

## Appendix V

**NORTHERN TEXTILES  
AND GARMENTS  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom – Happiness**

No.: 60/BC-HĐQT

Hanoi, July 22, 2025

### **REPORT ON CORPORATE GOVERNANCE 2025 First 6 months**

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: Northern Textiles and Garments Joint Stock Company
- Address of headoffice: No. 79 Lac Trung Street, Vinh Tuy Ward, Hanoi City
- Telephone: 024 39360808
- Charter capital: 57.029.400.000 VND
- Stock code: TET
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: Implemented

#### **I. Activities of the General Meeting of Shareholders**

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions)

No.	Resolution/Decision Number	Day	Content
1	01/2025/NQ-ĐHĐCĐ	21/04/2025	<ul style="list-style-type: none"><li>- Approval of the Board of Directors' 2024 performance report and 2025 orientation;</li><li>- Approval of the Board of Supervisors' Report for 2024 and the direction of operations for 2025;</li><li>- Approval of the Executive Board's Report on service business performance in 2024 and orientation for 2025;</li><li>- Approval of the 2024 Audited Financial Statements;</li><li>- Approved the 2024 profit distribution plan with a dividend rate of 8%. Expected dividend for 2025 is from 6% to 8%;</li><li>- Approval of the Remuneration Report for the Board of Directors, Supervisory Board, Secretary in 2024 and the plan for 2025;</li><li>- Approving the authorization for the Board of Directors to select an auditing unit for the 2025 Financial Statements;</li><li>- Approval of the 2025 Capital Investment Activity Report;</li></ul>



			- Approving the amendment of the content of Article 20.3 of the Company Charter; - Approving the election of members of the Board of Directors and Supervisory Board for the 2025 - 2030 term.
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## II. Board of Directors

### 1. Information about Board of Directors (BOD) members:

No.	Board Member	Position (independent member of the Board of Directors, non-executive member of the Board of Directors)	Date of appointment/dismissal of the Board of Directors/Independent Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Nguyen Thi Dieu Thuy	Chairman of the Board	25/11/2016	
2	Mr. Tran Thanh Vinh	Deputy Chairman of Board of Directors	25/11/2016	
3	Mr. Nguyen Xuan Thu	Board of Directors	25/11/2016	
4	Mr. Pham Hoang Long	Board of Directors	19/06/2020	
5	Mr. Tran Duc Chung	Board of Directors	21/04/2023	21/04/2025
6	Ms. Dinh Thi Huong Quyen	Board of Directors	21/04/2025	

### 2. Board of Directors meetings:

No.	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending
1	Ms. Nguyen Thi Dieu Thuy	3	100%	
2	Mr. Tran Thanh Vinh	3	100%	
3	Mr. Nguyen Xuan Thu	3	100%	
4	Mr. Pham Hoang Long	3	100%	



5	Mr. Tran Duc Chung	2	66.7%	Dismissed at 21/04/2025
6	Ms. Dinh Thi Huong Quyen	1	33.3%	Appointed at 21/04/2025

3. Supervisory activities of the Board of Directors over the Board of Directors:

- Direct the General Director in implementing and executing the resolutions and decisions of the Board of Directors;

- Authorize the General Director to execute financial and commercial contracts under the legal entity of Northern Textiles and Garments Joint Stock Company.

4. Activities of subcommittees of the Board of Directors (if any):

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision Number	Day	Content	Passage Rate
1	44/2025/NQ-HĐQT	03/01/2025	Regarding lending capital to Bao Long Construction Investment and Trading Joint Stock Company	100%
2	45/2025/NQ-HĐQT	03/01/2025	Regarding the loan to Thai Minh Civil Construction and Trading Company Limited	100%
3	46/2025/NQ-HĐQT	26/02/2025	Regarding the registration date of March 20, 2025, closing the list of shareholders exercising the right to attend the 2025 Annual General Meeting of Shareholders	100%
4	02/2025/NQ-HĐQT	25/04/2025	Electing the Chairman of the Board of Directors for the 2025-2030 term	100%
5	03/2024/NQ-HĐQT	25/04/2025	Electing Vice Chairman of the Board of Directors for the 2025-2030 term	100%
6	04/2024/NQ-HĐQT	25/05/2025	Pay remaining dividend in 2024 (3%) and advance dividend in 2025 at 5%	100%
7	05/2024/NQ-HĐQT	25/05/2025	Selecting an Auditor for the 2025 Financial Statements	100%

**III. Board of Supervisors**

1. Information about the members of the Board of Supervisors (BOS)

No.	Board Member	Position	Date of appointment/dismissal of the Board of Supervisors	Professional qualifications
1	Ms. Phung Thi Kim Lan	Head of Supervisory Board	23/04/2018	Bachelor of Economics



2	Mr. Chu Hoang Nam	Board Member	Appointed at 21/04/2023	Bachelor of Banking and Finance
3	Ms. Bui Thi Minh Phuong	Board Member	Appointed at 21/04/2023	Economic law

## 2. Board of Supervisors meeting:

No.	Board Member	Number of sessions attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mrs. Phung Thi Kim Lan	2	100%	100%	
2	Mr. Chu Hoang Nam	2	100%	100%	
3	Mrs. Bui Thi Minh Phuong	2	100%	100%	

## 3. Supervisory activities of the Board of Supervisors:

Monitor the company's operations and finances, the legality of the activities of the Board of Directors and the General Director, and ensure compliance with the Company's Charter and legal regulations.

4. Coordination of activities between the Supervisory Board and the Board of Directors, Executive Board and other management staff:

5. Other activities of the Board of Directors (if any):

## IV. Executive Board

No.	Board Member	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Mr. Pham Hoang Long	25/07/1987	Bachelor	01/09/2022

## V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Ms. Nguyen Thi Duc Ha	04/02/1977	Bachelor of Economics	07/07/2016

## VI. Training on corporate governance

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary in accordance with regulations on corporate governance

## VII. List of related persons of the public company and transactions of related persons of the company with the Company itself

### 1. List of related persons of the company:



N o.	Name of organization/individual	Trading account securities (if any)	Position in the company (if any)	NSH certificate number, date of issue, place of issue	Head office addresses/contact addresses	Time of becoming a related person	Time of ceasing to be a related person	Reason	Relationship with the company
1	Nguyen Thi Tan					25/11/2016			Mother of Chairman of Board of Directors
2	Nguyen Thi Vui					25/11/2016			Mother-in-law of Chairman of the Board of Directors
3	Nguyen Khac Thiep					25/11/2016			Father-in-law of Chairman of Board of Directors
4	Nguyen Kieu Thanh					25/11/2016			Sister of Chairman of Board of Directors
5	Nguyen Cong Thanh					25/11/2016			Chairman of the Board of Directors' brother
6	Nguyen Anh Tuan					25/11/2016			Husband of Chairman of Board of Directors
7	Nguyen Thuy Anh					25/11/2016			Daughter of Chairman of Board of Directors
8	Nguyen Minh Khang					2024			Son of Chairman of Board of Directors
9	Hoang Thi Chang					25/11/2016			Sister-in-law of Chairman of Board of Directors
10	Bui Van Oanh					25/11/2016			Brother-in-law of Chairman of Board of Directors
11	Tran Duong Hoai Linh					25/11/2016			Daughter of Board of Directors Member



12	Tran Nhat Minh					25/11/2016			Son of Board of Directors member
13	Tran Dai Nghia					25/11/2016			Brother of Board of Directors member
14	Tran Nhat Thanh					25/11/2016			Brother of Board of Directors member
15	Tran Thi Thanh Thuy					25/11/2016			Sister of Board of Directors member
16	Tran Thi Phuong					25/11/2016			Sister of Board of Directors member
17	Nguyen Thi Kim Dung					25/11/2016			Sister in law of Board of Directors member
18	Ngo Thi Mai					25/11/2016			Sister in law of Board of Directors member
19	Nguyen Dang Quang					25/11/2016			Brother in law of Board of Directors member
20	Mai Khac Nhu					25/11/2016			Brother in law of Board of Directors member
21	Nguyen Khac Son					25/11/2016			Brother in law of Board of Directors member
22	Delta Construction Group Co., Ltd.					25/11/2016			The company in which the Board of Directors member is the General Director and Board of Directors member
23	Delta-V Construction and Technology Application Joint Stock Company					25/11/2016			The company in which the Board of Directors member is the Board of Directors member
24	Nguyen Tien Ngoan					25/11/2016			Father of Board of Directors member



25	Nguyen Thi Tuyet Nhung					25/11/2016			Wife of Board of Directors member
26	Nguyen Ha An					25/11/2016			Child of Board of Directors member
27	Nguyen Minh Khang					25/11/2016			Child of Board of Directors member
28	Nguyen Nhu Y					25/11/2016			Child of Board of Directors member
29	Nguyen Truong Giang					25/11/2016			Brother of Board of Directors member
30	Nguyen Hai Nam					25/11/2016			Brother of Board of Directors member
31	Delta Construction Group Co., Ltd.					25/11/2016			The company in which the Board of Directors member is the Deputy General Director and Board of Directors member
32	Delta-V Construction and Technology Application Joint Stock Company					25/11/2016			The company in which the Board of Directors member is the Deputy General Director and Board of Directors member
33	Pham Khanh Toan					19/06/2020			Father of Board of Directors member, General Director
34	Do Thuy Ngan					19/06/2020			Mother of Board of Directors member, General Director
35	Tran Nhat Thanh					19/06/2020			Father in law of Board of Directors member, General Director
36	Nguyen Thi Kim Dung					19/06/2020			Mother in law of Board of Directors member, General Director



37	Tran Huong Anh					19/06/2020			Wife of Board of Directors member, General Director
38	Pham Tran Paris Nhat Ha					19/06/2020			Child of Board of Directors member, General Director
39	Pham Tran Bao Vi					19/06/2020			Child of Board of Directors member, General Director
40	Pham Tran Bach Kim					18/01/2023			Child of Board of Directors member, General Director
41	An Thi Phuong					21/04/2023	21/04/2025	Dismissal of Board of Directors member	Mother of Board of Directors member
42	Nguyen Thi To Nga					21/04/2023	21/04/2025		Wife of Board of Directors member
43	Tran Ngoc Phuong Ngan					21/04/2023	21/04/2025		Child of Board of Directors member
44	Tran Duc Anh					21/04/2023	21/04/2025		Child of Board of Directors member
45	Tran Thu Thuy					21/04/2023	21/04/2025		Sister of Board of Directors member
46	Dang Binh Giang					21/04/2023	21/04/2025		Brother in law of Board of Directors member
47	Nguyen Tran Ky					21/04/2023	21/04/2025		Father in law of Board of Directors member
48	Nguyen Thi Ngoc Dung					21/04/2023	21/04/2025		Mother in law of Board of Directors member
49	Dinh Tien Dung					21/04/2025			Father of Board of Directors member
50	Bui Thi Huong					21/04/2025			Mother of Board of Directors member
51	Le Quang Hiep					21/04/2025			Father in law of Board of



									Directors member
52	Du Thi Thuc					21/04/2025			Mother in law of Board of Directors member
53	Le Hoang Linh					21/04/2025			Husband of Board of Directors member
54	Le Hoang Minh Quang					21/04/2025			Son of Board of Directors member
55	Le Minh Quan					21/04/2025			Son of Board of Directors member
56	Dinh Quang Tung					21/04/2025			Brother of Board of Directors member
57	Nguyen Thi Xuyen					23/04/2018			Mother of Board of Supervisors member
58	Nguyen Van Hung					23/04/2018			Husband of Board of Supervisors member
59	Nguyen Diep Ngan					23/04/2018			Child of Board of Supervisors member
60	Nguyen Anh Quan					23/04/2018			Child of Board of Supervisors member
61	Phung Thuy Anh					23/04/2018			Child of Board of Supervisors member
62	Phung Nguyen Chinh					23/04/2018			Brother of Board of Supervisors member
63	Nguyen Thi Thanh Binh					23/04/2018			Sister in law of Board of Supervisors member
64	Pham Nu Huyen Trang					23/04/2018			Sister in law of Board of Supervisors member
65	Bui Thi Minh					07/2016			Mother of chief accountant
66	Nguyen Thi Kim Binh					07/2016			Chief accountant's sister
67	Nguyen Minh Cuong					07/2016			Chief Accountant's younger brother



68	Phi Manh Thanh					07/2016			Chief accountant husband
69	Phi Manh Dat					07/2016			Chief Accountant's son
70	Phi Ha My					07/2016			Chief Accountant's Daughter
71	Nguyen Ngoc Long					07/2016			Chief Accountant's Brother-in-Law
72	Nguyen Hoang Dieu					07/2016			Chief accountant's sister-in-law
73	Phi Manh Duong					07/2016			Chief Accountant Father-in-law
74	Le Thi Giac					07/2016			Mother in law chief accountant
75	Le Ba Thua					07/2016			Father of the Corporate Administrator and Company Secretary
76	Bui Thi Nhon					07/2016			Mother of the Corporate Administrator and Company Secretary
77	Le Thi Kim Dung					07/2016			Sister of the Corporate Administrator and Company Secretary
78	Le Thi Xuan Thu					07/2016			Sister of the Corporate Administrator and Company Secretary
79	Nguyen Ngoc Minh					07/2016			Husband of the Corporate Administrator and Company Secretary
80	Nguyen Quang Anh					07/2016			Son of the Corporate Administrator and Company Secretary
81	Vu Minh Phuong					03/2023			Daughter in law of the Corporat Administrator and Company Secretary



82	Chu Van Long					21/04/2023			Father of BoS member
83	Truong Thi Mai					21/04/2023			Mother of BoS member
84	Chu Hoang Linh					21/04/2023			Brother of BoS member
85	Le Hai Chau					21/04/2023			Father in law of BoS member
86	Le Thi Bich Ngoc					21/04/2023			Mother in law of BoS member
87	Le Thuy Trang					21/04/2023			Wife of BoS member
88	Chu Le Bao Uyen					21/04/2023			Daughter of BoS member
89	Bui Van Canh					21/04/2023			Father of BoS member
90	Le Thi Lan					21/04/2023			Mother of BoS member
91	Dao Gia Huy					14/05/2024			Child of BoS member
92	Bui Thi Bich Ngoc					21/04/2023			Sister of BoS member
93	Bui Khanh Bang					21/04/2023			Sister of BoS member
94	Delta Construction Group Co., Ltd.								Major shareholder
95	Delta-V Construction and Technology Application Joint Stock Company								Major shareholder

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders:

No	Name of organization/individual	Relationship with the company	NSH certificate number, date of issue, place of issue	Head office address/contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders /Board of Directors... (if any, clearly state the date of issuance)	Content, quantity, total transaction value	Note

3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company:



No.	The person who makes the transaction	Insider Relations	Position at Listed Company	ID card/Passport number	Address	Name of subsidiary, company held by Listed Company	Time of transaction	Content, quantity, total transaction value	Note

4. Transactions between the company and other entities:

4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Supervisory Board, General Director and other managers have been and are founding members or members of the Board of Directors, General Director within the past three (03) years (calculated at the time of reporting)

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, General Director and other managers are members of the Board of Directors, General Director

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, General Director and other managers.

#### VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders:

No.	Full name	Trading account securities (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Nguyen Thi Dieu Thuy		Chairman of the Board			0	0%	
1.1	Nguyen Thi Tan					0	0%	
1.2	Nguyen Thi Vui					0	0%	
1.3	Nguyen Khac Thiep					0	0%	
1.4	Nguyen Kieu Thanh					0	0%	
1.5	Nguyen Cong Thanh					0	0%	
1.6	Nguyen Anh Tuan					0	0%	
1.7	Nguyen Thuy Anh					0	0%	



1.8	Nguyen Minh Khang				0	0%	
1.9	Hoang Thi Chang				0	0%	
1.10	Bui Van Oanh				0	0%	
2	Tran Thanh Vinh		Vice Chairman of Board of Directors		0	0%	
2.1	Tran Duong Hoai Linh				0	0%	
2.2	Tran Nhat Minh				0	0%	
2.3	Tran Dai Nghia				0	0%	
2.4	Tran Nhat Thanh				0	0%	
2.5	Tran Thi Thanh Thuy				0	0%	
2.6	Tran Thi Phuong				0	0%	
2.7	Nguyen Thi Kim Dung				0	0%	
2.8	Ngo Thi Mai				0	0%	
2.9	Nguyen Dang Quang				0	0%	
2.10	Mai Khac Nhu				0	0%	
2.11	Nguyen Khac Son				0	0%	
3	Nguyen Xuan Thu		Board Member		0	0%	
3.1	Nguyen Tien Ngoan				0	0%	
3.2	Nguyen Thi Tuyet Nhung				0	0%	
3.3	Nguyen Ha An				0	0%	
3.4	Nguyen Minh Khang				0	0%	
3.5	Nguyen Nhu Y				0	0%	
3.6	Nguyen Truong Giang				0	0%	
3.7	Nguyen Hai Nam				0	0%	
4	Pham Hoang Long		Member of Board of Directors, General Director		690.862	12.11%	
4.1	Pham Khanh Toan				0	0%	
4.2	Do Thuy Ngan				0	0%	
4.3	Tran Nhat Thanh				0	0%	
4.4	Nguyen Thi Kim Dung				0	0%	
4.5	Tran Huong Anh				0	0%	
4.6	Pham Tran Paris Nhat Ha				0	0%	



4.7	Pham Tran Bao Vi					0	0%	
4.8	Pham Tran Bach Kim					0	0%	
5	Tran Duc Chung					0	0%	Dismissa of Board of Directors 21/04/20 25
5.1	An Thi Phuong					0	0%	
5.2	Nguyen Thi To Nga					0	0%	
5.3	Tran Ngoc Phuong Ngan					0	0%	
5.4	Tran Duc Anh					0	0%	
5.5	Tran Thu Thuy					0	0%	
5.6	Dang Binh Giang					0	0%	
5.7	Nguyen Tran Ky					0	0%	
5.8	Nguyen Thi Ngoc Dung					0	0%	
6	Dinh Thi Huong Quyen		Board of Directors Member			0	0%	
6.1	Dinh Tien Dung					0	0%	
6.2	Bui Thi Huong					0	0%	
6.3	Le Quang Hiep					0	0%	
6.4	Du Thi Thuc					0	0%	
6.5	Le Hoang Linh					0	0%	
6.6	Le Hoang Minh Quang					0	0%	
6.7	Le Minh Quan					0	0%	
6.8	Dinh Quang Tung					0	0%	
7	Nguyen Thi Duc Ha		Chief Accountant			5.093	0,0893%	
7.1	Bui Thi Minh					6.444	0,113%	
7.2	Nguyen Thi Kim Binh					0	0%	
7.3	Nguyen Minh Cuong					0	0%	
7.4	Phi Manh Thanh					0	0%	
7.5	Phi Manh Dat					0	0%	
7.6	Phi Ha My					0	0%	
7.7	Nguyen Ngoc Long					0	0%	



7.8	Nguyen Hoang Dieu					0	0%	
7.9	Phi Manh Duong					0	0%	
7.10	Le Thi Giac					0	0%	
8	Phung Thi Kim Lan		Head of Supervisory Board			3	0%	
8.1	Nguyen Thi Xuyen					0	0%	
8.2	Nguyen Van Hung					0	0%	
8.3	Nguyen Diep Ngan					0	0%	
8.4	Nguyen Anh Quan					0	0%	
8.5	Phung Thuy Anh					0	0%	
8.6	Phung Nguyen Chinh					0	0%	
8.7	Nguyen Thi Thanh Binh					0	0%	
8.8	Pham Nu Huyen Trang					0	0%	
9	Le Thi Kim Hoa		Company Administrator and Company Secretary			0	0%	
9.1	Le Ba Thua					0	0%	
9.2	Bui Thi Nhon					0	0%	
9.3	Le Thi Kim Dung					0	0%	
9.4	Le Thi Xuan Thu					0	0%	
9.5	Nguyen Ngoc Minh					0	0%	
9.6	Nguyen Quang Anh					0	0%	
9.7	Vu Minh Phuong					0	0%	
10	Chu Hoang Nam		Board of Supervisors Member			0	0%	
10.1	Chu Van Long					0	0%	
10.2	Truong Thi Mai					0	0%	
10.3	Chu Hoang Linh					0	0%	
10.4	Le Hai Chau					0	0%	
10.5	Le Thi Bich Ngoc					0	0%	
10.6	Le Thuy Trang					0	0%	
10.7	Chu Le Bao Uyen					0	0%	
11	Bui Thi Minh Phuong					0	0%	
11.1	Bui Van Canh					0	0%	



11.2	Le Thi Lan					0	0%	
11.3	Dao Gia Huy					0	0%	
11.4	Bui Thi Bich Ngoc					0	0%	
11.5	Bui Khanh Bang					0	0%	
12	Delta Construction Group Co., Ltd.					1.996.029	35%	
13	Delta-V Construction and Technology Application Joint Stock Company					1.996.029	35%	

2. Transactions of insiders and related persons on company shares:

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward ...)
			Number of shares	Proportion	Number of shares	Proportion	

IX. Other matters to note

Recipients:

- As Sent;
- Archived: Office;
- Board of Directors, Secretary.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, print full name and stamp)



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ

Nguyễn Thị Diệu Thùy