

CÔNG TY CỔ PHẦN SỢI PHÚ BÀI
PHU BAI SPINNING MILL JOINT
STOCK COMPANY

Số: 158a./CV-SPB
No.: 158a./CV-SPB

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Huế, ngày 02 tháng 04 năm 2026
Hue, 02nd April 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG KHÁC
OTHER EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: Sở Giao dịch Chứng khoán Việt Nam / Sở Giao dịch Chứng khoán Hà Nội
To: Vietnam Exchange / Hanoi Stock Exchange

- Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN SỢI PHÚ BÀI**
PHU BAI SPINNING MILL JOINT STOCK COMPANY
 - Mã chứng khoán/Stock code: SPB / SPB
 - Địa chỉ/Address: KCN Phú Bài, Phường Phú Bài, Thành phố Huế, Việt Nam / Phu Bai Industrial Zone, Phu Bai Ward, Hue City, Vietnam
 - Điện thoại liên hệ/Tel.: (0234)- 3863240; Fax: (0234)- 3863363
 - E-mail: info@phubaispinning.com
- Nội dung thông tin công bố/Contents of disclosure:**
DỰ THẢO TÀI LIỆU ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026
DRAFT DOCUMENTS FOR 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
- Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 02/04/2026 tại đường dẫn**
<https://phubaispinning.com/dai-hoi-dong-co-dong>
This information was published on the Company's website on 02/04/2026, as in the link
<https://phubaispinning.com/dai-hoi-dong-co-dong>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố
We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Tài liệu đính kèm / Attached documents:

Tài liệu liên quan đến nội dung thông tin công bố
Documents on disclosed information:

- Quy chế tổ chức ĐHĐCĐ năm 2026 / *Regulations on organization of the 2026 AGM of shareholders;*
- Thẻ biểu quyết / *Voting card;*
- Phiếu biểu quyết / *Voting ballot;*
- Chương trình ĐHĐCĐ 2026 / *Agenda for the 2026 AGM of shareholders;*
- Báo cáo của HĐQT về Kết quả hoạt động năm 2025 và Kế hoạch hoạt động năm 2026 / *Report of the BODs on the Performance results in 2025 and Plan for 2026;*
- Tờ trình về Quyết toán thù lao cho thành viên HĐQT và BKS Công ty năm 2025 và Kế hoạch năm 2026 / *Proposal about the Remuneration settlement for members of the BODs and the Supervisory board for 2025 and the proposed Remuneration for 2026;*
- Tờ trình về Lựa chọn đơn vị kiểm toán Báo cáo Tài chính Công ty năm 2026 / *Proposal about Selecting an auditing firm for the 2026 financial statements.*

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật

Legal representative

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, and seal)



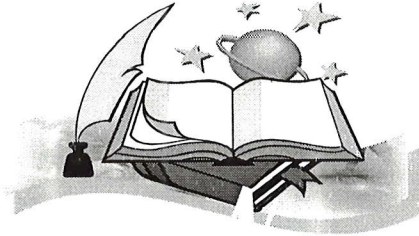
TỔNG GIÁM ĐỐC

Trần Đình Hiệp



PHU BAI SPINNING MILL JOINT STOCK COMPANY

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DRAFT DOCUMENTS
2026 ANNUAL GENERAL MEETING
OF SHAREHOLDERS
PHU BAI SPINNING MILL JOINT
STOCK COMPANY

Hue, 20th April 2026

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PHU BAI SPINNING MILL JOINT STOCK COMPANY
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- 1/ Regulations on Organizing the 2026 Annual General Meeting of Shareholders. *Being uploaded on 02/04/2026.*
- 2/ Agenda of the 2026 Annual General Meeting of Shareholders. *Being uploaded on 02/04/2026.*
- 3/ **Reports at the Meeting:**
 - 3.1 Report on Production and business operation results in 2025 and directions, tasks for 2026 production and business operations. *To be uploaded later.*
 - 3.2 Report on 2025 performance results and 2026 performance plan of the Board of Directors. *Being uploaded on 02/04/2026.*
 - 3.3 Report of the Supervisory Board on Evaluation of production and business operation results in 2025 of the Company. *To be uploaded later.*
 - 3.4 Audited Financial Statements for 2025 by KPMG Vietnam Ltd. *Being uploaded on website since 30/03/2026.*
- 4/ **Proposals at the Meeting:**
 - 4.1 Proposal on the remuneration settlement for Members of the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026. *Being uploaded on 02/04/2026*
 - 4.2 Proposal on selecting an auditing firm for the 2026 financial statements. *Being uploaded on 02/04/2026*
- 5/ Resolution of the 2026 Annual General Meeting of Shareholders of Phu Bai Spinning Mill Joint Stock Company. *To be uploaded later.*

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Hue, April 20th 2026

**REGULATIONS ON ORGANIZATION OF
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
PHU BAI SPINNING MILL JOINT STOCK COMPANY**

Chapter I

GENERAL PROVISIONS

Article 1: Scope and Subjects of Application

1- These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Phu Bai Spinning Joint Stock Company (hereinafter referred to as the “Meeting”).

2- These regulations specifically stipulate the rights and obligations of shareholders or their authorized representatives (shareholders/shareholder representatives) participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 2: Subjects of Application

Shareholders/authorized representatives of shareholders are responsible for complying with the provisions of these Regulations.

Chapter II

RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 3: Rights and Obligations of Shareholders

1- Conditions for Attending the General Meeting:

Shareholders of the Company listed as of the end of March 25th, 2026 (the record date) have the right to attend the General Meeting in person or authorize a representative in writing to attend on their behalf.

2- Rights and Obligations of Shareholders and Authorized Representatives attending the General Meeting:

2.1- Rights:

- To express opinions, discuss and vote on all matters at the 2026 Annual General Meeting, within the authority of the General Meeting of Shareholders in accordance with applicable laws and the Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company;

- To be publicly informed and/or provided with the full content of the Meeting Agenda, Meeting Documents, etc.;

- To receive one Voting Card in White and one Voting Ballot in Blue (which are pre-printed, stamped by the Company, and directly distributed to shareholders/authorized representatives at the General Meeting, along with the 2026 AGM document set):

* The Voting Ballot specifies the shareholder's name or the name of the authorized representative, the total number of voting shares (including shares owned and/or shares



authorized for representation). The total number of voting shares = Total shares owned + Authorized shares (if any);

2.2- Obligations:

- Must be present at the specified time and register for attendance with the Shareholder Eligibility Verification Committee: present a Citizen Identification Card/ID Card; a valid Attendance Confirmation/Authorization Letter for attending the General Meeting, following the Company's prescribed format, with the signature and full name of the authorizing shareholder.

- Strictly comply with the regulations of the General Meeting: Follow the instructions of the Chairman of the Meeting; act in a civilized and respectful manner and refrain from causing disorder;

- Vote on each item clearly stated in the Voting Ballot after listening to the reports on the matters to be approved under the direction of the Chairman; respect the results of the General Meeting;

*** Notes:**

- An authorized representative of a shareholder is not allowed to further delegate their authorization to a third party for attending the General Meeting.

- Shareholders/authorized representatives who arrive late to the General Meeting may register upon arrival and will have the right to participate and vote immediately. However, the Chairman is not responsible for pausing the meeting to allow for their registration, and the validity of previously passed resolutions will not be affected.

- Shareholders/authorized representatives shall bear their own expenses for attending the General Meeting (including travel, meals, accommodation, etc.).

Article 4: Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee is appointed by the Company's Board of Directors to perform the following duties:

- Verify the eligibility of shareholders or their authorized representatives attending the General Meeting: check identification documents, Invitations, Attendance Confirmation/Authorization Letters for attending the General Meeting;

- Distribute meeting materials, voting ballots, and other related documents to shareholders or their authorized representatives attending the meeting;

- Report to the General Meeting on the results of the shareholder eligibility verification process.

Article 5: Rights and Obligations of the Chairman, Secretary and Vote Counting Committee

The Board of Directors nominates the Secretary and the Vote Counting Committee for approval by the General Meeting of Shareholders.

1- Chairman of the General Meeting:

a) The Chairman of the Board of Directors serves as the Chairman of the General Meeting.

- The Chairman has the authority to decide on the order, procedures, and any unforeseen matters arising outside the scheduled agenda of the General Meeting;

- The Chairman may postpone the meeting with the consensus or at the request of the General Meeting of Shareholders, even if the required quorum has been met;

- The Chairman may take necessary actions to ensure the proper and orderly conduct of the meeting or to reflect the will of the majority of attending delegates.

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b) The Chairman of the General Meeting is responsible for:

- Conducting the General Meeting in accordance with the proposed agenda to be approved by the meeting;
- Guiding shareholders and their authorized representatives in discussing the topics on the agenda;
- Resolving issues that arise during the meeting;
- Presenting drafts and summarizing key matters for the General Meeting to vote on;

2- Secretary of the General Meeting:

a) The Secretary of the General Meeting is nominated by the Chairman and approved by the General Meeting through voting. The Secretary is accountable to the Chairman and the General Meeting of Shareholders for their duties and operates under the direction of the Chairman.

b) The Secretary of the General Meeting is responsible for carrying out tasks as assigned by the Chairman, including:

- Accurately and fully recording all proceedings and discussions of the General Meeting;
- Drafting the Minutes and Resolutions/Decisions of the General Meeting;
- Receiving and reviewing requests to speak from shareholders and authorized representatives, then submitting them to the Chairman for decision;

3- **Vote Counting Committee at the General Meeting:**

a) The Vote Counting Committee consists of two members, including one Head of the Committee and one Member who also serves as the Secretary. The Chairman of the General Meeting nominates the committee members and their appointment is approved through voting by the General Meeting.

b) The Vote Counting Committee is responsible for:

- Guiding shareholders attending the General Meeting on how to use the Voting Ballot;
- Checking and recording the voting results of shareholders and their representatives on the matters submitted for approval at the General Meeting;
- Preparing the minutes of the vote counting results and announcing the vote counting and election results to the General Meeting;
- Handing over the minutes of the voting results along with all Voting Ballots to the Secretary or the Chairman of the General Meeting.

Chapter III

CONDUCTING THE GENERAL MEETING

Article 6: Conditions for Holding the General Meeting

The 2026 Annual General Meeting of Shareholders shall be conducted when shareholders or their authorized representatives attending the meeting represent more than 50% of the total voting shares, based on the shareholder list of Phu Bai Spinning Mill Joint Stock Company as recorded on the shareholder record date (March 25th, 2026) for convening the meeting.

Article 7: Procedures for Conducting the General Meeting

1- The General Meeting shall sequentially discuss and vote on each issue in the agenda. The meeting agenda and contents shall be approved by the General Meeting.

1.1- Principles for speaking and discussing at the General Meeting:

a) Shareholders or their representatives who wish to speak must raise their hand or submit a written request using the question form provided to the Secretary of the General Meeting

for submission to the Chairman for consideration. Speaking and discussions shall be conducted under the direction of the Chairman.

b) Comments, discussions, questions, and explanations from shareholders must be concise and relevant to the approved agenda and contents of the General Meeting. Given the limited time of the meeting, shareholders and delegates are requested to adhere to the following speaking time limits:

+ Questioning and raising issues: No more than 2 minutes per turn;

+ Responses and explanations: Within 5 minutes per turn

c) Only comments and discussions that are relevant to the approved agenda and contents of the General Meeting shall be recorded in the Meeting Minutes.

1.2- Responding to Shareholders' questions:

a) Based on the question forms submitted by shareholders or their authorized representatives, the Chairman of the General Meeting or a designated member appointed by the Chairman shall respond to shareholders' inquiries.

b) If time constraints prevent a full discussion of complex issues, the Company will provide written explanations to shareholders after the General Meeting.

1.3- Voting on matters at the General Meeting:

a) Voting rules: Each voting share corresponds to one Voting Ballot. As of the shareholder record date (March 25th, 2026), the total number of shares of the Company is 13,300,087 shares, equivalent to 13,300,087 Voting Ballots.

b) Voting shall be conducted by selecting one of the three options: "**Approve**" "**Disapprove**" or "**No opinion**" Shareholders or their authorized representatives shall cast their votes on each matter by marking or writing directly on the Voting Ballot provided at the General Meeting.

c) Completed Voting Ballots must be submitted directly to the Vote Counting Committee.

d) The Vote Counting Committee is responsible for verifying and recording the number of votes cast as "**Approve**" "**Disapprove**" or "**No opinion**" for each matter and reporting the voting results before the General Meeting.

Article 8: Conclusion of the General Meeting of Shareholders

1- Approval of the Resolutions/Decisions of the General Meeting:

a) Resolutions/Decisions shall be approved when they receive consent from shareholders representing **at least 50% of the total voting shares** of all shareholders with voting rights present in person or through an authorized representative at the General Meeting.

b) Resolutions/Decisions of the General Meeting shall be considered **legally valid and immediately effective** if they are approved by **100% of the total voting shares**, even if the procedures and formalities for passing such Resolutions/Decisions were not conducted in full compliance with regulations.

2- Approval of the Minutes and Resolutions/Decisions of the General Meeting:

a) The **Minutes and Resolutions/Decisions** of the General Meeting must be read and approved before the meeting is adjourned.

b) The Chairman shall sign and issue the Minutes and Resolutions/Decisions of the General Meeting and assign the Company to retain them in accordance with regulations.

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Chapter IV
IMPLEMENTATION PROVISIONS

Article 9: Implementation Provisions

1- Shareholders, authorized representatives, and all participants of the General Meeting must strictly comply with the Regulations on the Organization of the General Meeting.

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

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

*** Recipients:**

- Shareholders;
- Board of Directors;
- Supervisory Board;
- Information Disclosure Officer;
- Website: www.phubaispinning.com;
- Archives (Administrative Office).

Pham Van Tan





PHU BAI SPINNING MILL JOINT STOCK COMPANY

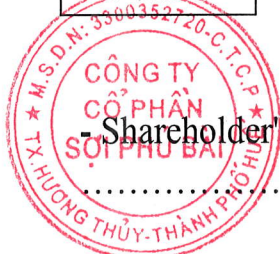
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Website: www.phubaispinning.com

FORM

VOTING CARD



- Shareholder's Name / Authorized Representative's Name:

- ID Card No. / Passport No. / Business Registration No.:,

Issued on/...../202...

- Number of Shares Owned:

..... shares

- Number of Authorized Shares:

Shareholder

.....:

..... shares

- Total Number of Owned/
Represented Shares:

..... shares

* Voting Contents:

- Approval of the General Meeting Organization Regulations
- Election of the General Meeting Secretary
- Approval of the General Meeting Agenda
- Election of the Voting Committee at the General Meeting
- Approval of the Minutes and Resolutions of the General Meeting

* *Note: This Voting Card is only valid for the 2026 General Meeting of Shareholders of Phu Bai Spinning Mill Joint Stock Company and is used for voting on matters discussed at the Meeting.*



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FORM

VOTING BALLOT

MATTERS APPROVED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF PHU BAI SPINNING MILL JOINT STOCK COMPANY

Shareholder/Authorized Representative:

- Number of Shares Owned: Share(s)
- Number of Represented Shares:
 Authorized by Shareholder: Share(s)
- Total Number of Owned/Represented Shares: Share(s)
- Number of Votes Cast: Votes
- Percentage: Accounting for% of the Charter Capital of Phu Bai Spinning Mill Joint Stock Company

CONTENT APPROVED BY VOTING (According to the Minutes of the 2026 Annual General Meeting of Shareholders of Phu Bai Spinning Mill Joint Stock Company):

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

1/	Approving the report on Production and business operation results in 2025 and directions, tasks for 2026 production and business operations. <i>(As per the attached Report – To be uploaded later)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>
2/	Approving the report on 2025 performance results and 2026 performance plan of the Board of Directors. <i>(As per the attached Report – To be uploaded later)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>
3/	Approving the report of the Supervisory Board on Evaluation of the production and business performance results in 2025 of the Company. <i>(As per the attached Report – To be uploaded later)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>
4/	Approving the Audited Financial Statements for 2025 by KPMG Vietnam Ltd. <i>(As per the attached Financial Statements for 2025 – To be uploaded later)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>



5/	Approving that the Company will not distribute after-tax profit for 2025 as it needs to retain such profit to temporarily supplement cash flow for its production and business operations in the coming period.	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>
6/	Approval of the remuneration settlement for Members of the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026. <i>(As per the attached Proposal)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>
7/	Approving that the Company has selected KPMG Vietnam Co., Ltd., a member of the Big 4, as the auditor for the 2026 Financial Statements. <i>* In case of any changes, the General Meeting of Shareholders authorizes the Supervisory Board to select another reputable independent auditing firm as a replacement. (As per the attached Proposal)</i>	Approve <input type="checkbox"/>	Disapprove <input type="checkbox"/>	No Opinion <input type="checkbox"/>

Hue, April 2026

SHAREHOLDER/AUTHORIZED REPRESENTATIVE
(Signature & Full Name)





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Website: www.phubaispinning.com

Hue, April 20th 2026

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AGENDA

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF

- **Time of the Meeting: 14:00PM on April 20th, 2026 (Monday).**
- **Location: Meeting Room, the 2nd Floor – Administration Building, Phu Bai Spinning Mill Joint Stock Company**

Time	Content	Implementer
I- OPENING PROCEDURES		
13:30 – 13:50	- Welcoming the delegates - Verifying the eligibility of shareholders and authorized representatives	- Organizing Committee - Shareholder Eligibility Verification Committee
	- Statement of Purpose and Introduction of Delegates	Organizing Committee
13:50 – 14:00	- Report on the Results of Shareholder Eligibility Verification	Shareholder Eligibility Verification Committee
	- Approval of the General Meeting Organization Regulations - Introduction of the Chairman of the General Meeting	Organizing Committee
	- Introduction and Election of the Secretary; - Introduction and Election of the Voting Committee at the General Meeting - Approval of the General Meeting Agenda	Chairman of the General Meeting
	II- MEETING CONTENT	
14:00 – 15:30	Presentation of Reports and Proposals:	
	1- Report on Production and business operation results in 2025 and directions, tasks for 2026 production and business operations.	Member of the Board of Directors – General Director
	2- Report on 2025 performance results and 2026 performance plan of the Board of Directors.	Chairman of the Board of Directors
	3- Report of the Supervisory Board on Evaluation of the production and business performance results in 2025 of the Company.	Head of the Supervisory Board
	4- Financial Statements for 2025 (Audited by KPMG Vietnam Ltd.)	Deputy General Director in charge of Finance and Accounting
5- Proposal on the remuneration settlement for Members of the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026.	Member of the Board of Directors – General Director	



Time	Content	Implementer
	6- Proposal on selecting an auditing firm for the 2026 financial statements.	Head of the Supervisory Board
15:30 – 15:40	<i>The General Meeting takes a break</i>	
15:40 – 16:00	Discussion at the Meeting	Chairman of the General Meeting
	Voting on the Resolutions of the General Meeting	Chairman of the General Meeting
16:00 – 16:10	Vote ballot counting and Announcing the Voting Results on the Resolutions of the General Meeting.	Head of the Vote Counting Committee
16:10 – 16:20	Approval of the Minutes and Resolutions of the General Meeting	- Secretary of the General Meeting - Chairman of the General Meeting
III- Summary and Closing of the General Meeting		
16:20 – 16:30	Closing Remarks and Conclusion of the General Meeting	Chairman of the General Meeting

Respectfully Submitted./.

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

*** Recipients:**

- Shareholders;
- Board of Directors;
- Supervisory Board;
- Information Disclosure Officer;
- Website:
www.phubaispinning.com;
- Archives (Administrative Office).

Pham Van Tan



Hue, April 20th 2026

No. 01/BC-HĐQT

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**REPORT OF THE BOARD OF DIRECTORS ON THE PERFORMANCE
RESULTS IN 2025 AND PLAN FOR 2026**

**Respectfully Shareholders and Delegates of Phu Bai Spinning Mill Joint
Stock Company**

On behalf of the Board of Directors of Phu Bai Spinning Mill Joint Stock Company, I would like to report to the General Meeting of Shareholders on **the 2025 performance results and the 2026 plan of the Board of Directors**. The details are as follows:

I/ Performance results of the Board of Directors in 2025:

1- Board of Directors for the 2022 - 2027 Term:

TT	Members of the Board of Directors	Position	Start Date/End Date as a Board Member /Independent Board Member	
			Appointment Date	Relief Date
1	Mr. Phạm Văn Tân	Chairman of the Board of Directors (Non-executive Member of the BODs)	24/06/2024	
2	Mr. Trần Đình Hiệp	Board Member – General Director	22/04/2022	
3	Mr. Bùi Thành Hưng	Board Member (Non-executive Member of the BODs)	24/06/2024	
4	Mr. Trương Văn Hiền	Board Member (Non-executive Member of the BODs)	22/04/2022	
5	Mrs. Lê Thị Quê Hương	Board Member – Deputy General Director	22/04/2022	

2- Activities of the Board of Directors in 2025:

2.1- Board of Directors Meetings: 04 meetings (including: 02 meetings before the 2025 General Meeting of Shareholders and 02 meetings after the 2025 General Meeting of Shareholders).

No.	Members of the Board of Directors	Number of Board of Directors meetings attended	Attendance Rate at Meetings	Reason for Non-Attendance at Meetings
1	Mr. Phạm Văn Tân	04	100%	
2	Mr. Trần Đình Hiệp	04	100%	
3	Mr. Bùi Thành Hưng	04	100%	
4	Mr. Trương Văn Hiền	02	50%	<i>Busy on a business trip</i>
5	Mrs. Lê Thị Quê Hương	04	100%	

** 4 out of 5 Board of Directors (BODs) members attended all 4/4 meetings in person, with an attendance rate of 80%*

2.2- Written consultation of the BOD: 01 time

No.	Members of the Board of Directors	Participation time in BOD opinions	Participation rate in BOD opinions	Reason for no opinions
1	Mr. Phạm Văn Tân	01	100%	
2	Mr. Trần Đình Hiệp	01	100%	
3	Mr. Bùi Thành Hưng	01	100%	
4	Mr. Trương Văn Hiền	01	100%	
5	Mrs. Lê Thị Quê Hương	01	100%	

** 5/5 members of the Board of Directors fully participated in 1 time of collecting opinions in writing, with a participation rate of 100%*

2.3. Key Activities:

- The BODs directed and organized the 2025 Annual General Meeting of Shareholders.
- The BODs fully performed its functions, duties and powers in compliance with applicable laws, the Company's Charter on Organization and Operation, the Internal Corporate Governance Regulations, the Board of Directors' Operating Regulations and the Resolution of the 2025 Annual General Meeting of Shareholders. The Board has acted with a high sense of responsibility, promoting the leadership capacity of its members, for the benefit of shareholders and the sustainable development of the Company.
- The Board of Directors regularly and closely monitored the situation, has directed and supported the Executive Management in implementing the Resolution of the 2025 Annual General Meeting of Shareholders through various measures, including: organizing regular and expanded Board meetings with the participation

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of members of the Executive Management; attending periodic meetings convened by the General Director; reviewing and approving reports submitted by the General Director.

- In 2025, the Company's Board of Directors held four (04) Board meetings and conducted one (01) written resolution by circulation; accordingly, a total of eleven (11) resolutions were issued. These resolutions were promulgated in a timely manner within proper authority, in compliance with the Company's Charter and aligned with the actual business and production conditions. With a high level of consensus among its members, the Board of Directors has been actively supporting the Executive Management in the administration and management of the Company's business and production activities based on the contents of the Board's resolutions, in order to promptly address matters within its authority, such as market development, receivables collection and organizational restructuring.
- In addition to regular and ad hoc meetings held on specific topics or based on submissions from the Executive Management, members of the Board of Directors have maintained regular communication and coordination to address arising issues. Attendance at Board meetings has met the quorum requirements in accordance with applicable laws and the Company's Charter. The Head of the Supervisory Board has been invited to attend all meetings in compliance with regulations.
- The Company's information disclosure activities have been carried out fully in compliance with applicable legal regulations.

Overall, in 2025, although the consumption market remained volatile and adversely affected the yarn industry, it can be said that with strong determination and the timely implementation of flexible solutions, the Board of Directors together with the Executive Management has overcome challenges, maintained stable business and production operations and achieved relatively positive results.

II/ The Board of Directors' Performance Plan for 2026:

- To develop strategic orientations and direct the implementation of strategic tasks; To decide on matters within the authority of the Board of Directors to ensure the fulfillment of the 2026 business and production plan:

** Some key indicators of the 2026 Production and Business Plan:*

No.	Indicator	Unit	2025 Plan	2025 Actual	2026 Plan
1	Production Output	Tons of Yarn	14,900	14,861.48	16,245
2	Total Revenue (Excl. VAT)	Billion VND	1,155	1,124.78	1,221
3	Export Turnover	Million USD	36	39.61	42.70
4	Tax Contribution	Billion VND	6	3.40	6
5	Profit Before Tax	Billion VND	30	23.60	30
6	Dividend Payout Ratio	%	5 - 7	0	5 - 10

- To properly organize the 2026 Annual General Meeting of Shareholders in accordance with regulations; To direct the effective implementation and supervise the execution of the resolutions of the 2026 Annual General Meeting of Shareholders.

- To maintain stable business and production operations; To formulate plans for investment in replacing outdated machinery and equipment with modern, automated and environmentally friendly ones; To promote digital transformation in corporate governance.

- To expand markets and develop sustainable products to enhance competitiveness: To diversify the customer base and reduce dependency; To access supply chains and brands with high requirements for traceability and sustainability; To complete international certifications; To strengthen linkages among production, business, and technical functions to respond swiftly to market changes.

- To streamline the organizational structure and workforce; To enhance connectivity within and beyond the industry; To place greater emphasis on training (particularly for young employees) and improving welfare and benefits to retain talent.

- To enhance the effectiveness of accounting and financial management: To control costs and production costs; To manage cash flow and risks; to ensure adequate capital for investment.

- To continue to build and enhance the reputation of the “Phu Bai Spinning” Brand in both domestic and international markets.

This concludes the Report on the 2025 Performance and the 2026 Action Plan of the Board of Directors.

We respectfully submit it to the General Meeting of Shareholders for review and approval.

Respectfully thank you!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Pham Van Tan

*** Recipients:**

- Shareholders;
- Board of Directors;
- Supervisory Board;
- The Company's Website;
- Information Disclosure Officer;
- Archives (Administration, Accounting & Finance).



No: /TTr-HĐQT

Hue, April 20th 2026

DRAFT

PROPOSAL

Reg: The remuneration settlement for Members of the Board of Directors and the Supervisory Board for 2025 and the proposed remuneration for 2026

Respectfully Shareholders and Delegates of Phu Bai Spinning Mill Joint Stock Company

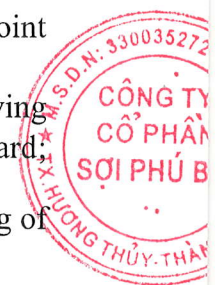
- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company, dated April 28th, 2025;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders approving the remuneration regime for members of the Board of Directors and the Supervisory Board;

The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for review and approval:

1. Report on the Settlement of Remuneration for Members of the Board of Directors and the Supervisory Board in 2025:

Pursuant to Resolution No. 147/NQ-ĐHĐCĐ dated 18th April 2025 of the 2025 Annual General Meeting of Shareholders of Phu Bai Spinning Mill Joint Stock Company, the Company has implemented the payment of remuneration for members of the Board of Directors and the Supervisory Board in 2025 (in accordance with the approved plan). The details are as follows:

No.	Position	Remuneration (VND)	Total Amount (VND)
1	Chairman of the Board of Directors	01 person × 12 months × 15,000,000	180,000,000
2	BOD Member	04 persons × 12 months × 10,000,000	480,000,000
3	Head of the Supervisory Board (Full-time)	01 person × 12 months × 7,000,000	84,000,000
4	Supervisory Board Member	02 persons × 12 months × 3,000,000	72,000,000
Total Remuneration Paid in 2025			816,000,000



2. Proposed Remuneration for Board of Directors and Supervisory Board Members in 2026. Details are as follows:

No.	Position	Remuneration (VND)	Total Amount (VND)
1	Chairman of the Board of Directors	01 person × 12 months × 17,000,000	204,000,000
2	BOD Member	04 persons × 12 months × 12,000,000	576,000,000
3	Head of the Supervisory Board (Full-time)	01 person × 12 months × 8,000,000	96,000,000
4	Supervisory Board Member	02 persons × 12 months × 5,000,000	120,000,000
Total Estimated Remuneration for 2026			996,000,000

* **Note:** All personal income tax related to the above-mentioned income will be paid by the Company.

Respectfully submitted./.

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

Pham Van Tan

* **Recipients:**

- Shareholders;
- Board of Directors;
- Supervisory Board;
- Information Disclosure Officer;
- The Company's Website;
- Archives (Administration, Accounting & Finance).





Hue, April 20th 2026

PROPOSAL

Reg: Selecting an Auditing Firm for the 2026 Financial statements

Respectfully Shareholders and Delegates of Phu Bai Spinning Mill Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company, dated April 28th, 2025;

The Supervisory Board of Phu Bai Spinning Mill Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the plan to select an independent auditing firm to audit the Company's Financial Statements for 2026, as follows:

1. Requirements for the Independent Auditing Firm:

- Must be on the list of eligible auditing firms announced by the State Securities Commission.
- Must meet the Company's requirements, ensure timely, reputable, and high-quality audit execution.

2. Proposed List of Auditing Firms for the Company's 2026 Financial Statement Audit:

- KPMG Vietnam Co., Ltd.
- Deloitte Vietnam Co., Ltd.
- PricewaterhouseCoopers Vietnam (PWC VN).
- Ernst & Young Vietnam Co., Ltd. (EY Vietnam).

3. Implementation Plan:

In previous years, the Company's annual Financial Statements have been audited by KPMG Vietnam Co., Ltd., one of the Big 4 firms mentioned above.

Considering KPMG Vietnam's capability and its track record of ensuring high-quality, effective, and compliant financial audits, the Supervisory Board respectfully proposes that the General Meeting of Shareholders approve KPMG Vietnam Co., Ltd. as the independent auditor for the Company's 2026 Financial Statements.

* In case of changes: The General Meeting of Shareholders authorizes the Supervisory Board to select one of the remaining three firms from the Big 4 group:

- Deloitte Vietnam Co., Ltd..
- PricewaterhouseCoopers Vietnam (PWC VN)
- Ernst & Young Vietnam Co., Ltd. (EY Vietnam).

Respectfully submitted./.

* Recipients:

- Shareholders;
- Board of Directors;
- Supervisory Board;
- Information Disclosure Officer;
- The Company's Website;
- Archives (Administration, Accounting & Finance).

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

Nguyen Ngoc Mai Chi