

**GARMENT 10 CORPORATION – JSC**  
**No: 585NQ- ĐHĐCĐ2025**

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

*Hanoi, May 31, 2025*

**WORKING RESOLUTIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**GARMENT 10 CORPORATION – JSC**

Today, on May 31, 2025, the Annual General Meeting of Shareholders 2025 of Garment 10 Corporation – JSC is held at Guest Room 3 of Garment 10 Corporation – JSC, located at 765A Nguyen Van Linh Street, Phuc Loi Ward, Long Bien District, Hanoi. The meeting commenced at 08:00 AM.

The meeting was convened and conducted in accordance with the Corporation's Charter. The number of delegates who are shareholders or authorized proxies attending the meeting represented 48 shareholders holding 27.900.028 shares, accounting for 87,87% of the Corporation's voting shares.

**THE GENERAL MEETING OF SHAREHOLDERS RESOLUTIONS:**

**Article 1: Approval of the summary report on business performance for the 2020–2024 term and orientation for the 2025–2030 term, with key points as follows (report attached):**

**a. Performance in 2024 and plan for 2025:**

No.	Target	Unit	Performance in 2024	Plan for 2025
1	Revenue	Billion VND	4.769	4.880
2	Profit before tax	Billion VND	141	169
3	Dividend/Charter Capital	%	15	15

*Note: Total revenue includes revenue from business operations, financial activities, and others.*

The General Meeting of Shareholders authorizes the Board of Directors (BOD) to review and adjust the 2025 business targets in accordance with market developments.



**b. Targets for 2026–2030:**

- Revenue: Average increase of 5% – 8%/year
- Profit: Average increase of 7% – 10%/year
- Annual dividend: 10% – 20%/year
- Average income: Increase by 3% – 7%/year

**c. Investment projects planned for 2025–2030:**

**c.1. Investment Plan in 2025:** Total investment: VND 280.36 billion, spending on:

- Construction: VND 160.04 billion
- Equipment & Digital Transformation: VND 116.30 billion
- Others: VND 4.02 billion

**c.2. Investment orientation for 2026–2030:**

Garment 10 Corporation - JSC aims to implement investment activities in line with the strategy of planning production areas, promoting automation, greening, and digitalization, with focus on key factors to improve product quality and productivity, competitiveness, and sustainable development.

Research and deploy investment in some supporting industries for the garment industry or similar products, with modern technology, using less labor, to maximize production experience and improve efficiency.

Investments in green transition are aimed at securing Green Building certification (LEED), with a focus on the adoption of renewable energy and water recycling solutions.

The Meeting authorizes the BOD to determine implementation timing based on actual conditions to ensure operational efficiency.

**d. Key Implementation Solutions:**

1. Monitor market trends, proactively respond with flexible plans aligned with the core orientation and garment technology of the corporation
2. Develop the internal digital-based regulations and governance systems
3. Optimize business value chain, expand the satellite networks to enhance the growth rate of production and business efficiency
4. Improve recruitment, training, and policies for high-quality human resources
5. Continuous investment in automatic technology and equipment for productivity improvement in response to labour shortage, with emphasis on green tech (e.g., solar energy, water recycling., to meet Leed)



6. Enhance procurement & cost management; promote digital innovations

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**Article 2: Approval of the BOD's report on governance activities for the 2020–2024 term and orientation for the 2025–2030 term (*Report attached*)**

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**Article 3: Approval of the Supervisory Board's report on 2024 audited financial results. (*Report attached*)**

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**Article 4: Approval of the following proposals:**

**1. Proposal No. 571/TTr-HĐQT, including: (*Report attached*)**

1.1. 2024 audited financial statements

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

1.2. 2024 profit distribution plan

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%





- No opinion: 0%
- In favor: 100%, Against: 0, No opinion: 0

1.3. Operating expenses and remuneration for BOD & Supervisory Board for 2024 and 2025

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**2. Proposal No. 575/TTr-BKS on Selection of audit firm for 2025 financial statements**  
(Proposal attached)

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**3. Proposal No. 572/TTr-HĐQT on Amendments to the Corporation's Charter**  
(Proposal attached)

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**4. Proposal No. 573/TTr-HĐQT on the change of Head Office address** (Proposal attached)

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**5. Proposal No. 574/TTr-HĐQT on Amendment and supplementation of business lines** (Proposal attached)



*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**6. Proposal No. 576/TTr-HĐQT on: (Proposal attached)**

**6.1. Revision of BOD operational regulations**

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**6.2. Amendment of internal corporate governance rules**

*Voting results:*

- Votes in favor: 100%
- Votes against: 0%
- No opinion: 0%

**Article 5: Election of the Board of Directors and the Board of Supervisors for the 2025–2030 term:**

**1. The Board of Directors Election:**

The Board of Directors elected for the 2025 – 2030 term includes 5 members as followed:

No.	Full name	Position	Note
1	Vu Duc Giang	Chairman of the Board	
2	Dang Vu Hung	Vice Chairman of the Board	
3	Than Duc Viet	Board Member	
4	Bach Thang Long	Board Member	
5	Nguyen Thi Bich Thuy	Board Member	





## 2. The Board of Supervisors Election:

The Board of Supervisors elected for the 2025 – 2030 term includes 3 members as followed:

No.	Full name	Position	Note
1	Ta Thu Ha	Chairwoman of the Board	
2	Nguyen Thi Thuy Hong	Board Member	
3	Nguyen Thi Nga	Board Member	

**Article 6: The Board of Directors reappoints the Executive Board of Garment 10 Corporation for the 2025–2030 term as follows:**

1. Mr. Than Duc Viet: General Director
2. Mr. Bach Thang Long: Deputy General Director
3. Ms. Nguyen Thi Bich Thuy: Deputy General Director
4. Mr. Nguyen Anh Duong: Deputy General Director
5. Ms. Pham Bich Hong: Deputy General Director
6. Mr. Hoang The Nhu: Deputy General Director
7. Ms. Nguyen Thi Phuong Thao: Executive Director
8. Mr. Ha Manh: Executive Director
9. Mr. Tran Thanh Binh: Chief Accountant

**The meeting was adjourned at 11:50 on the same day.**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
GARMENR 10 CORPORATION – JSC**

**CHAIRMAN OF THE MEETING**



**Vu Duc Giang**