



DRAFT

AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS NHA TRANG TEXTILE AND GARMENT JOINT STOCK COMPANY

No.	Time	Content	Person in charge
1	8h45-9h00	- Welcoming delegates and shareholders attending the General Meeting	Organizing committee
2	9h00-9h15	Opening the General Meeting	
		- Declaring the purpose and introducing the delegates	Organizing committee
		- Reporting the verification results of the shareholders' eligibility to attend the General Meeting	Shareholder Eligibility Verification Committee
		- Introducing the Presidium of the General Meeting	Organizing committee
		- Introducing the Secretary Committee of the General Meeting	Presidium
3	9h15-9h25	- Approving the agenda of the General Meeting - Approving the Working Regulations of the General Meeting	Presidium
4	9h25-9h50	Presenting Reports and Proposals for General Meeting's Opinions: - 2024 Report on Activities the Board of Directors; - 2024 Production - Business Performance Report and the 2025 Production - Business Plan; - Proposals for consideration of the 2025 General Meeting of Shareholders.	Presidium
5	9h50-10h00	Presenting the 2024 Report on Activities the Board of Supervisors	Board of Supervisors
6	10h00-10h30	The General Meeting discusses	Organizing committee
7	10h30-10h45	The General Meeting adjourns	
8	10h45-11h00	The Speech of the Chairman of the Board of Directors	Chairman of the Board of Directors
9	11h0-11h15	The General Meeting votes on the contents of the General Meeting	Organizing committee

10	11h15-11h20	<ul style="list-style-type: none"> - Approving the Minutes of the 2025 Annual General Meeting of Shareholders; - Approving the Draft Resolution of the 2025 Annual General Meeting of Shareholders 	General Meeting Secretary
11	11h20-11h30	- Closing the General Meeting	Organizing committee

**ON BEHALF OF THE ORGANIZING COMMITTEE
 OF THE GENERAL MEETING
 CHAIRMAN OF THE BOD**

DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 2025

DRAFT

**WORKING REGULATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
NHA TRANG TEXTILE AND GARMENT JOINT STOCK COMPANY**

Pursuant to:

- The Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;
- The Law on Security No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26;
- The Charter of Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;

The 2025 General Meeting of Shareholders of Nha Trang Textile and Garment Joint Stock Company shall be organized and conducted in accordance with the following regulations:

**CHAPTER I
GENERAL PROVISIONS**

Article 1. These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Nha Trang Textile and Garment Joint Stock Company (hereinafter referred to as the "Company").

Article 2. These Regulations specify the rights and obligations of the parties participating in the General Meeting, the conditions, and the procedures for conducting the General Meeting.

Article 3. Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF THE PARTIES PARTICIPATING IN THE
GENERAL MEETING**

Article 4. Rights of Shareholders

1. Conditions for Participation:

Shareholders have their names on the Company's shareholder list as of 2025-03-31, which is the record date for attending the General Meeting.

2. Rights of Shareholders:

- To directly attend or authorize another person to attend the General Meeting.
- To vote as prescribed in Article 10 of these Regulations.
- Shareholders or shareholder representatives, upon arrival at the General Meeting, shall be publicly informed of the General Meeting agenda and draft General Meeting documents. The opinions of shareholders or shareholder representatives regarding the General Meeting shall be discussed at the General Meeting.
- To receive meeting materials, voting cards, and voting ballots indicating the number of shares they are entitled to vote. The voting value of a shareholder corresponds to the proportion of voting shares they own or that the shareholder representative has registered with the Organizing Committee.
- Shareholders arriving after the commencement of the General Meeting have the right to register and subsequently participate and vote in the General Meeting, however, the Chairperson has no obligation to pause the General Meeting for their registration, and the validity of previous voting rounds will not be affected.

Article 5. Obligations of Shareholders

1. Shareholders and shareholder representatives, when attending the General Meeting of Shareholders, must bring personal identification documents (citizen identity card or passport), a power of attorney (if authorized), and complete the registration procedures with the Organizing Committee of the General Meeting.
2. Comply with the provisions of this Regulation.
3. Strictly comply with the rules of the General Meeting and respect the results of the General Meeting.

Article 6. Rights and Obligations of the Organizing Committee of the General Meeting and the Shareholder Eligibility Verification Board.

1. The Organizing Committee of the General Meeting is responsible for welcoming shareholders or shareholder representatives attending the meeting, distributing materials, voting cards, and voting ballots, and guiding them to their seats.
2. The Shareholder Eligibility Verification Board has the duty to verify and report to the General Meeting on the results of the verification of the eligibility of shareholders attending the General Meeting.

Article 7. Rights and Obligations of the Presidium and the Secretary Committee of the General Meeting

1. Members of the Presidium are nominated by the Organizing Committee and approved by the General Meeting of Shareholders, in which the Chairperson is the Chairman of the Board of Directors or a person authorized in writing by the Chairman of the Board of Directors.

2. The Presidium's decisions on matters of procedure, process, or events arising outside the agenda of the General Meeting of Shareholders shall be decisive.

3. The Presidium has the right to conduct the proceedings to manage the General Meeting of Shareholders in a valid and orderly manner and ensure that the Meeting reflects the wishes of the majority of attending shareholders.

4. Without consulting the General Meeting, the Presidium of the General Meeting may at any time postpone the Meeting to another time and at another appropriate location in accordance with the Law on Enterprise and the Company Charter if it finds that:

- The conduct of those present obstructs or is likely to obstruct the orderly conduct of the meeting or;
- The postponement is necessary for the business of the meeting to be conducted validly.

5. The Secretary Committee consists of 02 people nominated by the Presidium with the task of recording the minutes of the General Meeting fully and faithfully reflecting the entire content of the General Meeting proceedings and matters approved or noted by shareholders or shareholder representatives at the General Meeting; drafting and presenting the Minutes and Resolutions of the General Meeting to the Meeting.

Article 8. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee of the General Meeting consists of 03 people, including 01 Head and 02 members nominated by the Chairperson and approved by the General Meeting.

2. Obligations of the Vote Counting Committee:

- Accurately determine the voting results for each issue submitted for voting at the General Meeting and notify the voting results to the Secretary;
- Review and report to the General Meeting any violations of voting procedures or complaints regarding voting results.

CHAPTER III

GENERAL MEETING PROCEEDINGS

Article 9. Conditions for Conducting the General Meeting

The annual General Meeting of Shareholders shall be held when the number of attending shareholders or shareholder representatives represents more than 50% of the total voting shares of the Company.

Article 10. Method of Conducting the General Meeting

The General Meeting of Shareholders shall be held in one session. The General Meeting will discuss and approve the reports and submissions of the Meeting in turn.

Article 11. Voting Regulations at the General Meeting

1. Principle: All matters in the agenda and content of the General Meeting must be publicly discussed and voted on by the General Meeting of Shareholders, using voting ballots.

2. Voting Ballots:

- Voting ballots are printed by the Organizing Committee and sent directly to the Delegates at the General Meeting after finalizing the list of participating shareholders.

- Each Delegate has only 01 voting ballot. The ballot clearly states the Delegate's code, Delegate's full name, and the total number of shares represented by that Delegate.

3. Voting method:

Delegates attending the meeting in person vote by selecting the option: Agree, Disagree or No Opinion for each issue on the voting ballot distributed at the General Meeting of Shareholders; the Organizing Committee will collect, synthesize and report the results.

4. An invalid ballot is a ballot that falls under one or more of the following circumstances:

- The ballot was not issued by the Organizing Committee;
- The ballot lacks a complete signature and/or does not clearly state the Delegate's name;
- The ballot has been crossed out and/or corrected and/or has additional voting content;
- The voting matters were not selected, or more than one option was chosen for a General Meeting Proposal.

5. The voting process for members of the Board of Directors will be conducted according to the Election Regulation.

Article 12. Principles of speaking at the General Meeting

1. Shareholders attending the General Meeting may express their opinions by raising their Voting Card and may speak only after receiving the Chairperson's consent.

2. Shareholders should speak concisely and focus on the key issues for discussion, in accordance with the approved agenda of the General Meeting.

CHAPTER IV

CONCLUSION OF THE GENERAL MEETING

Article 13. Minutes and Resolution of the General Meeting of Shareholders

All matters discussed at the General Meeting of Shareholders must be recorded in the minutes and Resolution by the Secretary Committee of the General Meeting. The minutes and Resolution of the meeting are read and approved before the closing of the General Meeting and are kept at the Company.

CHAPTER V OTHER PROVISIONS

Article 14. Cases where the General Meeting of Shareholders fails to convene

1. In the event that there is not a sufficient number of delegates as prescribed in Article 8 of these Regulations, the organizers of the General Meeting shall decide to postpone the meeting and must reconvene the General Meeting within 30 days from the date of the decision to postpone the meeting.

2. The reconvened General Meeting of Shareholders is valid when the number of shareholders and shareholder representatives present represents at least 33% of the voting shares. In the event that there is not a sufficient number of delegates at the second meeting, the General Meeting must be postponed, and a third General Meeting of Shareholders must be convened within 20 days from the opening date of the second meeting.

3. The third convened General Meeting of Shareholders shall be valid with any number of attending shareholders or shareholder representatives and shall have the right to decide on all matters intended for voting included in the agenda sent to shareholders in the previous convening sessions.

CHAPTER VI IMPLEMENTATION CLAUSE

Article 15. Effective date

1. Shareholders or authorized shareholder representatives and members attending the General Meeting must strictly comply with this Working Regulation.

2. These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders of the Company./.

**ON BEHALF OF THE BOARD OF DIRECTORS
Chairman of the BOD**

DANG VU HUNG

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS 2024 AND THE ORIENTATION OF THE BOARD OF DIRECTORS FOR 2025

1) General assessment of activities of the Company in 2024:

1.1) Global economic situation in 2024:

In 2024, the global economy continued its slow and uneven recovery, with a projected growth rate of 3.2% and an increase to 3.3% in 2025.

- Global inflation cooled down, falling from 6% in 2023 to 4.5% in 2024, allowing central banks to begin cutting interest rates in the second half of the year.
- However, geopolitical risks, such as the conflict in Ukraine and instability in the Middle East, continue to negatively impact the economic outlook.
- Global public debt continued to increase, with a forecast of 100 trillion USD in 2024, equivalent to about 93% of global GDP.
- Deepening geo-economic fragmentation, with more restrictions on trade and capital flows, could increase commodity price volatility and hinder multilateral cooperation. In addition, climate change continues to pose major challenges to the global economy.

1.2) Economic situation in Vietnam:

Amidst a volatile global economy, Vietnam achieved impressive GDP growth of 7.09% in 2024, exceeding the 6.5-7% target set by the National Assembly.

- GDP at current prices is estimated at 11,511.9 trillion VND, equivalent to 476.3 billion USD; GDP per capita reached 4,700 USD, an increase of 377 USD compared to 2023.
- The economic structure continued to shift positively: the agriculture, forestry, and fishery sector accounted for 11.86%; industry and construction accounted for 37.64%; and services accounted for 42.36%.
- Exports of goods and services increased by 15.45%, with total export turnover reaching 405.53 billion USD, a 14.3% increase compared to the previous year.
- Imports of goods and services increased by 16.10%, with total import turnover reaching 380.76 billion USD, resulting in a trade surplus of 24.77 billion USD.

- Foreign investment continued to play an important role, with total foreign direct investment (FDI) reaching 25.35 billion USD, a 9.4% increase compared to the previous year.
- The government set a GDP growth target of 6.8% to 7.0% in 2025, with the direction of attracting more foreign investment and expanding export markets.

1.3) Situation of the textile and garment industry in Vietnam:

In 2024, Vietnam's textile and garment industry continued to face many challenges, but effectively utilized free trade agreements (FTAs) to maintain growth. Textile and garment export turnover reached over 40 billion USD, with major markets including the US, Japan, South Korea, and the EU. The implementation of 16 FTAs and negotiation of 3 additional FTAs have created a competitive advantage for Vietnam's textile and garment industry in the international market.

The government has approved the Strategy for Textile and Garment Industry Development to 2030, with a vision to 2035, aiming to attract investment in yarn, weaving, and dyeing, creating conditions for the industry to take advantage of incentives from FTAs. However, the textile and garment industry also faces challenges in digital governance, production line automation, and meeting new regulations on the environment and human rights in the supply chain.

Overall, in 2024, Vietnam's economy achieved remarkable results in the context of a volatile global economy. Maintaining high growth, improving the economic structure, and effectively utilizing trade agreements have helped enhance Vietnam's position in the international arena. However, to continue sustainable development, Vietnam needs to focus on improving labor productivity, investing in technology, and meeting international standards on environment and society.

1.4) Company Status:

In that context, the Company has achieved the following results:

- Ensuring employment, income, and livelihood for employees, preserving the workforce, continuing to be a year with a higher number of employees at the end of the year compared to the beginning;
- Implemented the investment programs.

The results of implementing the planned targets according to the Resolution of the 2024 Annual General Meeting of Shareholders are shown in the table below:

No.	Content	Unit	Resolution of the 2024 GMS	2024 Performance Results	Percentage of achieved results compared to the Resolution
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					of the 2024 GMS
1	Total Revenue	VND	890.00	1,232.37	138.5%
2	Profit before tax	VND	11.00	33.90	308.2%
3	Profit after tax	VND	9.00	29.51	327.9%
4	Percentage of Dividend Payment	%	0	0	0

2) Activities of the Board of Directors in 2024:

- The Company's Board of Directors closely monitored the situation and developments to provide timely direction on the most appropriate production and business organization, ensuring the dual goal of both maintaining the health and safety of employees and preventing disruptions and interruptions in production, ensuring delivery schedules.
- Concurrently, the Board of Directors continued to decisively direct the work of reorganizing the market, product lines, and orders most effectively to focus on production and supplementary investment to improve product quality and output; at the same time, it provided direction on an appropriate raw material strategy in the context of large price fluctuations.
- Continuously improving production processes to increase labor productivity: all production plants in the group's system apply 3P salary, TQM assessment standards, Kaizen operating regulations, etc. Applying digital transformation to the production system to enhance goods control and comprehensive management of the group's operating system.

To achieve the above results, in 2024, the Board of Directors carried out the following activities:

- The Board of Directors regularly monitored all activities of the Company, providing many important and timely directions and solutions regarding production, market, finance, organizational system, etc., contributing to the Company's effective operation.

- The Board of Directors held meetings in accordance with the procedures and regulations specified in the Company Charter and the Law on Enterprise to implement the Resolution of the 2024 General Meeting of Shareholders, while directing and promptly resolving arising issues to ensure the Company's operations are in line with the development orientation.
- The Board of Directors' meetings were held in accordance with the provisions of the law and the Company Charter; the records and documents were fully sent to the Board of Directors members for reference and prior study as regulated; all minutes of the Board of Directors' meetings were fully signed by the attending Board of Directors members, in accordance with the provisions of the Company Charter and legal regulations.

3) Remuneration of the Board of Directors and the Board of Supervisors in 2024:

- The remuneration for the Board of Directors and Member of the Board of Supervisors according to the Resolution of the 2024 General Meeting of Shareholders is 47 million VND/month (after-tax income).
- The actual disbursement of this remuneration in 2024 is: 47 million VND/month (after-tax income).

4) Assessment of the Board of Directors on the activities of the Board of Management of the Company in 2024:

- The Board of Management has managed the Company's operations with a high sense of responsibility, providing timely and effective advice according to assigned functions, tasks, and fields.
- The Board of Management of the Company has operated and complied with the Company Charter and legal regulations.
- The Board of Management made significant efforts in fulfilling the targets set by the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors in directing production and business activities and other aspects of the Company's work.

5) Plans and orientations of the Board of Directors for 2025:

5.1) General assessment of the market situation in 2025:

- The 2025 global GDP forecast anticipates stabilization at 3.3%, with global inflation continuing its downward trend, approaching price stability objectives. Global trade recovery stems from positive economic prospects and increased demand for products related to artificial intelligence and energy transition.

- Concurrently, substantial risks to the global economic and financial landscape, such as US tariff policies, geopolitical conflicts, rising trade protectionism, high transportation costs, and China's developmental policies, could reignite inflation, decelerate the global economy, and elevate unemployment rates from their current lows. Conflicts in Ukraine and the Middle East, coupled with political instability in nations like Germany and France, contribute to escalating energy costs and further strain the global economy.
- For Vietnam, the global trade recovery originating from major economies helps stabilize supply chains, facilitating increased production and exports, particularly in strong sectors like textiles, electronics, and agricultural products. Consumption demand from key trading partners such as the US, Europe, and China is maintained, supporting domestic economic growth. The production shift from China and the "China +1" strategy of large corporations have positioned Vietnam centrally in the new supply chain.
- Furthermore, the positive global economic environment, combined with Vietnam's young workforce advantage, competitive costs, and proactive investment attraction policies, also stimulate FDI inflows, enhancing production capacity and job creation.
- However, escalating transportation costs and trade barriers could increase export expenses, impacting the competitiveness of Vietnamese goods in the international market. The rising US dollar and global financial market volatility exert considerable pressure on Vietnam's monetary and fiscal policies. Import inflationary pressures due to the strong dollar and international commodity prices pose risks of increased production costs.

5.2) Solution implementation orientation:

- Continued focus on developing three core areas: Yarn, Sewing, and Industrial Zone Infrastructure Management. These three core pillars will be Nha Trang Textile and Garment's developmental focus in 2025 and beyond, ensuring enhanced in-depth management for greater future efficacy.
- Invest in technology to reduce production costs such as electricity, water, steam, and dyeing chemicals.
- Invest in renewable resource programs utilizing water, solar energy, and biomass to meet green production standards.
- Strengthen market forecasting and price fluctuation predictions related to geopolitical factors and disease outbreaks, establishing risk mitigation strategies.

- Production systems must intensify equipment, technology, quality, productivity, quotas, savings, and efficiency management.
- Invest in new technologies and equipment, replacing outdated machinery to enhance automation and efficiency.
- Effective financial management: Monitor and evaluate total production costs for optimized financial management; Establish clear budget plans and adjust as needed to ensure financial stability.
- Ensure timely completion and quality execution of investment projects.
- Ensure sufficient capital resources for investment projects and the Company's regular production and business activities.
- Focus on labor-related tasks, encompassing recruitment, training, compensation, healthcare, and both material and mentally well-being to retain existing employees and recruit sufficient personnel for investment expansion projects for this year and the next. Fully implement and guarantee absolute safety in occupational safety, fire prevention and fighting, and natural disaster prevention.
- Enhance product quality: Establish high quality standards and ensure adherence throughout the production process; Gather customer feedback for continuous product quality improvement.
- Continue fostering the corporate culture.

The above constitutes the 2025 activity report of the Nha Trang Textile and Garment Joint Stock Company's Board of Directors, respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely./.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

**CHAIRMAN OF THE BOARD OF
DIRECTORS [N01] [N02]**

[03]

DANG VU HUNG



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**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 2025.

No.: /TTr.DMNT

DỰ THẢO

PROPOSAL

**On Remuneration Payment for Members of the Board of Directors and Members of
the Board of Supervisors**

To: 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders approving the remuneration for Members of the Board of Directors and the Members of Board of Supervisors.

The Board of Directors respectfully reports and proposes to the 2025 Annual General Meeting of Shareholders for approval of the following matters:

1. Remuneration Payment Report for 2024:

In the financial year 2024, the Company paid monthly remuneration to Members of the Board of Directors and Members of the Board of Supervisors in the amount of 47,000,000 VND (after tax), in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

2. Proposed Remuneration for Members of the Board of Directors and Members of the Board of Supervisors for the Financial Year 2025 VND 47,000,000, equal to the actual payment in 2024.

The above remuneration does not include:

- Personal income tax;
- Salary in case Members of the Board of Directors or Members of the Board of Supervisors are employees of the Company or Members of the Board of Directors performing specialized tasks at the Company;

- Bonuses, holiday and Tet benefits as applicable to other employees under the Company's internal policies;
- Travel, accommodation, and other reasonable expenses incurred by Members of the Board of Directors and Members of the Board of Supervisors while performing their responsibilities.

Respectfully submitted to the General Meeting for consideration and approval.

Sincerely./.

Recipients:

- As above,
- Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD

DANG VU HUNG



THE SOCIALIST REPUBLIC OF VIETNAM

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**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

Khanh Hoa, April 2025.

No.: /TTr.DMNT

DỰ THẢO

PROPOSAL

On the Selection of the Auditing Firm for the 2025 Financial Statements

To: 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the selection of the auditing firm for the 2025 financial statements as follows:

1. Requirements for the auditing firm:

- Must be included in the list of eligible auditing firms announced by the State Securities Commission.
- Must meet the Company's requirements, conduct the audit on schedule, and ensure credibility and quality.

2. Proposal of the Board of Directors:

To facilitate the auditing of the 2025 financial statements with the highest efficiency, the Board of Supervisors, in agreement with the Board of Directors, proposes that AFC Vietnam Auditing Company Limited – a member of PKF International, located at 2nd Floor, Indochina Park building, 4 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City, be selected as the auditing firm for the 2025 financial statements of Nha Trang Textile and Garment Joint Stock Company.

Respectfully submitted to the General Meeting for consideration and approval./.

Sincerely./.

Recipients:

- As above,

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD

- Administration Office.

DANG VU HUNG



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**NHA TRANG TEXTILE &
GARMENT JOINT STOCK COMPANY**

Khanh Hoa, April 2025.

No.: /TTr.DMNT

DRAFT

PROPOSAL

On the Dividend Distribution and Profit Allocation Plan for 2024

To: 2025 Annual General Meeting of Shareholders

Pursuant to:

- Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;
- The 2024 Production - Business Performance Report and the 2025 Production - Business Plan.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the profit distribution plan for 2024, as follows:

No.	Item	Unit	Amount
1	2024 net profit after tax	VND	29,511,755,656
2	Estimated profit distribution:	VND	0
A	<i>Dividend distribution to shareholders (0%/Par value of shares)</i>	VND	0
B	<i>Allocation to the reward and welfare fund</i>	VND	0
C	<i>Allocation to the investment and development fund</i>	VND	0

In 2024, the company achieved a profitable business performance, but needs to address the accumulated losses from previous years and focus its resources on expanding

production. Therefore, no funds will be allocated to reserves and no dividends will be distributed. The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above,
- Archived: Administration Office

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the BOD [N01] [N02]

[03]

DANG VU HUNG



**NHA TRANG TEXTILE & GARMENT
JOINT STOCK COMPANY**

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FORM

Full name:

Number of shares owned: shares

Number of shares authorized: shares

Total number of shares represented: shares

(Delegates are requested to mark the box for their opinion on each voting item)

ITEM	Agree	Disagree	No opinion
Item 01: Approving the 2024 Report on Activities the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 02: Approving the 2024 Production - Business Performance Report and the 2025 Production - Business Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 03: Approving the 2024 Audited Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 04: Approving the Dividend Distribution and Profit Allocation Plan for 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 05: Approving the Remuneration Payment for Members of the Board of Directors and Members of the Board of Supervisors for 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 06: Approving the Selection of AFC Vietnam Auditing Company Limited as the Auditor for the 2025 Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 07: Approving the 2024 Report on Activities the Board of Supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions:

Shareholders are requested to mark (X) in one of the three boxes: **Agree / Disagree / No Opinion** for each voting item.

25 April 2025

DELEGATE

(Signature and full name)



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NHA TRANG TEXTILE & GARMENT

JOINT STOCK COMPANY

No.: /NQ-DMNT

Nha Trang, April 25, 2025

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RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS NHA TRANG TEXTILE AND GARMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Nha Trang Textile and Garment Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No./BB-DMNT dated April 25, 2025.

RESOLVES:

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

Article 1: Unanimously approving the 2024 Report on Activities of the Board of Directors. (Detailed report attached)

Article 2: Unanimously approving the 2024 Production - Business Performance Report and the 2025 Production - Business Plan, with the following key targets:

- 2024 Production - Business Performance:

No.	Item	Unit	Resolution of the 2024 GMS	2024 Performance Results	Percentage of achieved results compared to the Resolution of the 2024 GMS
1	Total Revenue	Billion VND	890.00	1,232.37	138.5%
2	Profit before tax	Billion VND	11.00	33.90	308.2%

3	Profit after tax	Billion VND	9.00	29.51	327.9%
5	Percentage of Dividend Payment	%	-	-	-

- 2025 Production - Business Plan

No.	Item	Unit	2025 Plan
1	Total Revenue	Billion VND	1,654
2	Profit before tax	Billion VND	65
3	Profit after tax	Billion VND	48
4	Percentage of Dividend Payment	%	0

(Detailed report attached)

Article 3: Unanimously approving the 2024 Audited Financial Statements. (Detailed report attached)

Article 4: Unanimously approving the Dividend Distribution and Profit Allocation Plan for 2024. (Detailed report attached)

Article 5: The General Meeting unanimously approved the total remuneration for Members of the Board of Directors and Members of the Board of Supervisors for 2024 at 47,000,000 VND per month (*after tax*), and the remuneration plan for Members of the Board of Directors and Members of the Board of Supervisors for 2025 at 47,000,000 VND per month (*after tax*). (Detailed report attached).

Article 7. The General Meeting unanimously selected AFC Vietnam Auditing Company Limited as the Auditor for the 2025 Financial Statements. (Detailed report attached).

Article 8: Unanimously approving the 2024 Report on Activities of the Board of Supervisors. (Detailed report attached)

Article 9: Implementation

- The Board of Directors and the Board of Management are responsible for effectively implementing the contents of this Resolution, which has been approved by the General Meeting of Shareholders in compliance with the law and the Charter on Organization and Operation of the Company.
- The Resolution of the 2025 Annual General Meeting of Shareholders of Nha Trang Textile and Garment Joint Stock Company has been approved with 100% of the voting rights in “Agree”.
- This Resolution will be communicated to shareholders of Nha Trang Textile and Garment Joint Stock Company via the website <http://nhatrangtex.com/> under the

"Shareholder Notifications" section within 24 working hours from the conclusion of the General Meeting./.

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

Recipients:

- As per Article 9;
- Hanoi Stock Exchange;
- Relevant regulatory authorities
- Administration Office.

DANG VU HUNG