

Hue, April 03, 2025

NOTICE OF MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders of Hue Textile Garment Joint Stock Company.

The Board of Directors of Hue Textile Garment Joint Stock Company would like to inform shareholders about the 2025 Annual General Meeting of Shareholders, as follows:

1. Time, venue, and participants:

- Time: 09:00, April 25, 2025.
- Venue: Office of Hue Textile Garment Joint Stock Company, No. 122 Duong Thieu Tuoc, Thuy Duong Ward, Huong Thuy Town, Hue City.
- Participants: According to the list of shareholders as of March 25, 2025.

2. Content of the Meeting:

- a) Report on the implementation results of the 2024 Annual General Meeting of Shareholders Resolution and the plan of 2025;
- b) Report on the implementation of the Board of Directors' tasks in 2024;
- c) Audited financial statements, profit distribution plan for 2024;
- d) Remuneration plan for the Board of Directors and the Supervisory Board in 2025;
- e) Amending and supplementing the Charter, Internal Management Regulations, and Working Regulations of the Company's Board of Directors
- f) Selection of an audit unit for the 2025 financial statements;
- g) Report of the Supervisory Board on the inspection of production-business activities in 2024;
- h) Other important issues under the authority of the General Meeting of Shareholders.

3. Registration for the Meeting:

- For the smooth organization of the Meeting, shareholders are requested to confirm their attendance (using the Meeting registration form) or authorize another person or a member of the Board of Directors to attend the Meeting (using the Company's proxy form) and send it to the Company before 16:00 on April 15, 2025 at the following address:



Hue Textile Garment Joint Stock Company, No. 122 Duong Thieu Tuoc, Thuy Duong Ward, Huong Thuy Town, Hue City.

Telephone: 02343.864.337

Contact: Mr. Huynh Quang Nhat, Tel: 0979.330.503, Email: nhathq@huegatex.com.vn.

- Shareholders or authorized representatives attending the Meeting are requested to bring their ID card, and authorization letter (if any) to ensure the verification of attending shareholders complies with legal regulations and the Company's Charter.

4. Meeting agenda and documents: Please visit the "Shareholder Information" section on the Company's website at www.huegatex.com.vn or contact the Document Department to receive documents from April 03, 2025.

Shareholders and authorized shareholders at the units are requested to arrange their time and work to attend the meeting fully and on time.

Recipients:

- As above,
- Save Document.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



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
I. OPENING		
* 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
II. MEETING CONTENT		
* 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
Discussion * 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	
III. CLOSING OF THE MEETING	Chairperson of the Meeting	11:30

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

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: order receiving was relatively favorable, with a shift in Percentage between customers, however, traditional customers still accounted for a large Percentage of orders, especially the development of new brands such as SOUTHERN PROPER, EXPRESS, and at the same time expanding production scale at the Quang Binh branch with the brands BEN HOGAN, GRANDSLAM of Aurora customer has helped increase the number of orders for the Dyeing and Weaving factory, creating conditions for the factory to maximize capacity in the last months of the year. In addition, the Company has also developed new customers WOTA, TEXRAY, VTJ 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:

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

a) The trade war situation between the world's two largest economies becomes more complicated after the new US President takes office, forecasting a significant impact on the Vietnamese Textile and Garment industry, especially policies on taxes, anti-dumping, and anti-forced labor.

b) The demand for textile and garment consumption is forecast to increase slightly, but prices will not increase, and may even decrease due to competition.

c) Geopolitical conflicts have not yet shown signs of ending.

d) Input factors have a negative impact: exchange rate fluctuations, labor is forecast to continue to be difficult, the minimum wage is expected to increase, electricity increases by 5%,...

2. Production-business plan for 2025:

a) Total revenue: 2,070 billion VND, of which:

- Yarn Revenue: 720 billion VND;
- Garment Revenue: 1,270 billion VND;
- Other Revenue: 80 billion VND.

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

- Yarn Industry Profit: 18 billion VND;
- Garment Industry Profit: 116 billion VND;
- Other Profit: 06 billion VND.

c) Total export value: 112.9 million USD.

d) Payment export value: 70.4 million USD.

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

f) 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 Board of Directors requests the General Meeting of Shareholders 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.

3. Regarding investment:

a) Continue to implement ongoing projects including:

- Three-story Garment Factory Investment Project.
- 2024 Garment Equipment Supplemental Investment Project.
- Yarn Factory Automatic Fire Protection System Investment Project.

b) Deploy new investment projects, including:

- 2024 Yarn Factory Equipment Investment Project.
- 2024 Yarn Factory Equipment Investment Project.
- 2025 Garment Factory Equipment Investment Project.
- Wash Workshop Investment Project.
- 2025 In-depth Textile Dyeing Factory Equipment Replacement Investment Project.
- Rooftop Solar Power System Investment.
- 110kV Station Renovation Project.
- Garment Factory 2 Fire Protection System Investment Project.
- Three-story Garment Factory Smart Solution Investment.
- Digital Transformation Investment Project.

4. Tasks and solutions:

4.1. 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.

4.2. 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.

4.3. 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 new business methods, diversify markets and customers, increase the proportion of FOB customer revenue to at least 65%, mainly increasing existing FOB customers (US market).

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.

4.3. 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 an assessment and review of the list of planned leadership and management personnel and develop appropriate training plans.

c) Establish the Company's Board of Directors Office, carry out recruitment and training of qualified human resources to supplement the units.

d) Continue to improve tools for assessing the capacity of leaders, managers, and specialists of the units.

e) Develop plans and implement training programs to improve capacity, train yarn - textile engineers, garment engineers,...

f) Research methods and solutions to retain employees and maintain the average number of employees as in 2024.

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

h) Complete the divestment from enterprises.

i) Coordinate with units to complete the collection of the Garment Factory 4 project deposit, convert the ownership of the land lease right certificate, ownership of houses and other assets attached to land at the Quang Binh branch, and convert the dedicated level crossing at Km 693+ 340 into a public level crossing.

i) Manage debts; implement risk management in accounting and finance, avoid bad debts and penalties for taxes, documents,...

j) Continue to implement the digital transformation program for industries according to the set plan./.

Hue Textile Garment Joint Stock Company determines 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-business activities. However, with the close attention and direction of the Vietnam Textile and Garment Group, the support of shareholders, and the unity of the staff, the Board of Directors and the Company's Executive Board will strive to complete and exceed the 2025 targets, building the Company to grow stronger, meeting the trust of shareholders and employees.

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

Recipients:

- 2025 General Meeting of Shareholders;
- Archive Document.

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

NGUYEN DUC TRI

THE VIETNAM NATIONAL TEXTILE
AND GARMENT GROUP
**HUE TEXTILE GARMENT JOINT
STOCK COMPANY**

No.: /TTr - HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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:

Unit: VND

TT	Indicator	31/12/2024	01/01/2024
1	Total Assets	1,136,825,455,788	1,206,140,638,116
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
2	Total Equity and Liabilities	1,136,825,455,788	1,206,140,638,116
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
1	Total Revenue	2,010,071,476,577	1,884,125,279,691
	- 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
2	Expenses	1,872,739,548,552	1,762,963,206,937
3	Profit before tax	137,331,928,025	121,162,072,754
4	Profit after tax	109,403,064,645	95,499,094,548

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

No.: / TTr - HĐQT

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		
5	Profit after tax available for distribution (PAT distributed)	144,403,353,061		
	<i>Including:</i>			
	<i>Undistributed PAT due to revaluation of long-term assets</i>	<i>777,581,460</i>		
6	2024 Cash dividend payment of 30% of Charter capital (100% interim dividend paid in 2 installments)	60,288,777,000	41.75%	
7	2024 Fund Allocation	34,114,576,061	23.62%	
	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		
8	Undistributed profit after tax	50,000,000,000	34.63%	

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-ĐHCD 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:

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

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

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

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**

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Preamble		
This Charter was approved under the resolution of the General Meeting of Shareholders No. 367/NQ-ĐHCD dated 24/04/2021.	This Charter was approved under the resolution of the General Meeting of Shareholders No. /NQ-ĐHCD dated 24/04/2025.	Consistent with the Annual General Meeting of Shareholders' approval of the Company Charter.
Article 1: Interpretation of Terms, Amendment to Clause 1.9, Addition of Clause 1.10		
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.	<p>1.9 Enterprise managers are company managers, including Member of the Board of Directors, General Director, Deputy General Director, Executive Director, and Chief Accountant.</p> <p>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.</p>	<p>Specify other management personnel in detail.</p> <p>Pursuant to Article 3, Clause 59, Decree 155/2020/NĐ-CP dated 31/12/2020.</p>
Article 2: Name, Form, Head Office, Branches, Representative Offices and Term of Operation of the Company. Amendment to Clause 3:		

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

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
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.
Article 3. Legal Representative of the Company. Add the rights and obligations of the Legal Representative:		
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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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Article 6: Charter capital, shares, founding shareholders, foreign investor ownership ratio		
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.
Article 10: Share Repurchase.		
[...]	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.
Article 13: General Meeting of Shareholders, Clause 7		

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>- 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".</p>

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>
Article 14: General Meeting of Shareholders		

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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 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;</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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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
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; <i>Other cases as prescribed by law</i>	<i>Other cases as prescribed by law</i>	

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Article 17: Changing the rights		
<p>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.</p>	<p>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.</p>	<p>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"</p>
Article 20: Procedures for conducting meetings and voting at the General Meeting of Shareholders		

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<p>[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.</p>	<p>Remove this content</p>	<p>It is stipulated in Clause 6 of this Article</p>
Article 21: Conditions for a Resolution of the General Meeting of Shareholders to be passed		
<p>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</p>	<p>Clause 1 is rewritten as follows:</p> <p>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:</p>	<p>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.</p>
Article 26: Composition and term of members of the Board of Directors. Amend the contents of clauses 1, 3.		

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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>
Article 27: Rights and duties of the Board of Directors.		
<p>Point h, Section 2:</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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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law; Point n, Section 2: Propose the dividend rate to be paid; decide the time limit and procedures for paying dividends or handling losses incurred during business operations;	Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Enterprise Law; 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;	Create flexibility in dividend payment, ensuring the dividend rate approved by the General Meeting of Shareholders and in line with HDM's business capacity.
Article 35: Appointment, dismissal, duties and powers of the General Director. Remove clauses k, l, m.		
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; 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		Stipulated in Clause 2, Article 34 To be consistent with the reality at the Company and the Model Charter.

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ORGANIZATION AND OPERATION
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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<p>requirements as well as the five (05) year financial plan;</p> <p>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>
Article 42: Duty of loyalty and avoidance of conflicts of interest		
<p>Point 6, item b:</p> <p>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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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>	
Article 46. Profit distribution. (Adding Clause 6)		
<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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ORGANIZATION AND OPERATION
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Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
	<ul style="list-style-type: none"> - Dividend distribution; - Set aside other funds and/or retain for the following year (If any)". 	
Article 59: Effective Date		
<p>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.</p>	<p>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>	<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**

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Article 2: Definition of terms:		
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.
Article 4. Convening the General Meeting of Shareholders		
<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 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;</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.

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>	
Article 5. Procedures for annual or extraordinary meetings of the General Meeting of Shareholders:		
<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>

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
<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>	
Article 7. Conditions for conducting the General Meeting of Shareholders. Adding clauses 4 and 5.		
	<p>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:</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>

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
	<p>these forms, with the following basic contents:</p> <ul style="list-style-type: none"> - Notice of convening the General Meeting of Shareholders; - Method of registering to attend the General Meeting of Shareholders; - Authorization for a representative to attend the General Meeting of Shareholders; - Conditions for conducting; - Form of passing Resolutions of the General Meeting of Shareholders; - Method of voting, vote counting, and notification of vote counting results; - Preparation of minutes of the General Meeting of Shareholders; - Announcement of Resolutions of the General Meeting of Shareholders; <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>	
Article 10: Conditions for a Resolution of the General Meeting of Shareholders to be passed.		
<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>Clause 1 is rewritten as follows:</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>

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
representatives at the General Meeting of Shareholders.		
Article 16. Organizational structure and role of the Board of Directors.		
Point 2: 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.	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.	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.
Article 36. Rewards. (Change the names of the reward funds)		
3. Reward funding is taken from the Reward Fund, the Executive Board's bonus fund. Purchase treasury shares for rewards.	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.	Supplement and change the names of the reward funds to suit the Company's reality.

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

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
Article 5. Term and number of members of the Board of Directors		
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.
Article 11. Rights and obligations of the Board of Directors		
<p>Point h, Section 2: 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>Point n, Section 2: 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>

Current regulations <i>(Bold text indicates deleted or modified content)</i>	Amended regulations <i>(Bold text indicates added or modified content)</i>	Reasons
dividends or handling losses incurred during business operations;	dividends or handling losses incurred during business operations;	approved by the General Meeting of Shareholders and in accordance with the Company's business capacity.

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) Decided that Mr. Nguyen Van Phong would no longer hold the position of General Director and appointed Ms. Nguyen Hong Lien to the position of General Director of the Company from January 01, 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) Quarterly evaluation of the Company's production and business results, thereby promptly directing and orienting the Board of Management in implementing the Company's production and business operations.

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 meetings and sought written opinions from Board of Directors' members to decide on matters within their authority to strengthen corporate governance, closely follow the Resolution of the General Meeting of Shareholders, and the actual situation of the Company's production and business activities.

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 regular Board of Directors meetings as prescribed to hear reports and recommendations from the Board of Management, reports from the Board of

Supervisors, discuss and approve reports, proposals, projects, plans, policies... in the Company's production and business activities.

2. Organize periodic and unscheduled inspection and supervision to ensure the implementation of Resolutions and Decisions of the Board of Directors, compliance with legal regulations as well as the Company's internal regulations. Organize extraordinary meetings to resolve arising matters within the competence of the Board of Directors as prescribed in the Company's Charter.

3. Direct the Board of Management to focus on training qualified human resources; invest in expanding production scale and in-depth investment in equipment towards high automation, green technology, clean energy; actively manage cash flow, minimize financial risks, develop solutions and financial resource strategies for in-depth investment and human resource training.

4. Continue to consolidate the market workforce for both yarn and garment sectors and implement throughout from business to production, promoting the role of market work to go ahead and select items and developing markets to orient production.

5. Focus on effectively implementing human resource management, closely following the training and human resource management programs of Vietnam National Textile and Garment Group to coordinate implementation in order to constantly build a quality workforce, meeting the production, business, and development requirements of the Company.

6. Closely follow and direct the Board of Management, the Management Board of the 3-story Garment Factory project to resolutely complete the project on schedule and ensure factors of Quality - Safety - Green - Clean - Aesthetics. Focus on researching and piloting the construction of a smart garment factory at the 3-story Garment Factory construction investment project.

7. Effectively implement the plan and production and business objectives to achieve the following main targets:

- Revenue: 2,070 billion VND.
- Profit before tax: 140 billion VND.
- Expected dividend payout: 30%/Charter capital.

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, April 25, 2025

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**

Phan Nu Quynh Anh

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUE TEXTILE GARMENT JOINT STOCK COMPANY YEAR 2025

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

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

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

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

1. Business performance results in 2024:

No.	Indicator	Unit	2024 Performance
1	Total Revenue	Billion VND	1,884
2	Profit (pre-tax)	Billion VND	121.2
3	Dividend	%	30

2. Some basic targets of the 2025 production and business plan:

No.	Indicator	Unit	2025 Plan
2	Total Revenue	Billion VND	2,070
3	Profit (pre-tax)	Billion VND	140
4	Dividend	%	20 - 40

To be proactive in the Company's dividend payment, the Board of Directors is authorized to decide the interim dividend rate and payment time based on the Company's actual production and business situation.

3. Investment plan for 2025:

3.1. Ongoing investment projects: Continue implementing the projects approved by Vietnam National Textile and Garment Group in 2024:

No.	Project Name	Estimated Total Investment	Estimated Implementation Time
1	3-story Garment Factory Investment Project	247 billion	2023 – 2025
2	Additional investment in Garment equipment in 2024	9.64 billion	2024
3	Investment in fire prevention and fighting system for the Yarn factory	9.9 billion	2024 – 2025
4	Additional investment in Yarn equipment in 2024	35.8 billion	2024 – 2025
	Total	302.4 billion	

3.2. New investment projects:

No.	Project Name	Estimated Total Investment	Estimated Implementation Time
1	Yarn factory equipment investment 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	Wash workshop investment	3.67 billion	2025
5	In-depth investment to replace equipment at the Weaving and Dyeing factory in 2025	17.19 billion	2025 - 2026
6	Renovation of the 110kV station	5.29 billion	2025
7	Digital transformation investment	4.36 billion	2025
8	Smart solution investment for the 3-story garment factory	28 billion	2025 - 2026
	Total	141.01 billion	

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

Article 2: Agree to approve the report on the performance of the Board of Directors in 2024 and the direction of work in 2025 (Report attached).

Article 3: Agree to approve the audited 2024 Financial Statements (Detailed report attached).

Article 4: Agree to approve the profit distribution plan for 2024 (Detailed report attached), with the following basic targets:

2024 Profit Distribution:

No.	Content	Amount	%/Profit after tax is distributed	Note
1	Charter capital	200,962,590,000		
2	Undistributed profit after tax of the previous year brought 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		
5	Profit after tax available for distribution	144,403,353,061		
	<i>Including:</i>			
	<i>Undistributed profit after tax due to revaluation of financial assets</i>	<i>777,581,460</i>		
6	2024 Cash dividend distribution of 30% of Charter capital (100% interim dividend paid in 2 installments)	60,288,777,000	41.75%	
7	Fund allocation in 2024	34,114,576,061	23.62%	
	Investment and development fund	20,000,000,000		
	Reward fund	6,114,576,061		
	Welfare fund	4,000,000,000		
	Bonus fund for Board of Directors and managers for exceeding the plan	4,000,000,000		
8	Undistributed profit after tax	50,000,000,000	34.63%	

Article 5: Agree to approve the settlement of salary and remuneration payment to the Board of Directors and Board of Supervisors in 2024 and the plan for salary and remuneration payment to the Board of Directors and Board of Supervisors in 2025 with a payment amount not exceeding 1,340,000 VND (Detailed report attached).

Article 6: Approve the amendment of the Charter of Organization and Operation, the Internal Governance Regulations, and the Working Regulations of the Board of Directors (Report attached).

Article 7: Agree to approve the contents of the Board of Supervisors' Report for 2024 (Detailed report attached).

Article 8: Agree to approve the list of companies auditing the 2025 Financial Statements of Hue Textile Garment Joint Stock Company:

- KPMG Vietnam Limited.

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

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

Article 9: Other authorized contents

Agree to authorize the Board of Directors to decide on all related matters in the process of organizing, implementing, and adjusting the production and business plan in accordance with reality as well as expanding the production scale.

Article 10: 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 Company's Charter of Organization and Operation.

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

3. This Resolution is notified to shareholders within 24 working hours from the end of the General Meeting./.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

Recipients: CHAIRPERSON

- Hanoi Stock Exchange;
- State Securities Commission of Vietnam;
- Board of Directors;
- Board of Supervisors;
- Shareholders;
- Information discloser;
- Posted on Website: huegatex.com.vn;

NGUYEN DUC TRI

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

BALLOT
**ANNUAL GENERAL MEETING OF HUE TEXTILES GARMENT JOINT STOCK
COMPANY**
2025

Shareholder: ; Shareholder code:

- Voter:

- Number of shares held: shares
- Number of shares authorized: shares
- Total Number of shares: shares.
- Percentage: /Charter Capital.

CONTENTS APPROVED FOR VOTING:

Please mark X to vote for one of the following options:

1.	- Approval of the Report on the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders and the Action Plan for 2025. - Approval of the 2025 investment plan.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
2.	Approval of the Company's 2024 Financial Statements audited by KPMG Vietnam Co., Ltd. and Approval of the 2024 profit distribution plan.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
3.	Approval of the report on the settlement of salaries and remuneration for the Board of Directors and Board of Supervisors in 2024 and the remuneration payment plan for 2025.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
4.	Approval of the amendments and supplements to the Company's Charter, Internal Governance Regulations, and Board of Directors' Operating Regulations.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
5.	Approval of the Report on governance and operational strategy in 2024 and	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>

	strategic direction for 2025 by the Board of Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approval of the Board of Supervisors' Report on the review of the Company's production and business results in 2024.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
7	Approval of the proposal on the selection of an independent audit unit for the Company's 2025 financial statements.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>
8	Approval of the Resolution of the 2025 Annual General Meeting of Shareholders.	Agree <input type="checkbox"/>	Disagree <input type="checkbox"/>	Abstain <input type="checkbox"/>

SHAREHOLDER/AUTHORIZED PERSON
(Signature and full name)

THE SOCIALIST REPUBLIC OF VIETNAM
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PROXY AUTHORIZATION
REPRESENTATIVE ATTENDING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUE TEXTILE GARMENT JOINT STOCK COMPANY YEAR 2025.

My name is:

Date of birth: / /.....

ID Card/Citizen Identity Card No:Date of issue:/...../.....

Place of issue:.....

Number of shares owned: shares.

By this letter, I hereby authorize:

Mr. (Ms.) :

Date of birth: / /.....

ID Card/Citizen Identity Card No:Date of issue:/...../.....

Place of issue:.....

To act as my authorized representative to exercise my rights at the 2025 Annual General Meeting of Shareholders of Hue Textile Garment Joint Stock Company. I am fully responsible for this authorization.

....., *April*, 2025

AUTHORIZED REPRESENTATIVE

AUTHORIZED PERSON

Note:

In case the shareholder does not have anyone to authorize, they can authorize one of the Board of Directors' members of the Company by marking (X) in the box next to the chosen member.

- | | |
|---|--------------------------|
| 1. Mr. Nguyen Duc Tri - Chairman of the Board of Directors. | <input type="checkbox"/> |
| 2. Mr. Nguyen Van Phong – Board of Directors' member | <input type="checkbox"/> |
| 3. Ms. Nguyen Hong Lien – Board of Directors' member, General Director | <input type="checkbox"/> |
| 4. Mr. Le Hong Quan – Board of Directors' member, Deputy General Director | <input type="checkbox"/> |
| 5. Mr. Nguyen Ngoc Binh - Member of Board of Directors | <input type="checkbox"/> |

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**AUTHORIZATION LETTER
REPRESENTATIVE ATTENDING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
HUE TEXTILE GARMENT JOINT STOCK COMPANY YEAR 2025.**

We, the shareholders owning (In words:) shares, representing% of the voting shares of Hue Textile Garment Joint Stock Company:

By this letter, we authorize:

Mr. (Ms.):

Date of birth: / /

ID Card/Citizen Identity Card No: Date of issue:/...../.....
Place of issue:.....

To act as our authorized representative to attend the meeting and exercise the rights at the Annual General Meeting of Shareholders of Hue Textile Garment Joint Stock Company in 2025.

We commit that all information declared in the list attached to this authorization letter is true; if false, we are fully responsible before the General Meeting and the Law for this authorization.

....., April 2025.

AUTHORIZED REPRESENTATIVE

AUTHORIZED GROUP

Note:

In case the shareholder does not have anyone to authorize, they can authorize one of the Board of Directors’ members of the Company by marking (X) in the box next to the selected member.

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.

**LIST OF AUTHORIZED SHAREHOLDERS BY GROUP ATTENDING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
HUE TEXTILE GARMENT JOINT STOCK COMPANY
(Authorization to Mr./Ms.:.....)**

No.	Name/Organization	ID card/ Citizen Identity Card No /Business Registration	Permanent Address	Number of shares owned	Signature
	Total				

.....,date.....April 2025

Regarding attending the 2025 Annual General Meeting of Shareholders Hue Textile Garment Joint Stock Company

Individual/Organization

Citizen Identity Card/Business Registration Number:.....ngày
cấp.....tại.....

Address:.....

Phone number:.....

Number of shares owned:.....

(In words:

I hereby register to attend the 2025 Annual General Meeting of Shareholders of Hue Textile Garment Joint Stock Company

I commit to comply with current legal regulations and the Charter of Hue Textile Garment Joint Stock Company./.

Registrant

(Sign, full name and seal (if any))