% over the previous year. This shows that shareholders' benefits have increased, increasing the attractiveness of the Company's shares.

**\* Overall rating:**

The company has a transparent and safe financial situation, with better indicators than the same period due to improved business results and effective financial management by the Company's leaders.

**2.3. Financial statement audit:**

The Board of Supervisors has reviewed the 2024 Financial Statements and agreed on the following specific results:

- The Financial Statements have been prepared in accordance with the prescribed form, based on accounting standards, Vietnamese corporate accounting regimes and legal regulations related to the preparation and presentation of financial statements.

- The figures in the Financial Statements have honestly and reasonably reflected the financial situation as well as the results of production and business activities and cash flow situation of the fiscal year 2024 in all material aspects.

- The above Financial Statements have been audited by KPMG Vietnam Auditing Company Limited.

- The Board of Supervisors found that the Company has well managed and controlled its financial work in the past year. In particular, the time for preparing and submitting reports and disclosing information is in accordance with regulations, timely serving the Company's governance and informing shareholders.

**III. Other issues according to the 2024 Shareholders' Meeting Resolution:**

**3.1. Investment work:**

The Board of Directors has directed the Executive Board to implement investment projects in accordance with the policy set by the General Meeting of Shareholders for 2024, to ensure progress. As a result, by the end of 2024, the Company has completed the following investment projects:

**\* For investment projects carried forward from 2023:**

Including 4 projects. Of which, 2/4 projects have been completed and put into use. Specifically:

- Project to invest in boiler systems, thermal oil furnaces in 2023. (Total investment: 12.6 billion VND, completed the investment project settlement with a total amount of 10.47 billion VND)

- Project to invest in additional equipment for the Fiber factory in 2023. (Total investment: 31.48 billion VND, completed the investment project settlement with a total amount of 25.2 billion VND)

The remaining 2 projects, including:

- Project to invest in the construction of a 3-storey Garment factory (Total investment: 246.98 billion VND, by the end of 2024, nearly 62 billion VND has been disbursed, ensuring the right construction schedule for the main production workshop).

- Project to invest in automatic fire prevention and fighting system at the Fiber Factory (Total investment: 9.94 billion VND. According to the plan, the project will start in the fourth quarter of 2024 and be completed in the first quarter of 2025. However, in order to inspect the quality of the project before construction and have time to inspect the quality of the project after completion, serving the acceptance work of the competent authority, the project has been approved by the General Director to adjust the completion time to the third quarter of 2025. Up to now, 2.7 billion VND has been disbursed).

**\* For new investment projects in 2024:**

According to the actual situation of the Company, new investment projects in 2024 have been approved for implementation, including:

<b>No</b>	<b>Project name</b>	<b>Total investment</b>	<b>Progress</b>	<b>Disbursement is calculated by December 31, 2024</b>
1	Invest in 01 07-seat car	1.54 billion VND	Completed and put into use	1.32 billion VND
2	Additional investment in depth of Textile and Dyeing factory equipment	3.1 billion VND	Completed and put into use	2.32 billion VND

No	Project name	Total investment	Progress	Disbursement is calculated by December 31, 2024
3	Additional investment in depth of sewing equipment in 2024	9.64 billion VND	Tenders have been invited for 3/6 packages.	No disbursement yet

**\* Evaluation of the implementation process:**

Under the direction of the Board of Directors, the Executive Board has ensured:

- + Compliance with current legal regulations and the Company's Charter and Investment Regulations
- + Project implementation according to the set plan. Decisions to adjust and extend the project implementation period are consistent with the actual implementation and relevant legal regulations.
- + The project implementation process is closely inspected and monitored to ensure project quality

**3.2. Digital transformation work:**

Implementing the general policy of Vietnam Textile and Garment Group, building an ERP system at the Company to improve management efficiency, optimize production and business activities, and enhance competitiveness. In 2024, the Company has deployed the development of software to serve each field including Textile and Dyeing production management software, Inline and Endline quality management, smart warehouse management, sewing equipment management, process productivity management, human resource management, online salary confirmation and regularly adjusting, updating, and improving to better meet the needs of use and management.

**IV. Monitoring results for the Board of Directors:**

In 2024, the Board of Directors held 4 quarterly meetings with the full participation of members and many other consultation meetings to unanimously pass resolutions and decide on important contents under the authority and responsibility of the Board of Directors to direct the Executive Board in implementing the contents of the 2024 plan set forth by the Annual General Meeting of Shareholders on the principle of compliance with the Company's Regulations and Charter and other provisions of law.

The resolutions and decisions of the Board of Directors were issued promptly, focusing mainly on the contents to implement the production and business plans, human resource organization, investment and finance of the Company.

In addition, the Board of Directors also regularly directs and supports the Executive Board in implementing the resolutions of the General Meeting of Shareholders and closely monitors the management and organization of production and business through reports of the Company's Executive Board. Regarding the implementation of the recommendations of the Ministry of Finance Inspectorate for the 2023 financial report, the Board of Directors has seriously assessed and directed the Executive Agency to fully implement the recommendations, ensuring compliance with the inspection conclusion. To date, the company has completed the correction of the required contents. At the same time, the Executive Agency has also directed relevant departments to review the entire implementation process and strengthen control to minimize errors in the following reporting periods.

#### **V. Monitoring results for the Company's Board of Directors:**

The Executive Board has fully implemented the contents of the Resolution of the General Meeting of Shareholders, the resolutions of the Board of Directors, in compliance with the Company's Charter and other relevant legal provisions.

In 2024, the Executive Board reassigned tasks, decentralized authority, and reorganized the organization when a Deputy General Director in charge of the Textile and Dyeing Division retired, ensuring that the direction work was not interrupted. The Executive Board, with a spirit of unity and high solidarity in making decisions, quickly implemented and resolutely, steadfastly pursued the goals, and implemented solutions to successfully complete the production and business plan assigned by the Board of Directors.

The Executive Board always closely followed the actual production and business activities through briefing reports, ad hoc meetings of the Division, and quarterly review meetings to evaluate the results achieved, draw lessons learned, and implement solutions for optimal production and business activities. The Executive Board regularly organizes and implements skill training and professional training for specialists, employees, and management staff. Launching emulation movements in production, encouraging employees to participate in innovation and technical improvement competitions, enhancing the application of digitalization in work with a

fair reward mechanism, honoring outstanding achievements, has created motivation for production, promoted creativity, innovation, and created a positive working environment.

## **VI. Evaluation of the Board of Supervisors' performance:**

### **6.1. Work done in 2024:**

In 2024, the Board of Supervisors will regularly discuss and consult to grasp the situation, management and operation of the Board of Directors and the Board of Management to strengthen supervision and ensure the rights of shareholders.

- Send representatives to attend Board of Directors meetings to grasp the Company's production and business activities, investment policies under the Board of Directors' approval authority, capital management, and debt collection.

- Review quarterly financial reports and annual financial reports.

### **6.2. Orientation and tasks of the Board of Supervisors in 2025:**

To effectively carry out the control work according to the Enterprise Law and the Company's Charter, the Board of Supervisors has developed the following plan for 2025:

- Continue to inspect, urge and supervise the activities of the Board of Directors and the Executive Board in implementing the Resolution of the General Meeting of Shareholders on the basis of compliance with the provisions of the Law and the Company's Charter.

- Monitor the coordination of activities between the Board of Directors, the Executive Board and the Board of Supervisors.

- Review the quarterly, semi-annual and annual financial reports prepared and published in accordance with accounting standards and current legal regulations for large-scale public companies.

- Implement the inspection program for a number of specific areas as requested by shareholders.

- Other tasks as prescribed by the Enterprise Law and the Company's Charter.

## **VII. Recommendation of the Board of Supervisors:**

In 2025, in order to promptly adapt to the new market situation in the context of uncertain tariff policies and fierce price competition from competitors, in addition to the groups of solutions that the Board of Directors and the Executive Board have presented to the congress, the

Supervisory Board recommends that the Board of Directors and the Executive Board of the Company pay more attention to the following contents:

\* For the Fiber industry:

- **Closely follow market developments:** absorb instructions from the Group's Fiber Production and Business Department to be flexible in converting product structure and market proportions to achieve the highest efficiency.

- **Building quality frameworks:** setting quality criteria for each item according to market and customer requirements to ensure that the quality of the yarn produced meets customer requirements, strengthening the Huegatex Yarn brand.

- **Saving raw materials and supplies:** Maintaining measures to save on raw materials, spare parts, and auxiliary materials while still ensuring quality according to the requirements of each customer segment

- **Supplier evaluation:** Strictly implement supplier evaluation. Negotiate with suppliers in the long-term cooperation process to improve product quality, supply services, and maintain competitive prices.

\* For Textile and Garment industry:

- **Research on restructuring export markets:** build targets to approach and expand markets in Europe, Canada, Japan, etc., where free trade agreements bring clear tax advantages.

- **Actively work with partners to share tariff risks:** renegotiate terms on price, delivery time, payment to ensure flexibility when tariff policies change.

- **Invest in expanding supporting industries:** accelerate research and deployment of modern technologies in the fields of printing and washing to increase competitive advantages.

- **Strictly control data:** Strengthen coordination between units in the block to ensure the accuracy of system and actual data, limit risks related to Tax, Customs, avoid incurring fines, affecting the reputation of the Company.

- **Improve operating methods:** Labor productivity and product quality are key factors in the current context, so it is necessary to invest in and effectively exploit automatic equipment.

Organize supervision, arrange and maintain reasonable labor at factories to reduce indirect labor costs, increase direct labor to improve productivity and average income.

- **Improve internal management efficiency:** Use IoT networks to collect data, combine internal management software to digitize production lines, help optimize resources, strictly manage costs, contribute to increasing productivity and business efficiency.

\* *For financial work - internal control:*

+ **Cash flow management:** Tightly manage cash flow, seek and exploit low-interest capital sources.

+ **Proactively manage financial risks:** Regularly update information on financial markets and new fiscal policies. Consider applying derivative financial instruments such as forward contracts and currency swap contracts to hedge against exchange rate risks in 2025.

+ **Strengthen the role of inspection and supervision of the Internal Control Department:** focus more on controlling production activities to promptly warn of potential risks, and promptly handle risks arising at units within the Company.

Above is the report assessing the Company's production and business activities in 2024, the 2024 operational report and the 2025 operational direction of the Board of Supervisors. We respectfully request the General Meeting of Shareholders to consider and approve.

Sincerely

**ON BEHALF OF BOARD OF SUPERVISORS**

**HEAD OF THE BOARD**



Phan Nu Quynh Anh



**SUBMISSION**

**On selecting an independent audit firm for the year 2025**

**To: Annual General Meeting of Shareholders 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Law on Securities No. 54/2019/QH14;
- Pursuant to the Charter of Organization and Operation of Hue Textile Garment Joint Stock Company.

The Board of Supervisors of Hue Textile Garment Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan to select an independent audit firm to audit the Company's 2025 financial statements, as follows:

**1. Requirements for the independent audit firm:**

- Must be on the list of eligible audit firms announced by the State Securities Commission.
- Meet the Company's requirements, conduct audits on time, with prestige and quality.

**2. Proposed list of audit firms for the 2025 financial statements:**

- KPMG Vietnam Limited.
- Deloitte Vietnam Audit Company Limited.
- PricewaterhouseCoopers Consulting (Vietnam) Limited (PWC VN).

**3. Implementation:**

It is proposed that the 2025 Annual General Meeting of Shareholders authorize the Board of Supervisors to select one of the three Companies on the above list to audit the 2025 financial statements of Hue Textile Garment Joint Stock Company, ensuring quality, efficiency, and compliance with current regulations.

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

Sincerely./.

**ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD OF SUPERVISORS**

**Phan Nu Quynh Anh**

No: 548/TTr - HDQT

*Hue, April 25, 2025*

**SUBMISSION**

**Regarding the introduction of personnel to elect additional  
members of the Board of Directors**

**To: The 2025 Annual General Meeting of Shareholders.**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of organization and operation of Hue Textile Garment Joint Stock Company.

- Based on the resignation letter from the position of member of the Board of Directors of Hue Textile Garment Joint Stock Company of Mr. Nguyen Ngoc Binh

The Board of Directors respectfully proposes that the General Meeting of Shareholders approve the election of additional members of the Board of Directors for the 2023 - 2028 term:

**1. Board of Directors Membership Standards:** Board of Directors members must meet the following standards and conditions:

- Clause 1, Article 155 of the Law on Enterprises 2020;
- Clause 3, Article 275, Decree 155/2020/ND-CP.

**2. List of nominees:** Up to now, the Organizing Committee of the 2025 Annual General Meeting of Shareholders has received nominations from a group of shareholders holding 1,030,554 shares (accounting for 5.13% of the total number of voting shares). This group of shareholders, represented by Mr. Nguyen Van Phong, has nominated Ms. Tran Thi Thuan to run for a position as a member of the Board of Directors for the 2023-2028 term (CV attached).

Pursuant to the provisions of law and the Company's Charter, the above candidate is qualified for consideration and election by the General Meeting of Shareholders.

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

Best regards./.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DUC TRI**

*Hue, April 25, 2025*

**REGULATIONS ON ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF  
DIRECTORS**  
**Term 2023 – 2028**

***Pursuant to:***

- *Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and guiding documents for implementation;*
- *Charter on organization and operation of Hue Textile Garment Joint Stock Company;*

The General Meeting of Shareholders of Hue Textile and Garment Joint Stock Company promulgates the Regulations on election of additional member of the Board of Directors (BOD) for the term 2023 – 2028 as follows:

**Article 1: Election principles:**

1. Elections must comply with the provisions of law and the Company's Charter, ensuring democracy and the legitimate rights of all shareholders.
2. Public election by secret ballot.
3. Voting rights, election results, and votes are calculated according to the number of shares owned and authorized.

**Article 2: Conditions for nomination and candidacy for Board of Directors members**

- At the time of finalizing the list of shareholders attending the meeting, shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares are entitled to nominate 01 candidate; from 10% to less than 30% are entitled to nominate a maximum of 02 candidates; from 30% to less than 40% are entitled to nominate a maximum of 03 candidates; from 40% to less than 50% are entitled to nominate a maximum of 04 candidates; from 50% to less than 60% are entitled to nominate a maximum of 05 candidates; from 60% to less than 70% are entitled to nominate a maximum of 06 candidates; from 70% to less than 80% are entitled to nominate a maximum of 07 candidates; from 80% to less than 90% are entitled to nominate a maximum of 08 candidates;

1. Application documents according to the form of the Organizing Committee.
2. Based on the nomination or application documents of shareholders, groups of shareholders, the Organizing Committee shall compile a list of candidates who meet the

standards in Article 2 and Article 3 of this Regulation and submit it to the General Meeting of Shareholders for approval.

**Article 3: Number and qualifications of Board of Directors members:**

1. The number of additional members elected to the Board of Directors for the 2023 - 2028 term is 01 member.

2. Member of BOD must meet the standards and conditions for being a member of BOD according to Clause 1, Article 155 of the 2020 Enterprise Law and Clause 3, Article 275 of Decree 155/2020/NĐ-CP.

**Article 4: Voting method.**

The voting on additional election of member of Board of Directors is carried out according to the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be additionally elected. Shareholders have the right to cumulate all their votes for one or several candidates (according to Clause 3, Article 148 of the Enterprise Law).

**Article 5: Regulations on ballots.**

1. *Valid ballots:* are pre-printed ballots issued by the Organizing Committee with the seal of Hue Textile Garment Joint Stock Company. Each ballot has a shareholder code, the total number of shares (owned and authorized) and the total number of votes multiplied corresponding to the number of members to be additionally elected.

2. *Invalid ballots:*

- Ballots not issued by the Organizing Committee as prescribed;
- Ballots that do not vote for anyone (blank ballots); erased, corrected, added or incorrectly written names that do not belong to the list of candidates that have been agreed upon by the General Meeting of Shareholders before voting;
- Ballots that exceed the number to be supplemented as approved by the 2025 General Meeting of Shareholders;
- Ballots where the total number of votes for the shareholder's candidates exceeds the total number of votes the shareholder owns or is authorized to cast.

**Article 6: Voting.**

1. Shareholders may allocate votes to their chosen candidates by the number of votes or distribute them equally among the selected candidates. In case of equal distribution, shareholders do not need to fill in the number of votes but only need to select the candidates by marking "X" in the candidate selection box.

2. In case of valid authorization (with a letter of authorization), the authorized person still has full voting rights. If a shareholder makes a mistake during the ballot marking process, provided that the ballot has not been put into the ballot box, they can

directly contact the Organizing Committee to have the ballot exchanged to ensure the shareholder's rights.

**Article 7: Vote Counting.**

1. The vote counting board shall inspect the ballot box in the presence of the shareholders.

2. Voting begins when the Chairperson of the Annual General Meeting of Shareholders (AGM) gives the order and ends when the last shareholder casts their ballot into the ballot box.

3. The vote counting board shall conduct the vote counting immediately after the voting ends.

4. The vote counting board must check the validity of each ballot, check each ballot in turn, and record the results.

5. After the vote counting is completed, the Election and Vote Counting Committee must prepare a vote counting record. The Content of the vote counting record includes: Total number of shareholders attending the meeting, total number of shareholders participating in the voting, rate of voting rights of shareholders participating in the voting compared to the total number of voting rights of shareholders attending the meeting (according to the cumulative voting method), number and rate of valid votes, invalid votes; number and rate of votes for each candidate for the Board of Directors.

6. All ballots that have been counted must be sealed and handed over to the Chairperson of AGM.

**Article 8: Regulations on successful candidates.**

1. The winning candidate is determined by the highest number of votes.

2. In case many candidates get the same number of votes, the candidate who owns shares or owns more shares will be the winner; if both candidates do not own shares, AGM will re-elect among those candidates.

**Article 9: The Election and Vote Counting Committee and responsibilities of the Election and Vote Counting Committee.**

1. The Election and Vote Counting Committee is nominated by the Chairperson of AGM and approved by AGM.

2. The Election and Vote Counting Committee is responsible for checking the election results objectively and accurately, preparing the vote counting record, and announcing the vote counting results. The election results are recognized after the election record is approved at AGM.

3. The Election and Vote Counting Committee must commit and be responsible for the accuracy of the election results.

**Article 10: Complaint resolution.**

1. Questions and complaints about the election (If any) will be resolved by the Chairperson of AGM.

2. Each shareholder has the right to question at AGM about issues related to the election, if there are signs of violations of the provisions of the Law and the Company's Charter.

3. This regulation consists of 11 articles and takes effect immediately after being approved by AGM./.

**GENERAL MEETING OF SHAREHOLDERS  
CHAIRPERSON**



**NGUYEN DUC TRI**



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc Lập – Tự Do – Hạnh Phúc

Đà Nẵng, ngày 18 tháng 4 năm 2025

**ĐƠN XIN TỪ NHIỆM**  
“Chức vụ: Thành viên Hội đồng quản trị”

**Kính gửi: Hội đồng quản trị Công ty Cổ phần Dệt May Huế**

Tôi tên là: Nguyễn Ngọc Bình

Chức vụ hiện nay: Thành viên HĐQT Công ty Cổ phần Dệt May Huế.

Tôi được Đại hội đồng cổ đông Công ty Cổ phần Dệt May Huế bầu giữ chức vụ Thành viên HĐQT Công ty nhiệm kỳ 2023 – 2028.

Tuy nhiên, do yêu cầu công việc tại đơn vị công tác hiện nay ngày càng gia tăng về mặt thời gian và trách nhiệm, tôi nhận thấy bản thân khó có thể tiếp tục tham gia đầy đủ, hiệu quả vào các hoạt động và cuộc họp của Hội đồng quản trị. Để đảm bảo quyền lợi và sự vận hành thông suốt của HĐQT Công ty, tôi xin được từ nhiệm chức vụ Thành viên HĐQT Công ty kể từ ngày 18/04/2025.

Tôi xin gửi lời cảm ơn chân thành đến HĐQT và Ban lãnh đạo Công ty Cổ phần Dệt May Huế vì sự tin nhiệm và hợp tác trong thời gian qua. Tôi cam kết sẽ hoàn tất các công việc còn lại (nếu có) và phối hợp hỗ trợ trong quá trình chuyển giao công việc theo yêu cầu.

Rất mong Hội đồng xem xét và chấp thuận nguyện vọng của tôi.

Trân trọng cảm ơn!

Đà Nẵng, ngày 18 tháng 4 năm 2025

Người làm đơn

Nguyễn Ngọc Bình

Huế, ngày tháng 04 năm 2025

**BẢN CUNG CẤP THÔNG TIN**

Kính gửi: - Ủy ban Chứng khoán Nhà nước  
- Sở Giao dịch chứng khoán Hà Nội

- 1/ Họ và tên: Trần Thị Thuần
- 2/ Giới tính: Nữ
- 3/ Ngày tháng năm sinh: 10/10/1972
- 4/ Nơi sinh: Bệnh viện Đồng Hới
- 5/ Số CMND : 046172009010 – Ngày cấp: 08/01/2021 - Nơi cấp: Cục Cảnh sát quản lý về hành chính và trật tự xã hội
- 6/ Quốc tịch: Việt Nam
- 7/ Dân tộc: Kinh
- 8/ Địa chỉ thường trú: Số 10/1/65 Phan Bội Châu – Phường Phước Vĩnh – Thành phố Huế - Tỉnh Thừa Thiên Huế
- 9/ Số điện thoại: 0905 523838
- 10/ Địa chỉ email: thuantt@huegatex.com.vn
- 11/ Chức vụ hiện nay tại Công ty Cổ phần Dệt May Huế: Phó Tổng Giám đốc.
- 12/ Các chức vụ hiện đang nắm giữ tại tổ chức khác: Không
- 13/ Số CP nắm giữ tại Công ty Cổ phần Dệt May Huế : 23.453, chiếm 0,12% vốn điều lệ, trong đó:
  - Đại diện sở hữu: 0
  - Cá nhân sở hữu: 23.453
- 14/ Các cam kết nắm giữ (nếu có): Không có
- 15/ Danh sách người có liên quan của người khai\*:

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\* Người có liên quan theo quy định tại Luật Chứng khoán 2019

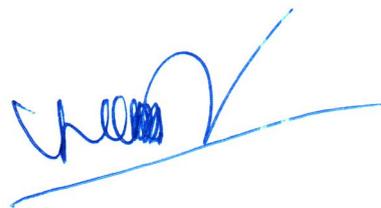
TT	Tên cá nhân/ tổ chức	Số CMND/Hộ chiếu (đối với cá nhân) hoặc Số GCN đăng ký doanh nghiệp (đối với tổ chức), ngày cấp, nơi cấp	Số lượng CP HDM nắm giữ, tỷ lệ sở hữu trên vốn điều lệ (nếu có)	Mối quan hệ
1	Trương Thị Thú	044139002859	0	Mẹ
2	Trần Tấn Thành	044067005022	0	Anh trai
3	Nguyễn Thị Hảo	042180005650	0	Chị dâu
4	Trần Thị Thanh Thủy	044169006872	0	Chị gái
5	Trần Thị Thanh Thảo	048170006003	0	Chị gái
6	Trần Thị Thanh Thu	044177003777	0	Em gái
7	Văn Công Thành	046070002429	0	Em rể
8	Phạm Trần Thảo Nguyên	046300010369	0	Con gái
9	Phạm Trần Thảo Ngân	046302010006	0	Con gái

16/ Lợi ích liên quan đối với công ty đại chúng (nếu có): Không có

17/ Quyền lợi mâu thuẫn với công ty đại chúng (nếu có): Không có

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật.

**NGƯỜI KHAI**



**Trần Thị Thuần**