

VIETNAM NATIONAL TEXTILE AND  
GARMENT GROUP  
PHU BAI SPINNING MILL JOINT  
STOCK COMPANY

No: 29 /CV-SPB

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

## EXTRAORDINARY INFORMATION DISCLOSURE

To: - State Securities Commission of Viet Nam (SSC)  
- Hanoi Stock Exchange (HNX)

Company: PHU BAI SPINNING MILL JOINT STOCK COMPANY  
Stock code: SPB

Head office: Phu Bai Industrial Zone, Phu Bai Ward, Hue City, Viet Nam

Telephone: (+84) 234 3863240 / 3863367 Fax: (+84) 234 3863363

Type of information disclosure: ☒ 24h ☐ 72h ☐ Upon request  
☒ Extraordinary ☐ Periodic

Disclosed information: Phu Bai Spinning Joint Stock Company hereby informs the State Securities Commission of Viet Nam and the Hanoi Stock Exchange of the following resolutions of the Board of Directors of Phu Bai Spinning Joint Stock Company, all dated **January 17<sup>th</sup>, 2026**:

- + Resolution No. 26/NQ-BOD;
- + Resolution No. 27/NQ-BOD;
- + Resolution No. 28/NQ-BOD.

This information was published on the Company's official website on **January 17<sup>th</sup>, 2026**.  
Website address for disclosure: <http://www.phubaispinning.com>

We hereby certify that the above-disclosed information is true and accurate, and we take full legal responsibility for the contents of this disclosure.

Hue City, January 17<sup>th</sup> 2026

GENERAL DIRECTOR

**\* Recipients:**

- As above;
- Archives.



**Trần Đình Hiệp**

VIETNAM NATIONAL TEXTILE AND  
GARMENT GROUP  
**PHU BAI SPINNING MILL JOINT  
STOCK COMPANY**

No: *26* /NQ-HĐQT

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

*Hue City, January 17<sup>th</sup> 2026*

**RESOLUTION**  
**THE BOARD OF DIRECTORS OF PHU BAI SPINNING JOINT STOCK COMPANY**

**Pursuant to:**

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company dated April 28, 2025;
- The Minutes of the Board of Directors' Meeting No. 25/BB-BOD dated January 17<sup>th</sup>, 2026;

**HEREBY RESOLVES:**

**Article 1: Approving the 2025 Production and Business Performance Report, with estimated implementation results for full year 2025, as follows:**

No.	Indicator	Unit	Actual 2025	Plan 2025	Estimated Actual 2025	Estimated Actual 2025/ Actual 2024	Actual 2025/ Plan 2025 (%)
1	Production output	Tons	16,629	14,900	14,861.48	89.37%	99.74%
2	Total revenue	VND billion	1,346.47	1,155	1,124.78	83.54%	97.40%
3	Export turnover	USD million	43.60	36	39.48	90.55%	109.67%
4	Import turnover	USD million	34.30		30.74	89.62%	
5	Profit before tax	VND billion	15.50	30	23.60	152.26%	78.66%
6	State budget contribution	VND billion	4.20	6	3.40	80.95%	56.67%

**Article 2: Approving the 2026 Estimated Production and Business Plan, with the following indicators:**

No.	Indicator	Unit	Plan 2025	Estimated Actual 2025	Plan 2026	Plan 2026 / Plan 2025 (%)	Plan 2026/ Actual 2025 (%)
1	Production output	Tons	14,900	14,861.48	16,245	109.0%	109.3%
2	Total revenue (excluding VAT)	VND billion	1,155	1,124.78	1,221	105.7%	108.6%
3	Export turnover	USD million	36	39.48	42.70	118.6%	108.1%
4	Import turnover (incl. raw materials)	USD million		30.74			



No.	Indicator	Unit	Plan 2025	Estimated Actual 2025	Plan 2026	Plan 2026 / Plan 2025 (%)	Plan 2026 / Actual 2025 (%)
5	Profit before tax	VND billion	30	23.60	30	100%	127.1%
6	Total annual depreciation	VND billion	33	33.19	39	118.2%	117.5%
7	Dividend payout ratio	%	5 – 7		5 – 10		
8	State budget contribution	VND billion	6	3.4	6	100%	176.50%

**Article 3:** Approval of the Estimated Production and Business Plan for Q. I/2026, with the following estimated indicators:

No.	Indicator	Unit	Plan 2026	Estimated Actual Q. I/2026	Q1/2026 / Plan 2026 (%)
1	Production output	Tons	16,245	3,787	23.3%
2	Total revenue (excluding VAT)	VND billion	1,221	287.16	23.5%
3	Export turnover	USD million	42.70	10.88	25.5%
4	Import turnover (incl. raw materials)	USD million		7.60	
5	Profit before tax	VND billion	30	7.69	25.6%
6	State budget contribution	VND billion		0.50	

**Article 4:** This Resolution shall take effect from the date of signing.

**Article 5:** Members of the Board of Directors, the Executive Management, the Chief Accountant / Head of the Accounting and Finance Department, and heads of relevant departments and functional units of the Company shall be responsible for the implementation of this Resolution.

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

**\* Recipients:**

- State Securities Commission of Vietnam (SSC)
- Hanoi Stock Exchange (HNX);
- Shareholders;
- Board of Directors;
- Supervisory Board;
- Information Disclosure Officer;
- The Company's Website:  
[www.phubaispinning.com](http://www.phubaispinning.com);
- Archives (Administration, Accounting & Finance).



**Phạm Văn Tân**

Hue City, January 17<sup>th</sup> 2026

**RESOLUTION**  
**THE BOARD OF DIRECTORS OF PHU BAI SPINNING JOINT STOCK COMPANY**

**Pursuant to:**

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company dated April 28, 2025;
- The Minutes of the Board of Directors' Meeting No. 25/BB-BOD dated January 17<sup>th</sup>, 2026;

**HEREBY RESOLVES:**

**Article 1:** Approving the Company's expenditure for the incentive and production encouragement (13th-month salary) on the occasion of the Lunar New Year Binh Ngo 2026 for all employees of the Company, with details as follows:

- a) Payment level: Equivalent to 02 months of salary and job coefficient
- b) Funding source: Allocated from the Company's Salary Fund
  - \* The General Director is assigned to evaluate and implement the payment.
  - \* **Note: Personal income tax shall be paid by the Company.**

**Article 2:** This Resolution shall take effect from the date of signing.

**Article 3:** Members of the Board of Directors, the Executive Management, the Chief Accountant/ Head of the Accounting and Finance Department, and heads of relevant departments and functional units of the Company shall be responsible for the implementation of this Resolution.

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

**\* Recipients:**

- State Securities Commission of Vietnam (SSC)
- Hanoi Stock Exchange (HNX);
- Shareholders;
- Board of Directors;
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- Archives (Administration, Accounting & Finance).



**Phạm Văn Tân**



VIETNAM NATIONAL TEXTILE AND  
GARMENT GROUP  
**PHU BAI SPINNING MILL JOINT  
STOCK COMPANY**

No: 28 /NQ-HĐQT

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

*Hue City, January 17<sup>th</sup> 2026*

**RESOLUTION**

**THE BOARD OF DIRECTORS OF PHU BAI SPINNING JOINT STOCK COMPANY**

**Pursuant to:**

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter on Organization and Operation of Phu Bai Spinning Mill Joint Stock Company dated April 28, 2025;
- The Minutes of the Board of Directors' Meeting No. 25/BB-BOD dated January 17<sup>th</sup>, 2026;

**HEREBY RESOLVES:**

**Article 1:** Approving the policy for the Company to continue investing in the replacement of 06 Rieter G37 Automatic Doffing Ringspinning machines (1,200 spindles per machine) at the Spinning Factory No. 2, with a total investment (including VAT) of approximately VND 38 billion.

\* The Board of Directors assigns the Company's General Director to carry out all procedures related to the procurement of replacement equipment, including all investment-related procedures, equipment selection, and other related procedures (bank loan procedures, purchase and sale procedures with suppliers, etc.), in order to put the equipment into effective operation as soon as possible. The General Director is required to report the investment efficiency to the Board of Directors before implementation, and to report on the implementation status at the next Board of Directors' Meeting (Q. I/2026).

**Article 2:** Approving the policy for the Company to implement supplementary investment and replacement of certain small-scale machinery and equipment in 2026. The estimated total investment value (excluding taxes and other related expenses) is **1.81 billion VND**. Details are as follows:

No.	Machinery / Equipment Name	Quantity (Pc)	Estimated Value (VNĐ)	Purpose / Reason for Investment
1	4-compartment mixing opener for synthetic fibers, including fine opener and material conveying fan	01	1.360.000.000	To be additionally installed in the fiber opening line at Spinning Factory No. 3 for production of blended yarn products, specific yarn kinds (from new materials)
2	Horizontal-type baling press	01	450.000.000	To be added for pressing fine dust bales at the combed cotton dust filtration chamber of Spinning Factory No. 2
<b>TOTAL VALUE (Estimated)</b>			<b>1.810.000.000</b>	

**Article 3:** The Board of Directors assigns the Company's General Director to proactively carry out the above-mentioned investment and to be responsible for reporting to the Board of Directors on the status and results of its implementation at the nearest Board of Directors' meeting.

**Article 4:** This Resolution shall take effect from the date of signing.

**Article 5:** Members of the Board of Directors, the Executive Management, the Chief Accountant/ Head of the Accounting and Finance Department, and heads of relevant departments and functional units of the Company shall be responsible for the implementation of this Resolution.

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

**\* Recipients:**

- State Securities Commission of Vietnam (SSC)
- Hanoi Stock Exchange (HNX);
- Shareholders;
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**Phạm Văn Tân**

