

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 01/2025/NQ-DHĐCĐ

Hanoi, date 21 April, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;
- Pursuant to the Charter of organization and operation of Northern Textiles and Garments Joint Stock Company;
- Pursuant to the Minutes of the General Meeting and the Minutes of the vote counting of the 2025 Annual General Meeting of Shareholders of the Northern Textiles and Garments Joint Stock Company dated 21/04/2025.

The 2025 Annual General Meeting of Shareholders of Northern Textiles and Garments Joint Stock Company was held at A25 Hotel, No. 684 Minh Khai, Hai Ba Trung, Hanoi on 21/04/2025 with the number of shareholders attending 11 and, representing 4,713,472 shares equal to 82.65% of the total number of voting shares attending the meeting.

RESOLUTION

Article 1: Approval of the Board of Directors' 2024 Operational Report and 2025 Orientation

Article 2: Approval of the Board of Supervisors' Report for 2024 and the operating direction for 2025

Article 3: Approval of the Executive Board's Report on service business results in 2024 and orientation for 2025

Article 4: Approval of the 2024 Audited Financial Report

Article 5: Approval of the 2024 profit distribution and dividend payment plan at 8%. Expected dividend for 2025 is from 6% to 8%.

Article 6: Approval of the Remuneration Report of the Board of Directors, Board of Supervisors, Secretary in 2024 and the plan for 2025

Article 7: Approval of the Board of Directors' authorization to select an auditor for the 2025 Financial Statements

Article 8: Approval of the 2025 Capital Investment Contract Submission

Article 9: Approval of amendments to the content of Article 20.3 of the Company Charter

Article 10: Approval of election of members of the Board of Directors and Supervisory Board for the 2025 - 2030 term

* List of elected members of the Board of Directors for the 2025 - 2030 term:

1. Mr. Pham Hoang Long
2. Ms. Dinh Thi Huong Quyen
3. Mr. Nguyen Xuan Thu
4. Ms. Nguyen Thi Dieu Thuy
5. Mr. Tran Thanh Vinh

* List of elected members of the Board of Supervisors for the 2025 - 2030 term:

1. Ms. Phung Thi Kim Lan
2. Mr. Chu Hoang Nam
3. Ms. Bui Thi Minh Phuong

This Resolution consists of 02 pages and was approved by the 2025 Annual General Meeting of Shareholders of Northern Textiles and Garments Joint Stock Company at the meeting.

The Board of Directors shall base on the content of this Resolution to implement./.

Recipient:

- Hanoi Stock Exchange;
- Board of Directors, Board of Supervisors;
- Information Disclose;
- Archived: Company Secretary.

O/B. GENERAL MEETING OF
SHAREHOLDERS
PRESIDE



Nguyễn Thị Diệu Thuy



**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 01/2025/BB-ĐHĐCĐ

Hanoi, April 21, 2025

**MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Company name	Northern Textiles and Garments Joint Stock Company
Address	No. 79 Lac Trung Street, Vinh Tuy Ward, Hai Ba Trung District, Hanoi City
Certificate of Business Registration	0100108127 first issued on July 5, 2005, 17th change on May 17, 2024
Meeting time	Starts at 9:00 AM on April ..., 2025
Meeting place	A25 Hotel 684 Minh Khai, Hai Ba Trung, Hanoi
Congress Program and Content	According to the agenda of the 2025 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders (as attached to this Minutes)
Participants	All shareholders whose names are on the List of Shareholders as of March 20, 2025 issued by the Vietnam Securities Depository and Clearing Corporation
Chairman of the Congress	Ms. Nguyen Thi Dieu Thuy
Secretary of the Congress	Ms. Thach Thi Thu Huong, Ms. Thach Thi Thuy Hang
Number of delegates attending	Number of shareholders attending 11, representing 4,713,472 shares equal to 82.65% of total voting shares

A/ OPENING OF THE CONGRESS

I. Statement of reasons and introduction of delegates

Ms. Le Thi Kim Hoa, on behalf of the Organizing Committee, announced the reason for opening the 2025 Annual General Meeting of Shareholders.

II. Checking the qualifications of shareholders attending the General Meeting

Ms. Nguyen Thi Kim Hoa, on behalf of the Shareholder Qualification Examination Committee, reported the results of the examination of shareholders attending the General Meeting as follows:

1. The Shareholder Qualification Examination Committee includes:
 - Ms. Nguyen Thi Kim Hoa - Prefect
 - Ms. Nguyen Thi Duc Ha – Member
2. Total number of invited shareholders: All shareholders whose names are on the shareholder list as of March 20, 2025 own 5,702,940 shares
3. Participants of the Meeting: Shareholders whose names are on the shareholder list as of March 20, 2025, and authorized representatives of shareholders
4. Shareholder Qualification Examination Report:

As of 9:05 a.m. on April 21, 2025, shareholders attending and authorized, representing ownership of 4,713,472 shares, accounting for 82.65% of total voting shares.

Pursuant to the Law on Enterprises 2020 and the provisions of the Company Charter, the 2025 Annual General Meeting of Shareholders of Northern Textiles and Garments Joint Stock Company is eligible to proceed.

III. Approval of the list of the Presidium, Secretariat and Vote Counting Committee

Ms. Le Thi Kim Hoa - On behalf of the Organizing Committee of the Congress, asked for opinions and the Congress approved the list of the Presidium, Secretariat and Vote Counting Committee including the following members:

1. Presidium:
 - Ms. Nguyen Thi Dieu Thuy - Chairman of the Board of Directors
 - Mr. Pham Hoang Long - Member of Board of Directors, General Director
2. Secretariat:
 - Ms. Thach Thi Thu Huong - Secretary of the Congress
 - Ms. Thach Thi Thuy Hang – Member
3. Vote Counting Committee:
 - Ms. Nguyen Thi Duc Ha - Prefect
 - Ms. Nguyen Thi Kim Hoa – Member
 - Ms. Le Thi Kim Hoa – Member

After the representative of the Organizing Committee presented the personnel of the Presidium, Secretariat, and Vote Counting Committee, the Congress voted by raising

Voting Cards to approve the List of the Presidium, Secretariat, and Vote Counting Committee with the following results:

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for disapproval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions: 0	Number of shares: 0	Proportion: 0%	voting shares attended

With the above voting results, the personnel content of the Presidium, Secretariat and Counting Committee has been approved.

Ms. Le Thi Kim Hoa - Representative of the Organizing Committee invited the Presidium to run the Congress.

Ms. Nguyen Thi Dieu Thuy - Preside of the Meeting thanked and welcomed shareholders and authorized representatives of shareholders to attend the Meeting.

B/ CONGRESS PROCESS

I. Approval of the Congress Agenda, Working Regulations, Voting Regulations, Regulations on nomination, candidacy, and election of the Board of Directors and Supervisory Board for the 2025-2030 term

According to the assignment of Ms. Nguyen Thi Dieu Thuy - Preside of the Congress, Ms. Le Thi Kim Hoa - representative of the Organizing Committee presented and asked for opinions for the Congress to approve the following contents by raising the Voting Card:

1. Approve the Congress Agenda

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for disapproval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions: 0	Number of shares: 0	Proportion: 0%	voting shares attended

2. Approve the Working Regulations at the Congress

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for disapproval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions: 0	Number of shares: 0	Proportion: 0%	voting shares attended

3. Approve the Regulations on nomination, candidacy, and election of the Board of Directors and Supervisory Board for the 2025-2030 term

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for dis-approval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions:0	Number of shares:0	Proportion: 0%	voting shares attended

4. Approve the Voting Regulations at the Congress

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for dis-approval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions:0	Number of shares:0	Proportion: 0%	voting shares attended

With the above voting results, the contents of the Congress Agenda, Working Regulations and Regulations on nomination, candidacy, election of the Board of Directors and Supervisory Board for the 2025-2030 term, and Voting Regulations have been approved.

II. Working content at the Congress

1. Ms. Nguyen Thi Dieu Thuy - Chairman of the Board of Directors presented the Company's Board of Directors' Activity Report in 2024 (With attached document)

2. Ms. Phung Thi Kim Lan - Head of the Board of Supervisors presented the Board of Supervisors' 2024 Activity Report (With attached document)

3. Mr. Pham Hoang Long - General Director presented the 2024 Business Activity Report and 2025 Operational Direction (With attached document)

4. Ms. Nguyen Thi Duc Ha - Chief Accountant presented the Submissions to approve the Audited Financial Statements for 2024 (With attached document)

5. Ms. Nguyen Thi Dieu Thuy - Chairman of the Board of Directors presented the following Submissions:

- Submissions for profit distribution, dividend rate for 2024 and expected dividend for 2025 (With attached document)

- Report on remuneration for the Board of Directors, Supervisory Board, Secretary in 2024 and plan for 2025 (with attached document)

- Submission on authorizing the Board of Directors to select an auditor for the 2025 Financial Statements (Attached document)

- Submission for approval of the 2025 Capital Investment Contract (With attached document)

- Submission on amending Article 20.3 of the Company's Charter (With attached document)

After presenting the reports, Ms. Nguyen Thi Dieu Thuy - Chairman of the Congress requested the Congress to discuss the Reports and Submissions presented at the Congress.

III/ Discussed

The congress proceeded to discuss

IV/ Voting and election

Ms. Nguyen Thi Duc Ha - Head of the Vote Counting Committee presented: Submission to dismiss members of the Board of Directors and members of the Board of Supervisors for the 2020-2025 term and to elect members of the Board of Directors and members of the Board of Supervisors for the 2025-2030 term (with attached documents); List of nominees to elect members of the Board of Directors and members of the Board of Supervisors for the 2025-2030 term; Instructions and direction for shareholders to vote on the contents that need to be approved at the General Meeting and how to fill out the ballots for the election of members of the Board of Directors and the Board of Supervisors before shareholders vote.

The Congress voted by raising voting cards to approve the Submission to dismiss members of the Board of Directors and Board of Supervisors for the 2020-2025 term and the List of candidates to participate in the election of the Board of Directors and Board of Supervisors for the 2025-2030 term with the following voting ratio:

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
Number of votes for dis-approval: 0	Number of shares: 0	Proportion: 0%	voting shares attended
Number of votes for abstentions: 0	Number of shares: 0	Proportion: 0%	voting shares attended

At the time the Congress conducted voting and voting for the Board of Directors and the Board of Supervisors, the total number of delegates attending the Congress was 11 people, representing 4,713,472 shares with voting rights at the Congress accounting for 82.65% of shares with voting rights

The congress conducted voting and election ballots by secret ballot.

V/ Recess

While waiting for the Vote Counting Committee to work, the Congress will take a 30-minute break.

VI/ Voting results

At the end of the break, the Congress Preside invited Ms. Nguyen Thi Duc Ha - Head of the Vote Counting Committee to report the results of the vote counting and election ballots.

1. Voting results:

Content 1: Approval of the Board of Directors' 2024 Operational Report and 2025 Orientation

Valid : 4,713,472 shares occupy 100% voting shares attended

Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 2: Approval of the Board of Supervisors' 2024 Operational Report and 2025 Operational Direction

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 3: Approval of the Report on production and business results in 2024 and orientation for 2025

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 4: Approval of the 2024 Audited Financial Statements

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 5: Approval of the 2024 profit distribution plan, the 2024 dividend rate is 8% and the expected 2025 dividend rate is from 6% to 8%

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 6: Approval of the Report on remuneration of the Board of Directors, Supervisory Board, Secretary in 2024 and plan for 2025

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 7: Approval of authorization for the Board of Directors to select an auditor for the 2025 Financial Statements

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 8: Approval of the 2025 Capital Investment Contract Submission

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

Content 9: Approval of the Proposal to amend the content of Article 20.3 of the Company Charter

Valid	: 4,713,472	shares	occupy 100%	voting shares attended
Approve	: 4,713,472	shares	occupy 100%	voting shares attended
Disapprove	: 0	share	0%	voting shares attended
Abstain	: 0	share	0%	voting shares attended
Invalid	: 0	share	0%	voting shares attended

2. Election results

2.1. Election of Board of Directors for the 2025 – 2030 term

Full name	Total votes	Rate (%)
Mr. Pham Hoang Long	4,731,038	100.37
Ms. Dinh Thi Huong Quyen	4,701,813	99.75
Mr. Nguyen Xuan Thu	4,701,736	99.75
Ms. Nguyen Thi Dieu Thuy	4,731,037	100.37
Mr. Tran Thanh Vinh	4,701,736	99.75

2.2. Election of members of the Board of Supervisors for the 2025 - 2030 term

Full name	Total votes	Rate (%)
Mrs. Phung Thi Kim Lan	4,727,131	100.29
Mr. Chu Hoang Nam	4,708,395	99.89
Mrs. Bui Thi Minh Phuong	4,704,890	99.82

VIII/ CLOSING OF THE CONGRESS

1. Presenting the Draft Minutes and Resolutions of the Congress

Ms. Thach Thi Thu Huong - Head of the Secretariat presented the Draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders

2. Approval of the Minutes and Resolution of the Congress

The Congress voted by raising voting cards to pass with the following voting ratio:

Number of votes for approval: 11	Number of shares: 4,713,472	Proportion: 100%	voting shares attended
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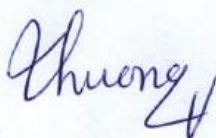
Number of votes for dis-approval: 0	Number shares: 0	of	Proportion: 0%	voting shares attended
Number of votes for abstentions: 0	Number shares: 0	of	Proportion: 0%	voting shares attended

Ms. Nguyen Thi Dieu Thuy - Chairman of the meeting thanked shareholders and declared the closing of the meeting.

Minutes of the 2025 Annual General Meeting of Shareholders of Northern Textile and Garment Joint Stock Company, consisting of 09 pages, were made at 11:30 a.m. on 21 April 2025

The minutes are drawn up with the signatures of the Presidium and the Secretariat below.

O/B. SECRETARIAT
Prefect



Thach Thi Thu Huong

O/B. PRESIDIUM
Chairman



Nguyen Thi Dieu Thuy

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 32/BC-HĐQT

Hanoi, date 21 month 04, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON ACTIVITIES IN 2024 AND ORIENTATIONS FOR 2025**

**To: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

Dear shareholders!

Pursuant to the provisions of the Law and the Company's Charter, the Board of Directors would like to report to the General Meeting of Shareholders on the management and performance of the Board of Directors and its members as follows:

I/ Activities of the General Meeting of Shareholders

On April 24, 2024, the 2024 Annual General Meeting of Shareholders was successfully held. The number of shareholders attending and authorized shareholders attending the Meeting was 14/142 shareholders, representing 5,006,804 shares, accounting for 87.79% of the total number of voting shares (5,702,940 shares).

II/ Board of Directors Organizational Structure

1. Board of Directors structure

The Board of Directors of Northern Textile and Garment Joint Stock Company in 2024 consists of the following 05 members:

1. Ms. Nguyen Thi Dieu Thuy - Chairman of the Board of Directors
2. Mr. Tran Thanh Vinh - Vice Chairman of the Board of Directors
3. Mr. Pham Hoang Long - Member of the Board of Directors and General Director of the Company
4. Mr. Nguyen Xuan Thu - Member of Board of Directors
5. Mr. Tran Duc Chung - Member of Board of Directors

2. Supervisory activities of the Board of Directors

In 2024, the Board of Directors and the General Director of the Company monitored and oriented the development of the Company's production and business activities.

The Board of Directors has directed and closely monitored the General Director in implementing the contents of the Board of Directors' and Shareholders' Meeting's resolutions;

The Board of Directors has supervised the timely completion, submission and disclosure of periodic financial statements and the 2023 Annual Report, and documents on information disclosure under its authority;

Supervise the organization of the 2024 Annual General Meeting of Shareholders in accordance with current legal regulations and ensure safety and compliance with production and business activities on April 24, 2024 at A25 Hotel, 684 Minh Khai, Hai Ba Trung, Hanoi;

Monitor lending activities between the Company and partners:

- Thai Minh Civil and Commercial Construction Company Limited
- Bao Long Construction Investment and Trading Joint Stock Company

During the year, the Board of Directors held 06 meetings to approve issues under the authority of the Board of Directors. Issued 07 resolutions, providing the basis and direction for the General Director to carry out his duties.

III/ Activities of the Board of Directors in 2024

1. Meetings:

During the year, the Board of Directors held 06 meetings to approve issues under the authority of the Board of Directors. Issued 07 resolutions, as a basis and orientation for the General Director to carry out tasks. Including the following resolutions:

- Resolution approving the capital investment contract in Thai Minh Civil Construction and Trading Company Limited;
- Resolution approving the capital investment contract in Bao Long Construction Investment and Trading Joint Stock Company
- Resolution on the last registration date of March 28, 2024 to finalize the list of shareholders exercising the right to attend the 2024 Annual General Meeting of Shareholders;
- Resolution on selecting an auditor for the 2024 Financial Statements
- Resolution on paying dividends for 2023 and interim dividends for 2024 in cash;
- Resolution promulgating the Information Disclosure Regulations
- Resolution promulgating Internal Audit Regulations

2. Activities of the Board of Directors

The Board of Directors of the Company has worked seriously, in accordance with its functions, duties and authority as prescribed by the Law on Enterprises and the Company's Charter;

Directing the General Director in implementing and executing the resolutions and decisions of the Board of Directors to bring high efficiency in business operations;

III/ Remuneration, operating expenses and other benefits of the Board of Directors and each member in 2024

1. Total remuneration: 294,000,000 VND, including:

- Ms. Nguyen Thi Dieu Thuy : 96,000,000 VND
- Mr. Tran Thanh Vinh : 54,000,000 VND
- Mr. Nguyen Xuan Thu : 48,000,000 VND
- Mr. Pham Hoang Long : 48,000,000 VND
- Mr. Tran Duc Chung : 48,000,000 VND

2. Other amounts: Salary and other amounts paid to the General Director:

Mr. Pham Hoang Long: 349,500,000 VND

IV/ Evaluation of the Company's Board of Directors

1. On the implementation of corporate governance regulations

In 2024, the Company continued to attach importance to strictly complying with corporate governance practices as well as current legal provisions on corporate governance stipulated in the Law on Enterprises, the Law on Securities, Decree No. 155/2020/ND-CP, Decree No. 156/2020/ND-CP, etc.

The Company has developed and issued Information Disclosure Regulations and Internal Audit Regulations.

2. On production and business performance results

2024 continues to be a year of many challenges and difficulties for the Company.

- Actual revenue : 23,541,850,564 VND
- Profit before tax : 6,420,022,284 VND
- Profit after tax : 4,918,602,880 VND

3. On the operations of the General Director

The Board of Directors of the Company acknowledges the efforts of the General Director in operating and managing the Company: assigning appropriate personnel, assigning tasks scientifically and effectively. In production and service business activities: searching for potential customers, arranging capital to implement loan contracts, diversifying product designs in garment production.

V/ Activities of independent members of the Board of Directors and results of independent members' assessment of the activities of the Board of Directors

1. Regarding the activities of independent members of the Board of Directors:

In 2024, independent members of the Board of Directors performed their duties in accordance with the provisions of law and the Company's Charter: participating in planning activities, compliance control, and giving important opinions in the construction and development of the Company.

2. Regarding the results of the independent member's assessment of the Board of Directors' performance:

- The Board of Directors has worked responsibly and transparently in governance, complying with regulations for public companies. Board meetings were convened promptly and conducted in accordance with the procedures prescribed in the Charter and Internal Regulations on Corporate Governance. The content of the meetings was highly agreed upon by the members of the Board of Directors.

- Decisions of the Board of Directors at meetings are all approved by the Board of Directors based on the majority principle.

VI/ Plans and directions of the Board of Directors

In 2025, the Board of Directors identified a number of tasks and works as follows:

1. Successfully organize the 2025 Annual General Meeting of Shareholders;

2. Improve corporate governance efficiency. Direct and coordinate with the General Director to carry out the Company's production and business tasks according to the plan approved at the General Meeting of Shareholders;

3. Direct, coordinate and supervise the General Director to effectively perform the following specific tasks:

a. Maintain service business activities in Duc Giang area. Increase customer search, maximize available area, ensure revenue equal to and exceeding 2024; fulfill obligations to the state budget;

b. Stabilize and develop garment production activities such as: Recruiting more workers, purchasing machinery and equipment, finding customers, sewing contracts for fashion products, etc.

4. Strengthen the direction and supervision of the Board of Directors over the General Director and management staff in the company to ensure honesty and transparency for the listed company.

Above is a report on some basic contents of the Board of Directors' implementation in 2024 and the direction of operation in 2025. Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Best regards!

Recipient:

- As sent;
- Board members;
- Board of Supervisors;
- Note: Company Secretary.

**O/B. BOARD OF DIRECTORS
CHAIRMAN**



Nguyễn Thi Diệu Thuý

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 33/2025/BC-BKS

Hanoi, date 21 month 04, 2025

**REPORT OF THE BOARD OF SUPERVISORS
IN FINANCIAL YEAR 2024**

**To: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Northern Textiles and Garments Joint Stock Company;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Based on the 2024 Audited Financial Statements;

The Board of Supervisors would like to report to the company's 2025 Annual General Meeting of Shareholders as follows:

I. Activities of the Board of Supervisors (“BoS”)

The BoS operating in 2024 includes:

Ms. Phung Thi Kim Lan – Head of BoS
Ms. Bui Thi Minh Phuong – Member of BoS
Mr. Chu Hoang Nam – Member of BoS

1. Remuneration and other benefits of the BoS

Total remuneration: 78.000.000 VND, including:

- Ms. Phung Thi Kim Lan: 30.000.000 VND
- Ms. Bui Thi Minh Phuong: 24.000.000 VND
- Mr. Chu Hoang Nam: 24.000.000 VND

Salary and other payments to Ms. Phung Thi Kim Lan: 137.500.000 VND

2. Report on the activities of the Board of Supervisors in 2024:

Total meetings in the year: 2

Board of Supervisors Meeting: In 2024, the Board of Supervisors performed its duties and responsibilities according to the Company Charter.

- Review the legality of documents issued by the Board of Directors and General Director, ensuring compliance with the Company Charter and legal regulations.
- The company's quarterly and annual Financial Statements for 2024 ensure financial honesty and transparency.
- Supervise the company's information disclosure in compliance with the time and deadline for disclosure as prescribed by the Securities Law and the Enterprise Law.
- The organization of the meetings of the BoS must comply with the provisions of the Company Charter, the Regulations on the operation of the Supervisory Board, and the provisions of law. The members of the Supervisory Board have seriously attended the

Supervisory Board meetings and voted in accordance with the provisions of the Company Charter and the Internal Regulations on corporate governance.

II. Report on monitoring results and comments of the Board of Supervisors.

1. Results of monitoring the Company's operations and business results.

Due to the impact of the general market economy, the business situation in the garment manufacturing sector has not achieved as much as expected. However, the Supervisory Board highly appreciates the Company's proactive and flexible approach to closely following the developments of the market economy to propose and provide solutions to manage and maintain the Company's business activities.

2. Results of monitoring the implementation of accounting and financial statements regimes

- The Company's quarterly, semi-annual and annual financial statements have fully and clearly presented information about financial events during the year in accordance with accounting standards and accounting regimes.

- The Board of Supervisors agrees with the independent auditor that the financial statements have fairly and fairly reflected, in all material aspects, the company's financial situation as of December 31, 2024.

3. Results of supervision of the Board of Directors and the General Director

a. Activities of the Board of Directors

- During the year, in order to implement the Development Strategy and Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors has always proactively followed the Company's business activities to issue strategic Resolutions and policies, guiding the activities of the Board of Directors with the highest goal of completing the 2024 Business Plan according to the Resolution of the General Meeting of Shareholders.

- The Board of Directors has organized and maintained regular meetings.

- In the Board of Directors' meetings in particular and the Board of Directors' activities in general, the Board members fully participated, worked with a high sense of responsibility, with the motto of strictly complying with the provisions of the Law, the Company's Charter, and maximally protecting the rights and interests of the Company in order to make correct and timely decisions to serve the Company's management and business activities.

- The resolutions of the Board of Directors have achieved high consensus among the members with the goal of sustainable development of the Company, while complying with the provisions of the Charter and internal documents of the Company, and relevant legal provisions.

Through the monitoring process, the Supervisory Board found that the Board of Directors has operated within the authority and duties stipulated in the Company Charter, Internal Regulations on Corporate Governance, internal documents of the Company and the Law; the Board of Directors has fulfilled its management tasks well. The Supervisory Board has not found any signs of irregularities or violations in the governance and management activities of the Board of Directors in general and the members of the Board of Directors in particular.

b. Activities of the General Director (Board of Managements).

- The General Director has made maximum efforts with high determination in successfully implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors, while always strictly complying with the provisions of the Law, the Company's Charter and internal documents in operating the Company's business activities, maximally protecting the rights and interests of the Company.

- During the operation process, the General Director promptly reports to the Board of Directors on the business performance of the month and quarter and the expected direction for the next month and quarter.

- The General Director always promptly and fully provides documents as required by the Board of Supervisors to serve the inspection and supervision work.

Through the monitoring process, the Supervisory Board found that the General Director was proactive, flexible, managed risks with the highest goal, completed the business plan; at the same time maintained the Company's business activities towards stable and sustainable development. The Supervisory Board did not find any signs of abnormalities or violations in the General Director's management of the Company.

*General assessment: Through monitoring, the Supervisory Board found that the Company's operations comply with the provisions of the Law and the Company's Charter, the Resolution of the Board of Directors and the 2024 Annual General Meeting of Shareholders. The Company strictly implements the regulations on information disclosure for listed companies.

4. Results of the assessment of coordination between the Supervisory Board, the Board of Directors, the General Director and shareholders.

In the process of performing its work, the Supervisory Board always coordinates with the Board of Directors, the Board of Managements and shareholders with the goal of serving the highest interests of the Company and shareholders. Specifically:

- The Board of Directors, the Supervisory Board and the General Director operate independently, but always coordinate closely in their activities, ensuring the implementation of their rights and obligations with a high sense of responsibility, honesty for the highest interests of the Company and shareholders, as well as compliance with the provisions of the Charter, other internal documents issued by the Company and the provisions of the Law.

- In the process of exercising its powers, the Supervisory Board ensures that it does not affect the administrative activities of the Board of Directors, the operational activities of the Board of Directors, and does not disrupt the business activities of the Company.

- For shareholders: In 2024, the Board of Supervisors did not receive any recommendations or complaints from shareholders in accordance with the provisions of the Company's Charter and current laws.

III. Report on performance evaluation of the Board of Supervisors and Supervisors.

1. Evaluation of the performance of the Board of Directors

Based on the duties and powers of the Supervisory Board as stipulated in the Charter, internal regulations and provisions of the Law, the Supervisory Board self-assesses as follows:

- The Supervisory Board has fully performed its functions in supervising the Board of Directors and the Board of General Directors in the management and operation of the Company, and the implementation of the Resolutions approved by the 2024 Annual General Meeting of Shareholders.

- The Board of Supervisors has operated within its powers, functions and duties as prescribed in the Company Charter. The documents of the Board of Supervisors have been issued in accordance with the procedures of the Enterprise Law, the Charter and the Resolution of the 2024 Annual General Meeting of Shareholders.

2. Evaluate the performance of the Board of Supervisors members .

- The member has fully participated in the meetings of the Supervisory Board, actively participated in the work of supervising the Company's activities as well as giving opinions on issues: the Supervisory Board's operation plan, the implementation process of auditing the annual financial statements. At the same time, the supervisor has coordinated well with the

Board of Directors, the Board of Management and functional departments to successfully complete the assigned tasks.

- During the meetings and activities of the Supervisory Board, the members worked actively with a high sense of responsibility, contributed opinions, complied with the Charter, the Operating Regulations of the Supervisory Board and the Company's internal regulations to make timely decisions and complete the tasks assigned by the General Meeting of Shareholders.

- In the process of performing assigned duties and tasks, members must always be honest, careful, loyal to the interests of the Company and Shareholders, and not use information, secrets, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.

IV. BoS's operating plan:

Based on the duties and powers of the Board of Supervisors as stipulated in the Company Charter and the Law, the Board of Supervisors plans between the two annual General Meetings of Shareholders as follows:

1. Fully perform the duties and powers of the Board of Supervisors in accordance with the provisions of the Law, the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations and regulations related to the activities of the Board of Supervisors.
2. Monitor the Company's financial situation, the legality of the activities of Board of Directors members, members of the Board of General Directors and other Managers.
3. Supervise the implementation of the accounting regime and the preparation and auditing, review of financial statements and appraisal of the Company's 2025 financial statements.
4. Attend all regular meetings of the Board of Directors and other meetings organized by the Company to grasp the situation and supervise the Company's governance and operations.
5. Strengthen coordination between the Board of Supervisors, the Board of Directors, the General Director and shareholders.
6. Continue to research and update newly issued policies and mechanisms; monitor and recommend amendments and supplements to inappropriate issues at the Company to ensure full and timely compliance with legal regulations.

Above is the content of the Supervisory Board's Operation Report at the 2025 Annual General Meeting of Shareholders and the operation plan between the two 2025-2026 Annual General Meetings of Shareholders. The Supervisory Board respectfully submits it to the Annual General Meeting of Shareholders for consideration and approval.

Best regards!

O/B. BOARD OF SUPERVISORS

HEAD OF BOARD OF SUPERVISORS



Phung Thi Kim Lan

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.:34/ BC-TGD

Hanoi, date 21 month 04, 2025

REPORT OF THE GENERAL DIRECTOR

**To: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

The General Director of Northern Textiles and Garments Joint Stock Company would like to report to the General Meeting of Shareholders on the results of production and business activities in 2024 and the plan for 2025 as follows:

I/ Production and business results in 2024

1. Results of production and business activities

a. Duc Giang area:

The Company's kiosk building is located in an area of 2,655.1 m² of land that is planned to be reclaimed to serve the "22m Road Construction" Project, so the kiosk office area has almost no tenants. The economic situation continues to be difficult, some large, long-term customers have terminated contracts or reduced rental areas, which has significantly affected the Company's service business revenue.

b. Lac Trung area:

Garment production has been in operation for 2 years. However, the production scale is still small, and labor recruitment is difficult.

Summary of the Company's 2024 production and business results as follows:

- Revenue: 23,541,850,564 VND
- Profit before tax: 6,420,022,284 VND
- Profit after tax: 4,918,602,880 VND

II/ Investment cooperation activities:

1. Investment contracts:

1.1. Contract No. 02/HDVV/VSMB-TM dated January 5, 2023 on the Company's agreement to lend capital to Thai Minh Civil Construction and Trading Company Limited

- Loan amount: 30,000,000,000 VND (Thirty billion VND)

- Loan interest rate: 7.0%/year
- Loan term: From January 3, 2024 to December 31, 2024
- Profit: 2,094,246,575 VND

1.2. Contract No. 01/HDVV/VSMB-BL dated January 3, 2024 on the Company's agreement to lend capital to Bao Long Investment, Construction and Trading Joint Stock Company, specifically:

- Loan amount: 25,000,000,000 VND (Twenty five billion VND)
- Loan interest rate: 7.0%/year
- Loan term from January 3, 2024 to December 31, 2024
- Profit: 1,745,205,479 VND

2. Investment results:

On December 31, 2024, Thai Minh Civil and Commercial Construction Company Limited and Bao Long Construction Investment and Trading Joint Stock Company paid the principal of the loan to Textile Company, the total amount of: 55,000,000,000 VND.

III/ Human resources organization:

1. Labor structure:

The total number of employees of the company as of December 31, 2024 is: 74 people, the specific structure is as follows:

Items	Unit: person Quantity		
	Male	Female	Total
1. Number of employees	21	53	74
2. Classified by professional level			
- College and university	1	16	17
- College, high school		1	1
- Technical worker	10	31	41
- General labor	10	5	15
3. Classification by labor contract			
- Indefinite term contract labor	16	35	51
- Contract labor under 01 year			0
- Contract labor from 1 to 3 years	5	18	23
- Seasonal labor			0

2. Salary:

- Average salary: 9,044,100 VND/person/month
- Average income: 10,315,500 VND/person/month

IV/ Operational direction in 2025

1. Duc Giang area:

Maintain and enhance the exploitation of office and warehouse space services;

Complete the Fire Protection System Design Consulting Contract and request approval of the Fire Protection Plan from the competent authority. Step by step, construct and install the Fire Protection System according to the schedule committed to the Hanoi People's Committee.

2. Lac Trung area:

Gradually expand production scale such as:

- Garment worker recruitment;
- Search for customers and product consumption markets;
- Research and design diverse models to meet consumer tastes.

3. Capital investment:

3.1. Sign a contract to lend capital to Bao Long Investment, Construction and Trading Joint Stock Company to supplement working capital for production and business activities.

- Total loan amount: 25,000,000,000 VND
- Loan interest rate: 7%/year (interest calculated based on 365 days)
- Loan term: From January 3, 2025 to December 31, 2025
- Interest payment term: paid at the end of the period

3.2. Sign a loan contract for Thai Minh Civil Construction and Trading Company Limited to supplement working capital for production and business activities.

- Total loan amount: 30,000,000,000 VND
- Loan interest rate: 7%/year (interest calculated based on 365 days)
- Loan term: From January 3, 2025 to December 31, 2025
- Interest payment term: paid at the end of the period

4. Expected plan for 2025 :

- Revenue: 25 billion VND
- Profit before tax: 7 billion VND
- Profit after tax: 5 billion VND

Above is the entire content of the business performance report for 2024 and the operating direction for 2025.

General Director of Northern Textile and Garment Joint Stock Company respectfully presents to the Congress.

Best regards!



Recipient:

- As Sent;
- Board of Directors members;
- Board of Supervisors;
- Note: Company Secretary.

GENERAL DIRECTOR



Phạm Hoàng Long



**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

No: 35/2025/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

SUBMISSION

Regarding approval of Audited Financial Statements for 2024

**Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Northern Textiles and Garments Joint Stock Company;
- Based on the 2024 Audited Financial Statements audited by AASC Auditing Company Limited.

Assigned by the Board of Directors of Northern Textiles and Garments Joint Stock Company, we respectfully submit to the 2025 Annual General Meeting of Shareholders the 2024 Financial Statements which has been audited by AASC Auditing Company Limited, inspected by the Company's Supervisory Board and disclosed by the Board of Directors of Northern Textiles and Garments Joint Stock Company in accordance with regulations. The audited 2024 Financial Statements include:

1. Report of the Board of Managements
2. Report of the Independent auditor
3. Balance sheet as of December 31, 2024
4. 2024 Income statement
5. 2024 Cash flow statement
6. Notes to the 2024 Financial Statements

Some of the basic indicators in the audited 2024 Financial Statements:

No.	Items	Amount (VND)
1	Total assets	118,974,564,386
2	Net revenue	23,541,850,564
3	Profit before tax	6,420,022,284
4	Corporate income tax payable in 2024	1,501,419,404
5	Profit after corporate income tax	4,918,602,880
6	Basic earnings per share	862

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

Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRMAN**
**CÔNG TY CỔ PHẦN
VẢI SỢI MAY MÀ
MIỀN BẮC**
Q. HÀI BÀ TRUNG - T. PHẠM NỘI
Nguyen Thi Dieu Thuy

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

No: 36/2025/TTr-HĐQT

SUBMISSION

**On profit distribution and dividend payment in 2024
Expected dividend payment in 2025**

**Dear: Annual General Meeting of Shareholders 2025
Northern Textile and Garment Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter of organization and operation of Northern Textiles and Garments Joint Stock Company;
- Based on the 2024 audited financial statements audited by AASC Auditing Company Limited.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. Plan for profit distribution and fund allocation in 2024, specifically:

No.	Items	Criteria	Amount
I	Undistributed profit after tax		23,927,948,577
1	Accumulated from previous years		19,009,345,697
2	2024		4,918,602,880
II	Distributable profit after tax		23,927,948,577
1	Cash dividend (8% of charter capital)	8% x Charter capital	4,562,352,000
2	Financial reserve fund (5% of net profit)	= I.2 x 5%	245,930,144
3	Development investment fund (20% of net profit)	= I.2 x 20%	983,720,576
4	Collective welfare fund (5% of net profit)	= I.2 x 5%	245,930,144
5	Bonus fund (5% of net profit)	= I.2 x 5%	245,930,144
III	Retained earnings		17,644,085,569

2. Cash dividend payment in 2024 at 8%
3. Expected dividend in 2025 is 6% to 8%

The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!



Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

O/B. BOARD OF DIRECTORS
CHAIRPERSON



[Signature]
Nguyễn Thị Diệu Thuy



**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

No: 37/2025/TTr-HĐQT

SUBMISSION

Regarding the payment of remuneration to the Board of Directors, Supervisory Board, and Secretary in 2024 and plan for 2025

Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Company's Charter of Organization and Operation and Financial Management Regulations;
- Based on audited business performance results in 2024.

The Company's Board of Directors submits to the 2025 Annual General Meeting of Shareholders

1. Remuneration for the Board of Directors, Board of Supervisors, and Company Secretary in 2024 is as follows:

Interpretation	Number of person	VND/person/month	Total (12 months)
1. Board of Directors			
Chairman	1	8,000,000	96,000,000
Deputy Chairman	1	4,500,000	54,000,000
Board Member	3	4,000,000	144,000,000
2. Board of Supervisors			
Head of Supervisory Board	1	2,500,000	30,000,000
Member of Supervisory Board	2	2,000,000	48,000,000
3. Secretary	1	2,000,000	24,000,000
Total spent in 2024			396,000,000

2. Expected remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2025 is as follows:

Interpretation	Number of person	VND/person/month	Total (12 months)
1. Board of Directors			
Chairman	1	8,000,000	96,000,000
Deputy Chairman	1	4,500,000	54,000,000
Board Member	3	4,000,000	144,000,000
2. Board of Control			
Head of Supervisory Board	1	2,500,000	30,000,000
Member of Supervisory Board	2	2,000,000	48,000,000
3. Secretary	1	2,000,000	24,000,000
Total			396,000,000



The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!

Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyễn Thị Diệu Thuy



**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

No: 38/2025/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

SUBMISSION

Regarding the selection of an auditor for the 2025 Financial Statements

**Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the Plan to select 1 of 3 independent auditing companies (listed below) to audit the 2025 Financial Statements of Northern Textiles and Garments Joint Stock Company. These auditing companies operate legally in Vietnam and are on the list approved by the State Securities Commission as qualified to audit listed companies.

No.	Audit firm name
1	AASC Auditing Firm Company Limited
2	Vietnam Auditing and Valuation Company Limited (AVA)
3	UHY ACA Auditing and Consulting Co., Ltd.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the three above auditing companies to audit the Company's 2025 Financial Statements when the audit period comes.

The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!

Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

No: 39/2025/TTr-HĐQT

SUBMISSION

Regarding Approval of capital investment contract

**Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation and Financial Management Regulations;
- Based on the practical needs of Northern Textile and Garment Joint Stock Company.

The Board of Directors of Northern Textiles and Garments Joint Stock Company submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of specific capital investment cooperation as follows:

I/ Approval of the Loan Contract between Northern Textiles and Garments Joint Stock Company and Thai Minh Civil Construction and Trading Company Limited. Details are as follows:

1. Partner information:

- Company name: Thai Minh Civil Construction and Trading Company Limited
- Tax code: 0104861959
- Address: No. 15, alley 41/42, Dong Tac street, Kim Lien ward, Dong Da district, Hanoi city

2. Content:

- Cooperation amount: 30,000,000,000 VND (Thirty billion VND)
- Implementation period: From January 3, 2025 to December 31, 2025
- Interest rate: 7.0%/year

II/ Approval of the Loan Contract between Northern Textiles and Garments Joint Stock Company and Bao Long Investment, Construction and Trading Joint Stock Company. The detailed contents are as follows:

1. Partner information:

- Company name: Bao Long Construction Investment and Trading Joint Stock Company
- Tax code: 0105912282
- Address: No. 81 Lac Trung Street, Vinh Tuy Ward, Hai Ba Trung District, Hanoi City

2. Content:

- Cooperation amount: 25,000,000,000 VND (Twenty five billion VND)
- Implementation period: From January 3, 2025 to December 31, 2025
- Interest rate: 7.0%/year

III/The Board of Directors proposes that the General Meeting of Shareholders agree to authorize the Board of Directors to decide to continue using the above loan capital from January 1, 2026 until the time of the Annual General Meeting of Shareholders in 2026.

The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!



Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyễn Thị Diệu Thuy



Hanoi, April 21, 2025

SUBMISSION

On amending the content of Article 20.3 of the Company Charter

**Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Company's Charter of Organization and Operation;

The Board of Directors of the Company has reviewed the Company's current Charter. Based on the review, the Board of Directors found that Clause 3, Article 20 of the current Charter needs to be amended to comply with the provisions of the Enterprise Law. Specifically:

Contents of Article 20.3 of the current Charter:

“... The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 15 (fifteen) days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is sent or transferred properly, postage is paid or placed in the mailbox).

The revised content is in accordance with the provisions of the current Enterprise Law:

“... The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 (twenty-one) days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is sent or transferred properly, postage is paid or placed in the mailbox).”

The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!

Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRMAN**



Nguyễn Thị Diệu Thuý

**NORTHERN TEXTILES AND
GARMENTS JOINT STOCK
COMPANY**

No: 41/2025/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAMNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

SUBMISSION

Regarding the dismissal of members of the Board of Directors and Supervisory Board due to the end of the 2020-2025 term and the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term

**Dear: Annual General Meeting of Shareholders 2025
Northern Textiles and Garments Joint Stock Company**

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020 and guiding documents for implementation;
- Pursuant to the Charter of organization and operation of Northern Textiles and Garments Joint Stock Company.

Dear Shareholders!

The members of the Board of Directors (BOD) and the Supervisory Board (BOS) for the 2020-2025 term have completed their duties and have now ended their term.

In order to ensure the Company's governance and management in accordance with the provisions of the Company's Charter and current laws, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of members of the Board of Directors and the Supervisory Board for the 2020-2025 term and the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term as follows:

I/. Dismissal of members of the Board of Directors and the Supervisory Board due to the end of the 2020-2025 term:

a. Board of Directors members :

1. Ms. Nguyen Thi Dieu Thuy - Chairman of the Board
2. Mr. Tran Thanh Vinh - Deputy Chairman of the Board
3. Mr. Pham Hoang Long - Member of Board of Directors
4. Mr. Nguyen Xuan Thu - Member of Board of Directors
5. Mr. Tran Duc Chung – Member of Board of Directors



b. Board of Supervisors member

1. Ms. Phung Thi Kim Lan - Head of Supervisory Board
2. Ms. Bui Thi Minh Phuong – Member of the Board of Supervisors
3. Mr. Chu Hoang Nam - Member of the Board of Supervisors

II/ Election of members of the Board of Directors and Supervisory Board for the term 2025 - 2030

a. Election of members of the Board of Directors

- Term of office of the Board of Directors: 05 years (2025 - 2030)
- Number of members of the Board of Directors: 05 members

b. Election of members of the Supervisory Board

- Term of office of the Supervisory Board: 05 years (2025 - 2030)
- Number of members of the Supervisory Board: 03 members

The Board of Directors respectfully submit to the General Meeting of Shareholders for consideration and approval!

Best regards!

Recipient:

- As Dear
- Board of Directors members
- Board of Supervisors
- Archived: Company Secretary

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Thi Dieu Thuy



APPENDIX 01
CHARTER AMENDMENT
NORTHERN TEXTILES AND GARMENTS JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;

- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders on April 21, 2023;

- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated 21 April 2025

Article 1: Amendment content

Article 20.3 of the Company Charter is amended as follows:

3. "... . The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 (twenty-one) days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is sent or transferred properly, postage is paid or placed in the mailbox)."

Article 2: Validity of Appendix 01

The amended content of the Charter of organization and operation stated in Article 1 above takes effect from 21/04/2025.

Hanoi, April 21, 2025

O/B. BOARD OF DIRECTORS
CHAIRMAN



[Signature]
Nguyễn Thi Diệu Thuy