

Ho Chi Minh City, April 26, 2025

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TIEN GARMENT CORPORATION

Enterprise Code: 0300401524

Address: No. 7, Le Minh Xuan Street, Ward 7, Tan Binh District, Ho Chi Minh City

Today, at 08:30 on April 26, 2025, at the Hall of Viet Tien Garment Corporation, the 2025 Annual General Meeting of Shareholders of Viet Tien Garment Corporation was held.

MEETING CONTENT

A. SOME FORMALITIES APPROVED BEFORE THE MEETING:

I. Mr. Ngo Thanh Phat, Chief Executive Officer of Viet Tien Garment Corporation, on behalf of the Organizing Committee:

- Declared the reason.
- Introduced the attendees.

● Guests:

1. Mr. Tan Poay Seng – Chairman of South Island Garment Sdn. Bhd, Malaysia.

Board of Directors of the Corporation:

1. Mr. Vu Duc Giang, Chairman of the Board of Directors.
2. Mr. Bui Van Tien, Member of the Board of Directors, General Director.
3. Mr. Nguyen Dinh Truong, Member of the Board of Directors.
4. Mr. Phan Van Kiet, Party Secretary, Member of the Board of Directors, Deputy General Director.
5. Mr. Tran Minh Cong, Member of the Board of Directors, Deputy General Director.

● Board of Supervisors of the Corporation:

1. Ms. Thach Thi Phong Huyen, Head of the Board of Supervisors.
2. Mr. Ho Ngoc Huy, Member of the Board of Supervisors.

And shareholders with voting rights attending the meeting.

● Introduced the Shareholder Eligibility Check Committee:

1. Mr. Ngo Thanh Phat, CEO of the Corporation, Head of the Board.
2. Ms. Nguyen Tram Anh, Chief Accountant of the Corporation, Member.
3. Ms. Tran Thi Anh Diem, President of the Corporation's Trade Union, Member.
4. Mr. Ho Ngoc Huy, Member of the Board of Supervisors of the Corporation, Member.
5. Ms. Phan Thi Phuong Dung, Head of the Internal Supervisors - QA of the Corporation, Member.

6. Ms. Nguyen Tuyet Van, Head of Human Resources Department of the Corporation, Member.
7. Pham Kim Ngoc, Secretary of the Board of Directors, Deputy Head of Administrative & Governance Department, Member.

II. Mr. Ngo Thanh Phat, reported on the Shareholder Eligibility Check Committee to attend the meeting:

The total number of shareholders invited to attend the meeting is 1.372 shareholders, representing 44,100,000 voting shares of Viet Tien Garment Corporation.

The number of delegates who are shareholders or authorized to attend the General Meeting is 81 shareholders representing 39,600,737 shares, accounting for 89.80% of the voting shares of Viet Tien Garment Corporation.

III. Mr. Vu Duc Giang, Chairman of the Board of Directors, chaired the General Meeting (as stipulated in Point a, Clause 2, Article 20 of the Charter of Organization and Operation of Viet Tien Garment Corporation).

B. CONTENTS OF THE GENERAL MEETING:

I. MR. VU DUC GIANG, CHAIRMAN OF THE GENERAL MEETING:

● Introduction of the Secretary of the General Meeting:

1. Mr. Pham Kim Ngoc, Secretary of the Board of Directors of Viet Tien Garment Corporation.
2. Ms. Phan Thi Phuong Dung, Head of the Internal Supervisors - QA, Viet Tien Garment Corporation

The General Meeting voted to approve with 100% of the voting shares at the General Meeting.

● Introduction of the Ballot Counting Board:

1. Mr. Le Tien Thanh, Head of the Board
2. Ms. Hua Thi Kim Yen, Member
3. Ms. Nguyen Bich Thuy, Member
4. Ms. Nguyen Tuyet Van, Member
5. Mr. Doan Tuan Vu, Member

The General Meeting voted in favor with 100% of the voting shares at the General Meeting.

The Chairman and Secretary of the General Meeting commenced the proceedings.

● Introduction of the General Meeting agenda (attached).

The General Meeting voted in favor with 100% of the voting shares at the General Meeting.

II. MR. NGO THANH PHAT, ON BEHALF OF THE ORGANIZING COMMITTEE:

- Approval of the Rules of Procedure of the Annual General Meeting of Shareholders 2025.
(The attached document).

The General Meeting voted in favor with 100% of the voting shares at the General Meeting.

III. MR. VU DUC GIANG, CHAIRMAN OF THE GENERAL MEETING:

Delivered the opening remarks at the General Meeting, with the following key points:

- The Board of Directors highly appreciates the management and operational activities of the Executive Body in 2024. The results in terms of revenue and profit demonstrate the efforts of the Executive Body and reflect the strategic vision for investment in production expansion, maintaining stability in both export and domestic markets.
- The Executive Body has complied with and implemented the Resolutions of the 2024 General Meeting of Shareholders.
- The Board of Directors has directed the Executive Body to focus on restructuring the organizational structure and human resources at the Corporation and its companies, laying the groundwork for building a succession plan for future personnel.
- The Board of Directors directed the Executive Body to focus on developing human resource training plans and training officials at all levels to enhance management capacity, production organization, and the application of new scientific and technological advancements through various training courses tailored to specific positions and titles.
- In 2024, the Corporation's production and business activities faced numerous challenges, but the Executive Body persevered in seeking new sources of goods and customers to ensure full employment for employees, continuing to maintain and effectively implement salary, bonus, and income policies for employees.
- The Executive Body continued to implement comprehensive cost reduction measures, enhance production and business management efficiency, and prioritize taking care of employees.
- Internal solidarity serves as a foundation for sustainable development.

IV. MATTERS SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS:

1. Mr. Bui Van Tien, Member of the Board of Directors - General Director of the Corporation:

Report on Business Performance Results in 2024, Plan for 2025, and Implementation Solutions (the attached report).

2. Ms. Thach Thi Phong Huyen, Head of The Board of Supervisors:

Report on the Board of Supervisors' Review of Business Performance Results and the Audited Financial Statements for 2024 (the attached report).

3. Mr. Tran Minh Cong, Member of the Board of Directors - Deputy General Director of the Corporation:

- Read Submission No. 31/TTr-BOD VT regarding the approval of the audited financial statements for 2024.
- Read Submission No. 32/TTr-BOD VT regarding profit distribution and fund allocation for 2024.

- Read Submission No. 33/TTr-BOD VT regarding the report on remuneration payment to the Board of Directors and Board of Supervisors in 2024 according to the charter.
- Read Submission No. 34/TTr-BOS VT regarding the selection of an independent audit firm for the Corporation's 2025 financial statements.
- Read Submission No. 45/TTr-BOD VT regarding the amendment and supplementation of the Charter on Organization and Operation of the Corporation.
- Read Submission No. 46/TTr-BOD VT regarding the amendment and supplementation of the Internal Regulations on corporate governance of the Corporation.
- Read Submission No. 47/TTr-BOD VT regarding the amendment and supplement to the Regulations on Operation of the Board of Directors of the Corporation.
- Read Submission No. 51/TTr-BOD VT regarding the approval of transactions between the Corporation and related parties with a value equal to or greater than 35% of the Corporation's total assets presented by the Board of Directors.

4. Mr. Vu Duc Giang, Chairman of the Board of Directors:

Report of the Board of Directors for 2024 and Strategic Orientation for 2025 (the attached report).

V. RESOLUTION FOR APPROVAL OF GENERAL MEETING DOCUMENTS:

Based on the reports, submissions, and discussions, the General Meeting conducted a vote (by ballot) to approve the following contents:

1. Approval of the Report on Business Performance Results in 2024 and the Production and Business Plan for 2025 of the Corporation as follows:

No.	Indicator	Actual in year 2024	Plan for year 2025
1	Total Revenue	9.749 trillion VND	9.800 trillion VND
2	Profit Before Tax	303.7 billion VND	330 billion VND
3	Total Investment Value	27.5 billion VND	40 billion VND
4	Dividend	30%	30%

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

2. Approval of the Board of Supervisors' report on the review of the Corporation's audited Business Performance Results and Financial Statements for 2024 (the attached report).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3. The General Meeting approved the submissions presented to the General Meeting as follows:

3.1. Approve the proposal number 31/TTr – BOD regarding the approval of the audited 2024 financial statements (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3.2. Approve the proposal number 32/TTr – BOD regarding profit distribution and allocation to funds in 2024 (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,599,737 shares, accounting for 99.9975% of the voting shares present at the General Meeting.

No dissenting votes.

The number of abstaining votes is 1,000 shares, accounting for 0.0025% of the voting shares present at the General Meeting.

No invalid votes.

3.3. Approve the proposal number 33/TTr – BOD regarding the remuneration report of the Board of Directors and Board of Supervisors for the year 2024 according to the charter (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,599,737 shares, accounting for 99.9975% of the voting shares present at the General Meeting.

No dissenting votes.

The number of abstaining votes is 1,000 shares, accounting for 0.0025% of the voting shares present at the General Meeting.

No invalid votes.

3.4. Approve the proposal number 34/TTr – BOS, regarding the selection of an independent audit unit for the 2025 financial statements of the Corporation (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3.5. Approve the proposal number 45/TTr – BOD, Regarding the amendment and supplementation of the Charter on Organization and Operation of the Corporation (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3.6. Approve the proposal number 46/TTr – BOD, Regarding the amendment and supplementation of the Internal Regulations on corporate governance of the Corporation (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3.7. Approve the proposal number 47/TTr – BOD, Regarding the amendment and supplement to the Regulations on Operation of the Board of Directors of the Corporation (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

3.8. Approve the proposal number 51/TTr – BOD, regarding the approval of transactions between the Corporation and related parties with a value equal to or greater than 35% of the Corporation’s total assets presented by the Board of Directors (the attached submission).

The General Meeting voted to approve with:

The number of approving votes is 33,185,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

4. Approval of the Board of Directors' report for the year 2024 and strategic direction for the year 2025 (report attached).

4.1. Strategic Direction and Specific Tasks of the Corporation:

The General Meeting of Shareholders unanimously agreed with the strategic direction and five solution groups proposed by the Board of Directors and the General Director for production and business activities and management tasks, including:

- Solution group for production management.
- Solution group for corporate governance.
- Solution group for market and customer relations.
- Solution group for investment.
- Other tasks group.

4.2. Expected dividend for 2025 is 30%.

The Board of Directors will direct and supervise the executive body in implementing the above solution groups.

The General Meeting voted to approve with:

The number of approving votes is 39,600,737 shares, accounting for 100% of the voting shares present at the General Meeting.

No dissenting votes.

No abstaining votes.

No invalid votes.

VI. DISCUSSION AND APPROVAL OF THE CONTENTS OF THE GENERAL MEETING DOCUMENTS:

The General Meeting conducted discussions on the contents of the reports and submissions at the General Meeting of Shareholders. The General Meeting highly agreed with the contents presented and explained at the General Meeting and had no further comments.

VII. APPROVAL OF THE GENERAL MEETING MINUTES:

These minutes, consisting of 8 pages, were prepared at 11:40 on the same day, immediately following the 2025 Annual General Meeting of Shareholders of Viet Tien Garment Corporation, concluding the agenda.

These minutes were read back to the entire General Meeting and were unanimously approved by 100% of the voting shares of the shareholders present at the Congress.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIET TIEN GARMENT CORPORATION**

CHAIRPERSON OF THE GENERAL MEETING



[Signature]
VU DUC GIANG

SECRETARY OF THE GENERAL MEETING

[Signature]
PHAM KIM NGOC

[Signature]
PHAN THI PHUONG DUNG