

**CÔNG TY CỔ PHẦN MIRAE  
MIRAE JOINT STOCK COMPANY**

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

Số: 17/2026/CV-CK  
No.: 17/2026/CV-CK

Hung Yên, ngày 28 tháng 04 năm 2026  
Hung Yen, April 28, 2026

**CÔNG BỐ THÔNG TIN  
INFORMATION DISCLOSURE**

**Kính gửi: Ủy Ban Chứng Khoán Nhà Nước  
Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh  
To: The State Securities Commission  
Hochiminh Stock Exchange**

1. Tên tổ chức/*Name of organization*: **CÔNG TY CỔ PHẦN MIRAE/ MIRAE JOINT STOCK COMPANY**

- Mã chứng khoán/ *Stock code*: **KMR**

- Địa chỉ/*Address*: **Khu phố 1B, Phường An Phú, Thành phố Hồ Chí Minh / Quarter 1B, An Phu Ward, Ho Chi Minh City**

- Điện thoại liên hệ/*Tel.*: **02743791038**

Fax: **02743791037**

- E-mail: [thu@miraeiber.com](mailto:thu@miraeiber.com)

Website: [www.miraejsc.com](http://www.miraejsc.com)

2. Nội dung thông tin công bố/*Contents of disclosure*:

**Biên bản họp và Nghị quyết Đại Hội Đồng Cổ Đông Thường Niên năm 2026**

*Meeting Minutes and Resolution of the Annual General Shareholders' Meeting 2026*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 28/04/2026 tại đường dẫn <https://miraejsc.com/c13/dai-hoi-co-dong.html> / *This information was published on the company's website on April 28, 2026 as in the link <https://miraejsc.com/the-general-shareholders-meeting>*

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:**

Biên bản họp và Nghị quyết Đại Hội Đồng Cổ Đông Thường Niên năm 2026

*Meeting Minutes and Resolution of the Annual General Shareholders' Meeting 2026*

**Đại diện tổ chức  
Organization representative**

Người đại diện theo pháp luật

Legal representative



SHIN YOUNG SIK



**MEETING MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**MIRAE JOINT STOCK COMPANY**

Company : CÔNG TY CỔ PHẦN MIRAE

Address: Quarter 1B, An Phu Ward, Ho Chi Minh City

**Enterprise Registration Certificate No.:** 3700393217, first issued by the Department of Planning and Investment of Binh Duong Province on July 6, 2007, and amended for the 15th time by the Business Registration Office – Department of Finance of Ho Chi Minh City on December 11, 2025.

Today, at 8:30 on April 28, 2026, at Hung Yen Branch of Mirae Joint Stock Company, The Annual General Shareholders' Meeting 2026 was conducted.

**I. Participants**

1. Shareholders , authorized representatives of shareholders .
2. Delegates :  
Representatives of departments, the Supervisory Board, and Management Board of Mirae Joint Stock Company.

**II. Approval of Shareholder Eligibility Verification Committee and the report on inspection of shareholder Eligibility****1. Shareholder Eligibility Verification Committee:**

- Ms. Doan Thi Huong
- Ms. Nguyen Thi Hao

The meeting voted by raising voting cards

The composition of the Shareholder Eligibility Verification Committee and the Vote Counting Committee were unanimously approved by the meeting with 99.996% of the voting shares at the meeting.

**2. Approval of the report on inspection of shareholder Eligibility**

To conduct the General Meeting in accordance with regulations, Ms. Doan Thi Huong, on behalf of the Shareholder Eligibility Verification Committee, presented the report on the verification of shareholder eligibility:

As of 8:30 AM on April 28, 2026, the number of shareholders or authorized representatives attending the meeting was 11, holding a total of 30,350,172 shares, equivalent to 53.36% of the total voting shares of the Company. This meets the legal and corporate charter requirements to validly convene the General Meeting.

**III. Approval of the list of the Presidium, the Secretariat, and the Vote Counting Committee:****1. The Presidium:**

- Ông Shin Young Sik - BOD chairman : Chairman  
Ông Choi Young Ho – BOD member: member  
Ông Nguyen Ngoc Lien – Chief Accountant – member

## 2. The Secretariat:

- Ms. Le Thi Hien : Leader
- Ms. Tran Thi Nu : Member

## 3. The Vote Counting Committee:

- Ms Doan Thi Huong : Trưởng ban
- Ms Nguyen Thi Hao : Thành viên
- The meeting voted by raising voting cards

The list of the Presidium, the Secretariat, and the Vote Counting Committee were unanimously approved by the meeting with 99.996 of the voting shares at the meeting

## IV. Organization Regulations and the Meeting Agenda:

Ms. Lê Thị Hiền presented the Proposal on the Organization Regulations and the Agenda of the Meeting.

The General Meeting of Shareholders voted by raising voting cards and unanimously approved the proposal with 99.996 of voting shares represented at the Meeting.

The Presidium conducted the Meeting according to the approved agenda, which included the following contents:

- (1) Report of the Board of Directors and evaluation report of the Independent Member of the Board of Directors
- (2) Report of the Supervisory Board
- (3) Approval of the audited financial statements for 2025
- (4) Report on remuneration of the Management Board and the Chief Accountant for 2025
- (5) Approval of the appointment of the auditing firm for 2026
- (6) Approval of profit distribution for 2025 and remuneration of the Board of Directors and the Supervisory Board
- (7) Approval of the business and production plan for 2026
- (8) Approval of amendments to the Company's Charter
- (9) Approval of the dismissal and additional election of members of the Board of Directors

## V. REPORTS PRESENTED AT THE MEETING :

1. Proposal No. 04: Mr. Nguyễn Ngọc Liên – Chief Accountant, representing the Board of Directors, presented the Report of the Board of Directors on the Company's business operations in 2025 and the Evaluation Report of the Independent Board Member (details as per the attached reports).
2. Proposal No. 05: Ms. Đoàn Thị Hương, representing the Supervisory Board, presented the Report of the Supervisory Board on the results of inspection and supervision activities in 2025 (details as per the attached report).
3. Proposal No. 06: Audited Financial Statements for the year 2025 and the Report on remuneration of the Board of Directors, the Supervisory Board, and the salaries of the Management Board in 2025
  - The 2025 financial report audited by The branch of Sao Viet Auditing Company Limited has been posted on the Company's website <http://miraejsc.com/c46/bao-cao-tai-chinh.html>, and the official website of the Ho Chi Minh City Stock Exchange as prescribed, including the following basic financial indicators:

STT	Item	2025
1	Total assets	813,039,756,625
2	Equity	651,853,054,898
3	Net revenue	296,239,159,759
4	Profit after tax	5,694,754,166
5	Earnings per share	88

- **Board of Directors Remuneration, Salary and Bonus Report 2025:**

Name	Position	Remuneration	Note	Salary	Bonus	Total
Shin Young Sik	Chairman of The BODs.	36,000,000	Accounting for business expenses	1,575,101,193	206,849,270	1,781,950,463
Choi Young Ho	Non-executive members of the BODs	36,000,000	Accounting for business expenses	576,089,404	96,978,200	673,067,604
Kim Myung Joo	Independent members of the BODs.	36,000,000	Deducted from profit after tax	0	0	0
Shin Dong Yun	Non-executive members of the BODs	24,000,000	Accounting for business expenses	562,350,515	47,089,890	609,440,405
Shin Jae Eun	Non-executive members of the BODs	24,000,000	Accounting for business expenses	562,230,000	46,980,000	609,210,000
<b>Total</b>		<b>156,000,000</b>		<b>3,275,771,112</b>	<b>397,897,360</b>	<b>3,673,668,472</b>

- **Board of Supervisors Remuneration Report**

Name	Position	Remuneration	Note	Salary	Bonus	Total
Huỳnh Công Khanh	Head of the Board of Supervisory	24,000,000	Accounting for business expenses	160,264,600	8,364,000	168,628,600
Phan Thị Ngọc Bích	Member of the Board of Supervisory	24,000,000	Accounting for business expenses	160,590,800	10,382,000	170,972,800
Nguyễn Hoàng Từ Dung	Member of the Board of Supervisory	24,000,000	Accounting for business expenses	277,583,200	18,860,000	296,443,200
<b>Total</b>		<b>72,000,000</b>		<b>598,438,600</b>	<b>37,606,000</b>	<b>636,044,600</b>

- **Salary report of the Board of Management and Chief Accountant**

Name	Position	Salary	Bonus	Total
Park Hee Sung	General Manager	576,105,478	96,980,200	673,085,678
Shin Dong Jin	Deputy General Manager	633,313,235	52,920,610	686,233,845
Kim In Sou	Deputy General Manager	566,726,369	95,405,840	662,132,209
Nguyễn Ngọc Liên	Chief Accountant	283,266,117	23,760,000	307,026,117
<b>Total</b>		<b>2,059,411,198</b>	<b>269,066,650</b>	<b>2,328,477,848</b>

4. Proposal No.07: Approval of the selection of Auditing Company for 2026

**Mr. Nguyễn Ngọc Liên presented the proposal with the following key contents:**

Selection criteria

- Is a company operating legally in Vietnam and approved by the State Securities Commission to audit listed companies.
- Experienced in auditing companies with shares listed on the Vietnamese stock market;
- Reputable for audit quality;
- Highly qualified and experienced team of auditors;
- There are reasonable audit fees that are consistent with the audit quality based on

the review of audit fee proposals and audit scope.

List of selected audit units:

- (1). VACO Auditing Company Limited (VACO)
- (2). AASC Auditing Firm Company Limited
- (3). MOORE AISC Auditing and Information Technology Services Company Limited (AISC)
- (4). Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCS)
- (5). AFC Vietnam Auditing Company Limited (replacing Vietnam Auditing and Valuation Company Limited (VAE), as proposed in Proposal No. 07/2026/TT-ĐHĐCĐ dated April 3, 2026 of the Board of Directors).

Authorizing to the Board of Directors to select a specific auditing company in the above list to conduct the review of the semi-annual financial statements and audit the 2025 financial statements of Mirae Joint Stock Company.

5. Proposal No. 08: Approval of 2025 Profit Distribution, Remuneration for the Board of Directors and Supervisory Board
6. Mr. Nguyễn Ngọc Liên presented the proposal with the following contents:

No.	Item	2025 (VND)
1	Profit after tax	5,694,754,166
2	Fund allocation	1,423,688,542
	- Welfare bonus fund (10% of profit after tax)	569,475,417
	- Reserve fund for additional charter capital (5% of profit after tax)	284,737,708
	- Development investment fund (10% of profit after tax)	569,475,417
3	Remuneration, bonus for the Board of Directors, Supervisory Board	36,000,000
4	Dividends (No dividend, retained profits for future production and business development)	-
5	Retained profits after distribution	4,235,065,624

Remuneration of Board of Directors and Supervisory Board members:

- Board Member: 3,000,000 VND/month/person

Name	Position	Remuneration	Note
Shin Young Sik	Chairman of The BODs.	36,000,000	Accounting for business expenses
Choi Young Ho	Non-executive members of the BODs	36,000,000	Accounting for business expenses
Kim Myung Joo	Independent members of the BODs.	36,000,000	Deducted from profit after tax
Shin Dong Yun	Non-executive members of the BODs	24,000,000	Accounting for business expenses

Shin Jae Eun	Non-executive members of the BODs	24,000,000	Accounting for business expenses
<b>Total</b>		<b>156,000,000</b>	

- Board of Supervisors member: 2,000,000 VND/month/person

Name	Position	Remuneration	Note
Huỳnh Công Khanh	Head of the Board of Supervisory	24,000,000	Accounting for business expenses
Phan Thị Ngọc Bích	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
Nguyễn Hoàng Từ Dung	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
<b>Total</b>		<b>72,000,000</b>	

- Remuneration plan for the Board of Directors and Board of Supervisors in 2026:  
Board Member: 3,000,000 VND/month/person  
Board of Supervisors member: 2,000,000 VND/month/person  
Besides,  
Board members are paid for meals, accommodation, travel and other reasonable expenses when performing assigned duties.  
The members of the Supervisory Board are paid for meals, accommodation, travel, and the use of independent consulting services at a reasonable level

#### 7. Proposal No. 09: The business production plan for 2026

Mr. Nguyễn Ngọc Liên presented the proposal with the following contents:

Items	Plan 2026 (VND)
Sales (VND)	<b>314,013,509,345</b>
Padding	274,657,758,009
Quilting	19,557,635,391
Others	19,798,115,945
<b>Profit after tax</b>	<b>6,036,439,416</b>

#### 8. Proposal No. 10: Amendment to the Company's Charter

Mr. Nguyen Ngoc Lien presented the Proposal with the following contents:

Amendments compared with the currently effective Charter are as follows:

- **Article 3:**  
*The Company shall have one (01) legal representative, who is the General Director.*
- **Article 26, Clause 1:**  
**1. The Board of Directors shall consist of three (03) members.**

Reason for the amendment: To align with the practical management and operational requirements of the Company.

Other provisions remain unchanged.

These Amendments to the Charter shall constitute an integral part of the Charter of Mirae Joint Stock Company promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024

**9. Proposal No. 11: Approval of the resignation and election of new members of the Board of Directors**

Mr. Nguyen Ngoc Lien presented the Proposal with the following contents:

**1. Resignation of the Chairman and members of the Board of Directors, as follows:**

- Mr. Shin Young Sik submitted his resignation from the position of Chairman of the Board of Directors;
- Mr. Choi Young Ho, Mr. Shin Dong Yun, and Ms. Shin Jae Eun submitted their resignations from the position of Members of the Board of Directors.

**2. Additional election of members of the Board of Directors:**

- Number of additional members to be elected: 02 members;
- The nomination, self-nomination, and election shall be conducted in accordance with the Regulation on nomination, self-nomination, and additional election of members of the Board of Directors for the term 2024–2029 as attached;
- List of candidates includes:
  1. Mr. Park Hee Sung
  2. Mr. Kim In Sou

**VI. Discussion:**

The shareholders at the General Meeting had no comments or discussions

**VII. Voting:**

Shareholders vote on the proposals

1. Ms. Doan Thi Huong - Head of the Vote Counting Committee reads the Minutes of the Vote checking:

The total number of ballots collected is 10, representing 30,348,872 shares, equivalent to 99.996% of the shares with voting rights at the Meeting

Results of the ballot checking:

No.	Proposal	Contents	Total vote	Agree		Disagree		No Comment		Total valid votes	Total invalid votes	Vote result
				vote	%	vote	%	vote	%			
1	01	Approval of the Shareholder Eligibility Verification Committee	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
2	02	Approval of the list of the Presidium, the Secretariat, and the Vote Counting Committee	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
3	03	Approval of Meeting Organization Regulations and the Meeting Agenda	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
4	04	Report of the Board of Directors and Evaluation report of Board of Directors' independent member	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
5	05	Report of the Supervisory Board	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
6	06	Approval of the 2024 Audited Financial Statements and the 2024 Board of Directors' Remuneration Report	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
7	07	Approval of the selection of Auditing Company for 2025	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
8	08	Approval of 2024 profit distribution, remuneration for the Board of Directors & Supervisory Board	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
9	09	Approval of 2025 business plan	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved
10		Approval of the Meeting Minutes and The Meeting Resolution	30,348,872	30,348,872	99.996%	-	0%	-	0.000%	30,348,872	1,300	Approved

2. Ms. Doan Thi Huong – Head of the Vote Counting Committee – presented the Minutes of Vote Counting for the election of members of the Board of Directors:

List of elected members of the Board of Directors:

No.	Elected members	Vote
1	Mr. Park Hee Sung	30,348,872
2	Mr. Kim In Sou	30,348,872

#### VIII. APPROVED CONTENTS:

Based on the voting and counting results, the General Meeting of Shareholders unanimously approved the following contents:

- (1). Report of the Board of Directors and assessment report of the independent Board member
- (2). Report of the Supervisory Board
- (3). Approval of the audited financial statements for 2025 and Salary report of the Management Board and Chief Accountant for 2025
- (5). Approval of the selection of an auditing company for 2026
- (6). Approval of the distribution of profits for 2025, remuneration for the Board of Directors & Supervisory Board
- (7). Approval of the production and business plan for 2026
- (8) Approval of amendments to the Company's Charter
- (9) Approval of the resignations of Mr. Shin Young Sik, Mr. Choi Young Ho, Mr. Shin Dong Yun, and Ms. Shin Jae Eun, and approval of the list of elected members of the Board of Directors, including Mr. Park Hee Sung and Mr. Kim In Sou

#### IX. MEETING CLOSING

Ms. Le Thi Hien, on behalf of the Secretariat, presented the Minutes and Resolution of the Meeting. The General Shareholders' Meeting unanimously approved the Minutes and Resolution by raising voting cards with 99.996% of the voting shares at the Congress.

The Meeting closed at 10:00 a.m. on April 28, 2026

Secretariat



Trần Thị Nụ



Lê Thị Hiền

Presidium

Chairman



Members



CHOI YOUNG HO



NGUYỄN NGỌC LIÊN

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**MIRAE JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020
- Pursuant to the Charter of organization and operation of Mirae Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders dated April 28, 2026 of Mirae Joint Stock Company.

**GENERAL MEETING OF SHAREHOLDERS**  
**RESOLUTION**

**Article 1. Approve the Report of the Board of Directors and the Evaluation Report of the independent Board member (enclosed)**

**Article 2. Approve the report of the Supervisory Board (enclosed)**

**Article 3. Approve the audited financial statements for 2025**

The 2025 financial report audited by Sao Viet Auditing Company Limited has been posted on the Company's website <http://miraejsc.com/c46/bao-cao-tai-chinh.html>, and the official website of the Ho Chi Minh City Stock Exchange as prescribed, including the following basic financial indicators:

STT	Target	2025 (VND)
1	Total assets	813,039,756,625
2	Equity	651,853,054,898
3	Net revenue	296,239,159,759
4	Profit after tax	5,694,754,166
5	Basic earnings per share	88

**Article 4. Approve the Remuneration Report of the Board of Directors, Board of Supervisors and the Salary of the Board of Directors in 2025:**

Name	Position	Remuneration	Note	Salary	Bonus	Total
Shin Young Sik	Chairman of The BODs.	36,000,000	Accounting for business expenses	1,575,101,193	206,849,270	1,781,950,463
Choi Young Ho	Non-executive members of the BODs	36,000,000	Accounting for business expenses	576,089,404	96,978,200	673,067,604
Kim Myung Joo	Independent members of the BODs.	36,000,000	Deducted from profit after tax	0	0	0
Shin Dong Yun	Non-executive members of the BODs	24,000,000	Accounting for business expenses	562,350,515	47,089,890	609,440,405
Shin Jae Eun	Non-executive members of the BODs	24,000,000	Accounting for business expenses	562,230,000	46,980,000	609,210,000
<b>Total</b>		<b>156,000,000</b>		<b>3,275,771,112</b>	<b>397,897,360</b>	<b>3,673,668,472</b>



Name	Position	on	Note	Salary	Bonus	Total
Huỳnh Công Khanh	Head of the Board of Supervisory	24,000,000	Accounting for business expenses	160,264,600	8,364,000	168,628,600
Phan Thị Ngọc Bích	Member of the Board of Supervisory	24,000,000	Accounting for business expenses	160,590,800	10,382,000	170,972,800
Nguyễn Hoàng Từ Dung	Member of the Board of Supervisory	24,000,000	Accounting for business expenses	277,583,200	18,860,000	296,443,200
<b>Total</b>		<b>72,000,000</b>		<b>598,438,600</b>	<b>37,606,000</b>	<b>636,044,600</b>

Name	Position	Salary	Bonus	Total
Park Hee Sung	General Manager	576,105,478	96,980,200	673,085,678
Shin Dong Jin	Deputy General Manager	633,313,235	52,920,610	686,233,845
Kim In Sou	Deputy General Manager	566,726,369	95,405,840	662,132,209
Nguyễn Ngọc Liên	Chief Accountant	283,266,117	23,760,000	307,026,117
<b>Total</b>		<b>2,059,411,198</b>	<b>269,066,650</b>	<b>2,328,477,848</b>

**Article 5. Approve the selection of an independent auditing company for 2026 as follows:**

1. Selection criteria:
  - + Is a company operating legally in Vietnam and approved by the State Securities Commission to audit listed companies.
  - + Experienced in auditing companies with shares listed on the Vietnamese stock market;
  - + Reputable for audit quality;
  - + Highly qualified and experienced team of auditors;
  - + There are reasonable audit fees that are consistent with the audit quality based on the review of audit fee proposals and audit scope.
2. List of selected audit units:
  - (1). VACO Auditing Company Limited (VACO)
  - (2). AASC Auditing Firm Company Limited
  - (3). MOORE AISC Auditing and Information Technology Services Company Limited (AISC)
  - (4). Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCS)
  - (5). AFC Vietnam Auditing Company Limited
3. Authorize the Board of Directors to select a specific auditing company from the above list to review the semi-annual financial statements and audit the 2026 financial statements of Mirae Joint Stock Company.

**Article 6. Approve 2025 profit distribution, remuneration for Board of Directors & Supervisory Board:**

1. Approving the distribution of 2025 profits and remuneration for the Board of Directors and the Board of Supervisors as follows:

No.	Item	2025 (VND)
1	<b>Profit after tax</b>	<b>5,694,754,166</b>
2	<b>Fund allocation</b>	<b>1,423,688,542</b>
	- Welfare bonus fund (10% of profit after tax)	<b>569,475,417</b>
	- Reserve fund for additional charter capital (5% of profit after tax)	<b>284,737,708</b>
	- Development investment fund (10% of profit after tax)	<b>569,475,417</b>
3	<b>Remuneration, bonus for the Board of Directors, Supervisory Board</b>	<b>36,000,000</b>
4	<b>Dividends (No dividend, retained profits for future production and business development)</b>	-
5	<b>Retained profits after distribution</b>	<b>4,235,065,624</b>

Details of remuneration for the Board of Directors and the Board of Supervisors are as follows:

- Board Member: 3,000,000 VND/month/person

Name	Position	Remuneration	Note
Shin Young Sik	Chairman of The BODs.	36,000,000	Accounting for business expenses
Choi Young Ho	Non-executive members of the BODs	36,000,000	Accounting for business expenses
Kim Myung Joo	Independent members of the BODs.	36,000,000	Deducted from profit after tax
Shin Dong Yun	Non-executive members of the BODs	24,000,000	Accounting for business expenses
Shin Jae Eun	Non-executive members of the BODs	24,000,000	Accounting for business expenses
<b>Total</b>		<b>156,000,000</b>	

- Board of Supervisors member: 2,000,000 VND/month/person

Name	Position	Remuneration	Note
Huỳnh Công Khanh	Head of the Board of Supervisory	24,000,000	Accounting for business expenses
Phan Thị Ngọc Bích	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
Nguyễn Hồng Từ Dung	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
<b>Total</b>		<b>72,000,000</b>	

2. Remuneration budget for the Board of Directors and Board of Supervisors in 2026:

- Board Member: 3,000,000 VND/month/person
- Board of Supervisors member: 2,000,000 VND/month/person

Besides,

- Board members are paid for meals, accommodation, travel and other reasonable expenses when performing assigned duties.
- The members of the Supervisory Board are paid for meals, accommodation, travel, and the use of independent consulting services at a reasonable level.

**Article 7. Approve 2026 business plan:**

Items	Plan 2026 (VND)
<b>Sales (VND)</b>	<b>314,013,509,345</b>
Padding	274,657,758,009
Quilting	19,557,635,391
Others	19,798,115,945
<b>Profit after tax</b>	<b>6,036,439,416</b>

**Article 8. Approval of the Amendment to the Company Charter**

The Charter of the Company issued under Resolution No. 01/2024/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders dated April 26, 2024 is hereby amended as follows:

- Amendments:
  - Article 3:  
*The Company shall have one (01) legal representative, who is the General Director.*
  - Article 26, Clause 1:  
*The Board of Directors shall consist of three (03) members*
- Reason for the amendment: To align with the practical management and operational requirements of the Company
- All other provisions of the Charter of Mirae Joint Stock Company promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024 shall remain unchanged and continue to be in full force and effect.
- The amended Charter attached shall constitute an integral part of the Charter of Mirae Joint Stock Company promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024.

**Article 9. Approval of the resignation and the election of additional members of the Board of Directors**

- Approval of the resignation of Mr. Shin Young Sik from the position of Chairman of the Board of Directors.
- Approval of the resignation of Mr. Choi Young Ho, Mr. Shin Dong Yun and Ms. Shin Jae Eun from the position of members of the Board of Directors.
- Election of two (02) additional members of the Board of Directors. The elected members are: Mr. Park Hee Sung and Mr. Kim In Sou.

**Article 10. Terms of enforcement**

This Resolution takes effect immediately after being approved by the 2026 Annual General Meeting of Shareholders on April 28, 2026.

The Board of Directors and the Board of Management of Mirae Joint Stock Company are responsible for organizing the implementation of this Resolution.

THE GENERAL SHAREHOLDERS' MEETING  
CHAIRMAN



**REPORT OF THE BOARD OF DIRECTORS  
MIRAE JOINT STOCK COMPANY**

*(Submitted to the 2026 Annual General Meeting of Shareholders)*

*Dear Presidium,  
Dear Delegates,  
Dear Shareholders,*

Pursuant to :

- *Enterprise Law No. 59/2020/QH14 dated June 17, 2020*
- *Charter of Mirae Joint Stock Company;*
- *Working regulations of the Board of Directors;*
- *Audited financial statements for 2025 of Mirae Joint Stock Company.*

The Board of Directors of Mirae Joint Stock Company would like to report on its 2025 activities with the following contents:

**I. MEMBERS OF THE BOARD OF DIRECTORS**

List of Members of the Board of Directors for the 2024–2029 Term:

- 1) Mr. Shin Young Sik – Chairman
- 2) Mr. Choi Young Ho – Member
- 3) Ms. Kim Myung Joo – Independent Member
- 4) Mr. Shin Dong Yun – Member
- 5) Ms. Shin Jae Eun – Member

**II. BUSINESS RESULTS**

**1. General assessment**

In 2025, the global apparel market continued to show signs of recovery following the previous period of decline; however, growth remained unstable due to the prolonged effects of inflation, macroeconomic volatility, and shifts in consumer behavior in major markets such as the United States and Europe. In addition, the rapid expansion of online retail channels, together with increasingly stringent requirements regarding traceability and sustainability within supply chains, has posed significant challenges for enterprises in the textile and garment industry.

In this context, Vietnam’s textile and garment sector maintained positive growth momentum, with export turnover in 2025 estimated at approximately USD 46 billion, an increase compared to 2024, thereby continuing to affirm Vietnam’s position as one of the world’s three largest textile and garment exporters. Nevertheless, competition within the industry has intensified, particularly from countries benefiting from lower production costs and strong export-support policies.

Contrary to the overall recovery trend of the industry, the Company’s business performance in 2025 did not achieve the expected results. Net revenue reached VND 296.24 billion, representing a decrease of 28.0% compared to 2024, while profit after tax amounted to VND 5.69 billion, down 16.9% year-on-year. These results reflect a decline in orders for the Company’s key products amid continued fluctuations in demand in major export markets and increasingly fierce price competition.

Overall, 2025 remained a challenging year for the Company as it had to adapt to rapidly changing market conditions while maintaining stable production and business operations and safeguarding financial efficiency in the face of rising input costs and intensifying competitive pressure.

**2. Specific indicators**

**2.1. Revenue by product groups of the Company**

Product	Revenue 2024 (VND)	Revenue 2023 (VND)	Change (VND)	Change (%)
Padding	259,111,092,461	357,402,650,537	-98,291,558,076	-27.50%
Quilting	18,450,599,425	16,197,863,279	2,252,736,146	13.91%
Others	18,677,467,873	38,023,543,926	-19,346,076,053	-50.88%
Total	296,239,159,759	598,974,736,935	-302,735,577,176	-50.54%

**2.2. Production and business results:**

No.	Item	2025	2024
1	Revenues from sales and services rendered	296,239,159,759	411,624,057,742
2	Revenue deductions	-	-
3	Net revenues from sales and services rendered	296,239,159,759	411,624,057,742
4	Costs of goods sold	243,714,102,849	355,488,152,489
5	Gross revenues from sales and services rendered	52,525,056,910	56,135,905,253
6	Financial income	2,505,611,723	6,031,672,468
7	Financial expenses	10,641,616,492	13,882,260,576
8	Selling expenses	14,311,837,170	17,939,193,371
9	General administration expenses	19,642,707,664	19,668,402,701
10	Net profits from operating activities	10,434,507,307	10,677,721,073
11	Other income	493,939,736	976,953,182
12	Other expenses	2,745,866,832	2,080,937,706
13	Other profits	- 2,251,927,096	- 1,103,984,524
14	Total net profit before tax	8,182,580,211	9,573,736,549
15	Current corporate income tax expenses	2,487,826,045	2,719,376,059
16	Deferred corporate income tax expenses	-	-
17	Profits after enterprise income tax	5,694,754,166	6,854,360,490
18	Earning per share	88	103

**2.3. Compare 2025 business results with 2025 plan and 2024 implementation:**

Item	Performance 2023	Plan 2024	Performance 2024	Performance over plan 2024	Change in 2024
Revenue	411,624,057,742	433,000,000,000	296,239,159,759	-31.58%	-28.03%
Owner's equity	646,879,736,781	654,129,736,781	651,853,054,898	-0.35%	0.77%
Profit after tax	6,854,360,490	7,250,000,000	5,694,754,166	-21.45%	-16.92%
Net profit margin	1.67%	1.67%	1.92%		
ROE	1.06%	1.11%	0.87%		

- In 2025, the Company's net revenue reached VND 296.24 billion, representing a decrease of 28.03% compared to 2024 and achieving only 68.42% of the annual plan. This decline was primarily

attributable to reduced sales volume in the Company's core products, namely padding and quilting, as demand for winter-related and higher value-added products had not yet shown a clear recovery.

- In terms of market developments, although Vietnam's textile and garment industry continued to recover in 2025, the pace of recovery varied across different segments. Orders within the raw materials supply chain – which constitutes the Company's main line of business – typically lagged behind the recovery in the finished garment segment, preventing the Company from fully capitalizing on the market's growth momentum during the year.
- In addition, global consumption trends remained focused on lightweight knitwear and fast-fashion products, while demand for winter apparel – the primary end-use market for the Company's products – recovered at a slower pace. Intensifying competition among regional manufacturers exerted downward pressure on selling prices, directly affecting the Company's revenue and profit margins.
- In this context, in order to maintain long-term relationships with customers and stabilize production output, the Company continued to implement support measures such as flexible pricing policies, increased discounts, and partial sharing of logistics costs. While these measures helped preserve market share, they also negatively impacted revenue and short-term business performance.
- Regarding costs, although the Company implemented cost-control and reduction measures, the overall cost base only declined marginally due to the high proportion of fixed costs in its cost structure. Specifically, finance expenses decreased to VND 10.64 billion, while selling expenses and general and administrative expenses amounted to VND 14.31 billion and VND 19.64 billion, respectively. These reductions were not commensurate with the decrease in revenue, thereby placing significant pressure on the Company's profitability.
- The sharp decline in revenue, coupled with only limited reductions in costs, resulted in a continued deterioration in the Company's business performance. Profit before tax for 2025 reached VND 8.18 billion, down from VND 9.57 billion in 2024, while profit after tax amounted to VND 5.69 billion, representing a 16.92% decrease year-on-year and achieving only 78.55% of the annual target.

### **III. BUSINESS PLAN AND SOLUTIONS TO PERFORM THE COMPANY'S TASKS IN 2025**

#### **I. Advantages and Challenges in the Company's Business Operations:**

##### **1.1. Challenges**

- **Intensifying international competition**  
The Company continues to face strong competitive pressure from both domestic enterprises and major textile-producing countries such as China, Bangladesh, India, and several ASEAN members. These competitors benefit from economies of scale, lower labor costs, and supportive export policies, thereby exerting downward pressure on selling prices and profit margins.
- **Geopolitical instability and armed conflicts affecting global supply chains**  
Ongoing conflicts in the Middle East and other strategic regions in 2026 have increased risks to key maritime routes such as the Red Sea and the Strait of Hormuz. This has resulted in longer transit times, higher war risk insurance premiums, and significantly increased freight costs. These disruptions have affected delivery schedules, increased logistics expenses, and directly impacted the export activities of Vietnamese enterprises, including those in the textile sector.
- **Rising energy and raw material costs due to global conflicts**  
Military conflicts and geopolitical tensions have driven up global oil and gas prices, leading to higher production costs for synthetic fibers and petrochemical-based raw materials. This development has had a particularly significant impact on polyester material manufacturers such as the Company, whose input costs are highly dependent on global oil prices.
- **Increased logistics, insurance costs, and extended delivery times**  
Due to route diversions and the imposition of war risk surcharges by shipping lines, Vietnamese exporters have been facing rising transportation and insurance costs, while delivery times may be extended by 10–20 days compared to normal conditions. This has placed additional pressure on cash flow, production planning, and the Company's ability to meet delivery commitments to international customers.
- **Weakening global consumer demand amid economic uncertainty**  
Global trade growth is expected to slow in 2026 due to high interest rates, persistent inflation, and geopolitical instability, prompting fashion brands to reduce or postpone orders. This trend has made the textile and garment market more volatile and less predictable than in previous years.
- **Increasing pressure to comply with environmental and traceability standards**

Major markets such as the European Union and the United States continue to enforce stricter regulations on carbon emissions, recycling, and supply chain transparency. As a result, enterprises are required to invest significantly in environmental management systems, chemical management, and cleaner production technologies, leading to higher short-term costs.

## 1.2. Advantages

- **Benefits from Vietnam’s extensive network of free trade agreements**  
Vietnam is among the countries with the most comprehensive network of free trade agreements in the region, including the CPTPP, EVFTA, and RCEP. These agreements enable enterprises to access major markets under preferential tariff regimes and provide greater trade stability amid global uncertainties.
- **Supply chain diversification away from high-risk regions**  
Prolonged geopolitical tensions and conflicts have prompted many international brands to diversify their supply chains and shift orders to politically stable countries such as Vietnam. This creates opportunities for domestic enterprises, particularly raw material suppliers, to expand market share and establish long-term relationships with international customers.
- **Competitive advantage through sustainability certifications**  
The Company’s achievement and maintenance of international certifications such as Bluesign®, GRS, HIGG FEM, and HIGG FSLM enable it to meet the increasingly stringent environmental and social responsibility requirements of global brands. In the context of tightening sustainable supply chain regulations, these certifications represent a key competitive advantage, allowing the Company to access premium customers and secure more stable orders.
- **Stable relationships with customers and suppliers**  
Through many years of operation in the textile padding materials sector, the Company has built a stable network of customers and suppliers. This has helped mitigate supply disruption risks and maintain production capacity even during periods of market volatility.
- **Rising long-term demand for recycled and sustainable materials**  
Green consumption trends and the circular economy are becoming new standards in the global fashion industry. With prior investments in recycled products and internationally compliant chemical management systems, the Company is well positioned to expand its product portfolio and enhance value-added in the medium and long term

## 2. Production and business plan for 2026:

Items	Plan 2026 (VND)
<b>Sales (VND)</b>	<b>314,013,509,345</b>
Padding	274,657,758,009
Quilting	19,557,635,391
Others	19,798,115,945
<b>Profit after tax</b>	<b>6,036,439,416</b>

## 3. Solutions to implement the 2026 plan

### 3.1. Production and business:

- **Enhancing Competitiveness for Core Products: Padding and Quilting.**
  - By prioritizing product quality as the key competitive advantage to capture challenging niche markets, the Company will optimize production processes and enforce rigorous quality control at its factories, ensuring products remain consistently stable and compliant with standards.
  - The Company is committed to continuously refining its management systems for product quality, environmental protection, occupational safety, and social responsibility. Simultaneously, it will research and develop green energy products aimed at sustainable growth, thereby establishing a competitive edge to meet the stringent demands of major markets such as the USA and Europe.
  - The Company will intensify its marketing strategies to expand market reach and acquire new customers, particularly through collaboration with Mirae Fiber Tech to participate in international apparel trade fairs, promoting the Company's image and high-end padding brands like UNIFIL and PUFFIAN to potential clients.

- Effective Cost Management and Savings
  - The Company will review and establish reasonable cost standards and regularly analyze cost fluctuations to make timely adjustments.
  - All employees are encouraged to adopt a cost-conscious mindset in every aspect of the Company's operations, contributing to overall business efficiency.

**3.2. Human resource management:**

- By establishing quality, environmental, and occupational safety management systems in accordance with the standards of the Bluesign System and Global Recycle Standard, the Company's working environment has significantly improved, thereby maximizing employee productivity and contributing to overall production efficiency.
- The Company places special emphasis on training and developing its human resources, while also implementing practical welfare programs designed to foster long-term employee commitment and better prepare for future expansion demands.

**3.3. Investment projects**

- Amid the highly volatile global economic environment, the Company currently does not have any new investment plans and remains focused on improving and upgrading its existing production lines. This strategy aims to maintain stable production operations while actively researching international markets to boost exports during the economic recovery cycle. Based on actual developments, the Company will develop specific, flexible, and effective strategies.

**IV. SUMMARY OF RESOLUTIONS OF THE BOARD OF DIRECTORS IN 2025**

In 2025, the Board of Directors held meetings to discuss key issues including:

No.	Resolution No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT	25/02/2025	Approval of the convening of the 2025 Annual General Meeting of Shareholders	100%
2	02/2025/NQ-HĐQT	03/04/2025	Approval of the 2025 Annual General Meeting of Shareholders Documents	100%
3	03/2025/NQ-HĐQT	20/05/2025	Signing the 2025 audit contract	100%
4	03/2025/NQ-HĐQT	20/05/2025	Approval of the credit limit at VietinBank	100%
5	05/2025/NQ-HĐQT	06/11/2025	Approval of the credit limit at Orient Commercial Joint Stock Bank (OCB)	100%
6	06/2025/NQ-HĐQT	15/12/2025	Approval of the loan from Agribank	100%

**V. REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025**

According to the 2025 profit distribution plan approved at the 2025 Annual General Meeting of Shareholders, members of the Board of Directors and members of the Supervisory Board will receive remuneration of VND 3 million and VND 2 million per month, respectively.

- Chairman and members of the Board of Directors: VND 3,000,000/person/month.

Name	Position	Remuneration	Note
Shin Young Sik	Chairman of The BODs.	36,000,000	Accounting for business expenses
Choi Young Ho	Non-executive members of the BODs	36,000,000	Accounting for business expenses

Kim Myung Joo	Independent members of the BODs.	36,000,000	Deducted from profit after tax
Shin Dong Yun	Non-executive members of the BODs	24,000,000	Accounting for business expenses
Shin Jae Eun	Non-executive members of the BODs	24,000,000	Accounting for business expenses
Total		156,000,000	

- Head and members of the Board of Supervisors: VND 2,000,000/person/month.

Name	Position	Remuneration	Note
Huỳnh Công Khanh	Head of the Board of Supervisory	24,000,000	Accounting for business expenses
Phan Thị Ngọc Bích	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
Nguyễn Hoàng Từ Dung	Member of the Board of Supervisory	24,000,000	Accounting for business expenses
Total		72,000,000	

## VI. REPORT ON TRANSACTIONS WITH BOARD MEMBERS AND RELATED PERSONS

1. Transactions between the Company and members of the Board of Directors and related persons:

Status	Board Member	Relationship with the company	Time of transaction with the company	Content, quantity, Total transaction value	Note
1	Mirae Fiber Tech Company	Major shareholder, Mr. Shin Young Sik - Chairman of the Board of Directors of Mirae Corporation is also the chairman of Mirae Fiber Tech Company.	Value of transactions in 2025	- Purchase: 5,235,283,615 VND - Sales / 5,146,748,819 VND	Transactions with Mirae Fiber Tech Company are regular transactions of goods purchase and sale, complying with the provisions of Decision No. 08/2008/QĐ-HĐQT dated June 16, 2008 and Resolution No. 05/2013/NQ-HĐQT dated September 9, 2013, and replacement Resolution No. 08/2022/NQ-HĐQT dated December 13, 2022.

2. Transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 3 years:

Stat us	Board Member	Relationship with the company	Time of transaction with the company	Content, quantity, Total transaction value	Note
1	Mirae Fiber Tech Company	Major shareholder, Mr. Shin Young Sik - Chairman of the Board of Directors of Mirae Corporation is also the chairman of Mirae Fiber Tech Company.	Value of transactions in 2025	- Purchase: 5,235,283,615 VND - Sales / 5,146,748,819 VND	Transactions with Mirae Fiber Tech Company are regular transactions of goods purchase and sale, complying with the provisions of Decision No. 08/2008/QD-HDQT dated June 16, 2008 and Resolution No. 05/2013/NQ-HDQT dated September 9, 2013, and replacement Resolution No. 08/2022/NQ-HDQT dated December 13, 2022.

#### VII. REPORT ON PERFORMANCE OF INDEPENDENT BOARD MEMBERS

The independent member of the board of directors is Ms. KIM MYUNG JOO, a member who has no interest or personal relationship with the managers, executives, or major shareholders. In 2024, the independent Board member fully participated in the Board of Directors' meetings and fully performed the responsibilities of a Board member, ensuring the objectivity and transparency of the Board of Directors' decisions.

#### VIII. SUPERVISION REPORT OF THE MANAGEMENT BOARD

- The Company's General Manager has complied with the law, operating regulations, governance regulations and implemented the resolutions of the General Meeting of Shareholders and the Board of Directors in the right direction, quickly, flexibly and effectively.
- The General Manager of the Company has reported honestly, accurately and promptly all aspects of the Company's operations to the Board of Directors.
- Deputy General Manager in charge of each field expertise, has supported the General Director in daily management work, implementing resolutions of the General Meeting of Shareholders and the Board of Directors

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



CÔNG TY  
CỔ PHẦN  
MIRAE  
THUẬN AN-T. BÌNH DƯƠNG

Shin Young Sik

Number: 02/2026 /BC-HĐQT

Binh Duong, April 3, 2026

**EVALUATION REPORT  
OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS  
MIRAE JOINT STOCK COMPANY**

(Submitted to the 2026 Annual General Meeting of Shareholders)

Dear Presidium,

Dear delegates,

Dear shareholders,

*Pursuant to:*

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020
- Charter of Mirae Joint Stock Company;
- Working regulations of the Board of Directors;

Independent member of the Board of Directors (BOD) of Mirae Joint Stock Company reported on the evaluation of the BOD's activities in 2025 with the following main contents:

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

- In 2025, Mirae Joint Stock Company Board of Directors consists of 5 members, including one independent member - Ms. Kim Myung Joo.

Full name	Position
Shin Young Sik	Chairman of the Board Non-executive member
Choi Young Ho	Board Member Non-executive member
Kim Myung Joo	Independent Board Member
Shin Dong Yun	Board Member Non-executive member
Shin Jae Eun	Board Member Non-executive member

**2. General assessment of the Board of Directors' performance**

- In 2025, the Board of Directors of the Company completed its responsibilities for strategic

planning, medium-term development plans and annual business plans of the Company.

- Review the report of the Internal Audit Board and monitor the correction of non-conformities, promptly make adjustments.
- All activities of the Board of Directors in 2025 have complied with the Company Charter, Governance Regulations and standard practices on corporate governance.

### **3. Evaluation of the organization of the Board of Directors' meetings**

- In 2025, the Company's Board of Directors regularly organized periodic and extra ordinary meetings as prescribed to monitor and orient the Company's business activities.
- The Board of Directors meetings were convened and held with a specific schedule, fully prepared documents in compliance with the provisions of the Company Charter and Legal Regulations. The content of the meetings was carefully discussed and evaluated by the Board of Directors members.
- All issues are approved by independent and objective voting, ensuring the highest benefit of the Company.

### **4. Supervision of the Board of Directors**

- The Board of Directors has supervised and directed the General Manager in the operation and implementation of business plans, leading the company through the harsh period of the garment industry and the economy in general.
- Board of Directorshas properly performed its role and responsibility in directing, supporting, and supervising the Board of Directors in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, governance rules, and for the benefit of the Company and shareholders.

**INDEPENDENT BOARD MEMBER**



**REPORT OF THE SUPERVISORY BOARD***(Submitted to the 2026 Annual General Meeting of Shareholders)**Pursuant to :*

- *Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*
- *Charter of MIRAE Joint Stock Company;*
- *Audited financial statements 2025 of MIRAE Joint Stock Company.*

In exercising its responsibilities and powers according to the functions and tasks prescribed in the Company Charter, in 2025, the Supervisory Board reported its activities including the following contents:

**I. INFORMATION ABOUT THE SUPERVISORY BOARD IN 2025:**

List of Supervisory Board members for the term 2024-2029:

<b>Full name</b>	<b>Position</b>
Huynh Cong Khanh	Head of Supervisory Board
Nguyen Hoang Tu Dung	Board Member
Phan Thi Ngoc Bich	Board Member

**II. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025:**

The activities of the Supervisory Board in 2025 were carried out in accordance with legal regulations and the company's charter, including:

- Supervising the Board of Directors in activities such as reviewing and establishing business plans, appointing an independent auditing firm.
- Reviewing quarterly financial reports to assess the accuracy and reasonableness of financial data, as well as examining mid-year and annual financial statements. Additionally, the Supervisory Board worked closely with the auditing firm to evaluate the impact of any accounting and auditing errors, ensuring transparency in the company's financial activities.
- Assessing the appropriateness of regulations and procedures related to the circulation of accounting documents.
- Monitoring the company's compliance with legal obligations, including tax duties, social insurance, health insurance, and other financial obligations.
- Throughout the execution of its duties, the Supervisory Board received full support from the Board of Directors and the Executive Board, enabling it to effectively fulfill its responsibilities.

**III. MEETINGS AND DECISIONS OF THE SUPERVISORY BOARD:**

In 2025, the Supervisory Board held meetings prior to the Annual General Meeting of Shareholders to finalize its report for submission to the General Meeting, discuss recommendations to the Board of Directors, and review the selection of the auditing firm chosen by the Board of Directors. The Supervisory Board also conducted meetings to review its activities, engage in regular internal discussions, and coordinate closely with the Board of Directors and the Management Board to ensure that the Company's operations align with regulations and safeguard the interests of shareholders.

**IV. MANAGEMENT AND EXECUTIVE WORK OF THE BOARD OF DIRECTORS AND MANAGEMENT BOARD:**

**1. Supervision, management and operation of the Board of Directors:**

The Supervisory Board highly appreciates the Board of Directors' efforts in overseeing the Company's operations and monitoring the Management Board's management. The Board of Directors has approved key matters related to the organizational structure, staff appointments, transfers, and assignments, the investment budget plan, investments in production line equipment, and the salary and remuneration policies for the Board of Directors, the Supervisory Board, and the Management Board.

The Board of Directors has consistently held regular and ad hoc meetings as required to carry out its supervisory role and provide strategic direction for the Company's business activities.

**2. The activities of the Company's Management Board**

*2.1. Business implementation:*

The Supervisory Board highly appreciates the Management Board's efforts in managing the Company's business operations throughout the past challenging year. The Management Board implemented timely and flexible measures to manage working capital effectively, ensuring financial stability across all activities.

The Company successfully maintained supply contracts for padding with long-standing customers in the U.S. and European markets, meeting product quality requirements, passing evaluations, and securing long-term commitments from customers.

*2.2. Compliance with State policies and Management Board's decisions:*

The Management Board has strictly adhered to the current regulations of State Law, the Company's Organizational and Operational Charter, and the Resolutions and Decisions of the Board of Directors, fulfilling the commitments between the Board of Directors and the General Director. During the past operational period, the Supervisory Board has not detected any irregularities in the management and administration of the General Director and other management positions within the Company.

*2.3. Accounting Practices:*

The calculation, recording, and reporting of financial data have been conducted truthfully, in accordance with applicable principles and regulations governing the preparation, recording, circulation, use, storage, and preservation of accounting documents, ensuring legality, accuracy, and compliance.

Overall, the figures in the Company's Financial Statements accurately and reasonably reflect the Company's financial position as of December 31, 2025, in all material aspects. These statements comply with the prevailing Vietnamese Accounting Standards, accounting regulations, and relevant legal provisions.

*2.4. Supervision of Transactions with Related Parties:*

Transactions involving internal personnel and related parties have been conducted transparently and in full compliance with legal regulations and disclosure requirements. There were no conflicts of interest, complaints, or legal disputes in 2025.

*2.5. Implement policies for employees.*

The rights and benefits of employees have been ensured in accordance with the Labor Law and the Company's Organizational and Operational Charter. Monthly salaries have been paid promptly and in full as per regulations, with the average monthly income per worker at the Binh Duong factory reaching 13,109,953 VND and at the Hung Yên factory 13,643,589 VND.

The execution of labor contracts between employers and employees has complied with State regulations and the Labor Law, including full registration of social insurance and health insurance for employees. Social and health insurance contributions have been paid in a timely manner, in compliance with social insurance regulations.

Political and social organizations, such as the labor union, have been actively supported with necessary time and financial resources for their operations in accordance with State regulations and the Enterprise Law. Reward and recognition policies for employee achievements have also been consistently maintained

**V. SUMMARY OF THE COMPANY'S FINANCIAL SITUATION FOR THE YEAR 2025:**

By the end of 2025, the Supervisory Board did not identify any irregularities in the Company's production, business, or financial activities. All operations were conducted in compliance with the Company's Charter and internal regulations.

The Supervisory Board concurs with the auditor's opinion on the Company's Financial Statements for the fiscal year ending December 31, 2025.

The Company's financial situation as of December 31, 2025, is summarized as follows:

**1. Business results in 2025:**

Article	2024	2025		Performance/ Plan
		Plan	Performance	
Owner's equity	646,879,736,781	654,129,736,781	651,853,054,898	0.77%
Revenue	411,624,057,742	433,000,000,000	296,239,159,759	-28.03%
Profit after tax	6,854,360,490	7,250,000,000	5,694,754,166	-16.92%
Net profit margin	1.67%	1.67%	1.92%	15.44%
ROE	1.06%	1.11%	0.87%	-17.55%
EPS	103.25	110.83	88	-14.77%

2. Summary of the Company's financial statement as of December 31, 2025:

Unit: VND

Item	31/12/2025	01/01/2025	Change	
	(Audited)	(Audited)	Amount	%
<b>SHORT-TERM ASSETS</b>	<b>587,141,646,932</b>	<b>656,635,297,067</b>	<b>-69,493,650,135</b>	<b>-10.58%</b>
Cash and cash equivalents	10,916,757,687	19,043,041,946	-8,126,284,259	-42.67%
Short-term receivables	192,837,578,147	162,966,461,787	29,871,116,360	18.33%
Inventories	380,056,927,167	470,613,917,627	-90,556,990,460	-19.24%
Other current assets	3,330,383,931	4,011,875,707	-681,491,776	-16.99%
<b>LONG-TERM ASSETS</b>	<b>225,898,109,693</b>	<b>203,938,277,417</b>	<b>21,959,832,276</b>	<b>10.77%</b>
Long-term receivables	0	0	0	0.00%
Fixed assets	207,170,235,725	185,785,204,249	21,385,031,476	11.51%
Long-term assets in progress	5,446,587,851	5,593,050,468	-146,462,617	-2.62%
Other long-term assets	13,281,286,117	12,560,022,700	721,263,417	5.74%
<b>TOTAL ASSETS</b>	<b>813,039,756,625</b>	<b>860,573,574,484</b>	<b>-47,533,817,859</b>	<b>-5.52%</b>
<b>Short-term liabilities</b>	<b>160,976,701,727</b>	<b>211,665,837,703</b>	<b>-50,689,135,976</b>	<b>-23.95%</b>
Short-term trade payables	15,738,518,823	19,880,624,987	-4,142,106,164	-20.83%
Short-term prepayments from customers	60,793,729	10,801,726	49,992,003	462.81%
Taxes and other payables to government budget	3,049,173,513	2,967,087,867	82,085,646	2.77%
Payables to employees	2,776,596,440	4,166,597,338	-1,390,000,898	-33.36%
Short-term accrued expenses	1,739,293,784	733,445,876	1,005,847,908	137.14%
Other short-term payables	785,352,170	5,886,863,410	-5,101,511,240	-86.66%
Long-term loans and finance lease liabilities	124,096,456,744	165,971,276,024	-41,874,819,280	-25.23%
Bonus and welfare fund	12,730,516,524	12,049,140,475	681,376,049	5.65%
<b>Long-term liabilities</b>	<b>210,000,000</b>	<b>2,028,000,000</b>	<b>-1,818,000,000</b>	<b>-89.64%</b>
Long-term loans and finance lease liabilities	210,000,000	2,028,000,000	-1,818,000,000	-89.64%
<b>Owner's equity</b>	<b>651,853,054,898</b>	<b>646,879,736,781</b>	<b>4,973,318,117</b>	<b>0.77%</b>
Contributed capital	568,814,430,000	568,814,430,000	0	0.00%
Surplus equity	0	0	0	0.00%
Treasury shares	-35,432,213	-35,432,213	0	0.00%
Development and investment funds	19,528,184,610	18,842,748,561	685,436,049	3.64%
Other equity funds	9,537,528,754	9,194,810,730	342,718,024	3.73%
Undistributed profit after tax	54,008,343,747	50,063,179,703	3,945,164,044	7.88%
<b>TOTAL SOURCES</b>	<b>813,039,756,625</b>	<b>860,573,574,484</b>	<b>-47,533,817,859</b>	<b>-5.52%</b>

- As of 31 December 2025, total assets amounted to VND 813.0 billion, a decrease of VND 47.5 billion, equivalent to 5.52%, compared to the beginning of the year. This decrease was mainly due to a decline in current assets, which fell by 10.58%, primarily driven by a reduction in inventories of VND 90.6 billion (-19.24%) and a decrease in cash and cash equivalents of 42.67%. These movements indicate that the Company reduced inventory levels and utilized a significant portion of its cash resources during the year. Meanwhile, short-term receivables increased by 18.33%, reflecting an increase in credit sales or slower collection from customers.
- Non-current assets increased by 10.77%, mainly due to an increase in property, plant and equipment of VND 21.4 billion (11.51%), indicating continued investment in production capacity and long-term assets despite the challenging market conditions in 2025.
- In terms of capital structure, total liabilities decreased significantly during the year. Current liabilities decreased by 23.95%, while non-current liabilities decreased by 89.64%, primarily as a result of the repayment of long-term borrowings. This led to a substantial reduction in the Company's financial leverage, thereby enhancing financial safety and reducing pressure from interest-bearing debts. However, short-term borrowings and finance lease liabilities remained at VND 124.1 billion, indicating that the Company still relied on short-term financing to support its operating activities.
- Total equity as at 31 December 2025 reached VND 651.9 billion, an increase of 0.77% compared to the beginning of the year. The increase was mainly attributable to the rise in retained earnings and equity funds during the year, while charter capital remained unchanged.
- Overall, the Company's financial position in 2025 showed a trend of reducing debt levels, maintaining stable equity, and continuing investment in long-term assets, which contributed to improving financial stability. However, the decline in current assets and the increase in receivables indicate that the Company should continue to strengthen working capital management to ensure liquidity and operational efficiency in the coming periods

### 3. Capital structure as of March 26, 2026:

Shareholders	Local		Foreign		Total	
	Individual	Institution	Individual	Institution	No. of Shares	Rate of Ownership
<b>I. Special shareholders</b>	-	-	<b>14,323,742</b>	<b>12,826,008</b>	<b>27,149,750</b>	<b>47.73%</b>
1. BODs	-	-	14,323,680	12,826,008	27,149,688	47.73%
+ Shin Young Sik - Chairman	-	-	13,648,154	0	13,648,154	23.99%
+ representative of Mirae Fiber Tech	-	-	0	12,826,008	12,826,008	22.55%
+ Choi Young Ho	-	-	347,890	0	347,890	0.61%
+ Kim Myung Joo	-	-	127,636	0	127,636	0.22%
+ Shin Dong Yun	-	-	100,000	0	100,000	0.18%
+ Shin Jae Eun	-	-	100,000	0	100,000	0.18%
2. Management Board	-	-	62	0	62	0.00%
+ Park Hee Sung	-	-	0	0	0	0.00%
+ Kim In Sou	-	-	62	0	62	0.00%
+ Shin Dong Jin	-	-	0	0	0	0.00%
3. Supervisory Board	-	-	0	-	0	0.00%
4. CFO : N/A	-	-	0	-	0	0.00%
5. Chief Accountant	-	-	0	-	0	0.00%
6. Authorized information disclosure officer	-	-	0	-	0	0.00%

7. Corporate Governance Officer	-	-	0	-	0	0.00%
<b>II. Major shareholder owning from 5%</b>	-	-	<b>0</b>	<b>5,880,387</b>	<b>5,880,387</b>	<b>10.34%</b>
<b>III. Treasury share</b>	-	<b>3,636</b>	0	-	<b>3,636</b>	<b>0.01%</b>
<b>IV. Trade Union</b>	-	-	-	-	-	-
<b>V. Preferred shareholder</b>	-	-	-	-	-	-
<b>VI. Others</b>	<b>21,185,523</b>	<b>82,207</b>	<b>2,541,424</b>	<b>38,516</b>	<b>23,847,670</b>	<b>41.93%</b>
<b>TOTAL</b>	<b>21,185,523</b>	<b>85,843</b>	<b>16,865,166</b>	<b>18,744,911</b>	<b>56,881,443</b>	<b>100.00 %</b>

4. *Report on the assessment of transactions between companies with members of the Board of Directors, General Directors, other executives of the enterprise and related persons; transactions between the company and companies in which members of the Board of Directors, General Directors, other executives of the enterprise are founding members or managers of the enterprise within the last 3 years before the time of transaction*

No.	Board Member	Relationship with the company	Time of transaction with the company	Content, quantity, Total transaction value	Note
1	Mirae Fiber Tech Company	Major shareholder, Mr. Shin Young Sik - Chairman of the Board of Directors of Mirae Corporation is also the chairman of Mirae Fiber Tech Company.	Value of transactions in 2025	- Purchase: 5,235,283.615 VND - Sales : 5,146,748,819 VND	Transactions with Mirae Fiber Tech Company are regular transactions of goods purchase and sale, complying with the provisions of Decision No. 08/2008/QD-HDQT dated June 16, 2008 and Resolution No. 05/2013/NQ-HDQT dated September 9, 2013, and replacement Resolution No. 08/2022/NQ-HDQT dated December 13, 2022.

**VI. THE ASSESSMENT OF COORDINATION BETWEEN THE SUPERVISORY BOARD WITH THE**

In 2025, the Supervisory Board maintained close coordination with the Board of Directors and the Executive Management in organizing and implementing the Company's business operations as well as its corporate governance activities in compliance with applicable laws and the Company's Charter.

Representatives of the Supervisory Board attended meetings of the Board of Directors and the Executive Management on a regular and full basis in order to monitor and supervise the process of discussion, issuance, and implementation of resolutions and management decisions. Through such participation, the Supervisory Board was able to promptly obtain relevant information, perform its supervisory function, and provide independent opinions when necessary, thereby contributing to ensuring that the Company's decisions were issued and implemented in accordance with prevailing laws and the Company's Charter.

The Board of Directors and the Executive Management fulfilled their responsibility to cooperate by providing complete and timely documents and information at the request of the Supervisory Board, thereby facilitating the Supervisory Board in performing its duties and responsibilities in accordance with regulations. This

cooperation contributed to enhancing transparency, accountability, and the effectiveness of the Company's governance and management system.

## **VII. SUPERVISORY BOARD'S RECOMMENDATIONS ON THE COMPANY'S FUTURE ACTIVITIES:**

Based on the results of its supervisory activities during the reporting period, the Supervisory Board respectfully recommends that the Board of Directors and the Executive Management continue to implement the following measures:

### **1. Improvement of the internal control and corporate governance system**

Continue to review, update, and standardize internal processes and governance regulations in accordance with prevailing legal requirements and good corporate governance practices. At the same time, strengthen inspection and supervision mechanisms to ensure effective implementation of the issued policies and procedures across all departments and business units.

### **2. Enhancement of risk management and financial control**

Promote the identification, assessment, and management of key risks, particularly financial, market, and liquidity risks. The Company should continue to closely monitor receivables, inventories, and borrowings in order to maintain financial safety and improve capital efficiency.

### **3. Improvement of accounting and financial reporting practices**

Further enhance the processes for preparation, review, and disclosure of financial statements to ensure that financial information presents a true and fair view of the Company's financial position and business performance, in full compliance with applicable accounting standards, legal regulations, and disclosure requirements of regulatory authorities.

### **4. Strengthening transparency and accountability in corporate governance**

The Board of Directors and the Executive Management should continue to improve transparency in governance practices and ensure the provision of adequate and timely information to shareholders, investors, and competent authorities in accordance with applicable regulations.

## **VIII. SUPERVISORY BOARD'S ACTIVITY PLAN 2025:**

### **1. General mission:**

The Supervisory Board shall perform its supervisory function on behalf of shareholders over all business operations, management, and executive activities of the Company to ensure that such activities are conducted in compliance with applicable laws and the Company's Charter.

In 2026, the Supervisory Board plans to conduct periodic inspections and supervision on a quarterly basis. The specific inspection schedule will be notified in advance to the Board of Directors, the General Director, and relevant departments to allow for adequate preparation of documents and records, with at least one (01) week's prior notice. In the event that signs of violations of legal regulations or the Company's Charter are detected, the Supervisory Board will conduct ad hoc inspections, promptly work with relevant parties, and report to the Board of Directors and the General Meeting of Shareholders in accordance with regulations.

### **2. Specific tasks:**

- To review and assess the Company's financial statements and the implementation of business plans on a quarterly and annual basis.
- To review and evaluate the legality, reasonableness, and feasibility of internal regulations, policies, and management documents issued by the Company.
- To supervise the management activities of the Board of Directors and the executive performance of the Executive Management.
- To monitor and examine the implementation of resolutions of the Annual General Meeting of Shareholders and resolutions of the Board of Directors.
- To review the execution and performance of economic contracts, the implementation progress and effectiveness of investment projects, as well as the issuance and application of salary regulations and other internal policies, ensuring compliance with applicable laws and the Company's Charter.

The above constitutes the report on the performance of duties by the Supervisory Board submitted to the General Meeting of Shareholders in 2026.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY BOARD  
CHAIRMAN**



**SOCIALIST REPUBLIC OF VIETNAM**

Independence - Freedom - Happiness

-----

**AMENDMENTS TO THE  
CHARTER  
OF MIRAE JOINT STOCK  
COMPANY**

**(Issued pursuant to Resolution No. 01/2026/NQ-DHDCD of the Annual  
General Meeting of Shareholders dated April 28, 2026)**

Ho Chi Minh City, April 28<sup>th</sup>, 2026

*Pursuant to Resolution No. 01/2026/NQ-GMS of the Annual General Meeting of Shareholders of Mirae Joint Stock Company dated April 28, 2026,*

The amendments to the Charter of Mirae Joint Stock Company, which was promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024, are hereby issued as follows :

**Article 1. Amendments**

- **Article 3:**  
*The Company shall have one (01) legal representative, who is the General Director.*
- **Article 26, Clause 1:**  
*1. The Board of Directors shall consist of three (03) members.*

**Article 2:**

All other provisions of the Charter of Mirae Joint Stock Company promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024 shall remain unchanged and continue to be in full force and effect.

These Amendments to the Charter shall constitute an integral part of the Charter of Mirae Joint Stock Company promulgated under Resolution No. 01/2024/NQ-GMS of the Annual General Meeting of Shareholders dated April 26, 2024

**Article 3.**

1. These Amendments to the Charter, consisting of three (03) Articles, were approved by the General Meeting of Shareholders of Mirae Joint Stock Company on April 28, 2026, in Hung Yen.
2. These Amendments to the Charter are made in ten (10) originals, each having equal legal validity, and shall be kept at the head office of the Company.
3. Copies or extracts of the Company Charter and these Amendments to the Charter shall be valid only when bearing the signature of the Legal Representative, or a person authorized by the Legal Representative, or at least one-half (1/2) of the total members of the Board of Directors.

**LEGAL REPRESENTATIVE  
OF MIRAE JOINT STOCK COMPANY**



**SHIN YOUNG SIK**