

PROPOSAL ON THE APPROVAL

**The plan for dividend distribution and fund allocation
from the cumulative after-tax profit for the year 2024**

To: Shareholders of PISICO Binh Dinh Corporation Joint stock company

Pursuant to Law on Enterprises 2020.

Pursuant to the Charter of Pisico Binh Dinh Corporation - Joint Stock Company.

Based on the Audited Finance Statement of the fiscal year 2024.

The Board of Directors respectfully submitted to the General Meeting of Shareholders the plan for dividend distribution and fund allocation from the cumulative after-tax profit for the year 2024 as follows:

| No. | Item | Value | Note |
|------------|---|-----------------------|------|
| I | Retained earnings | 65.055.663.641 | |
| 1 | The prior year end | 30.270.697.142 | |
| 2 | Retained earnings of the current year 2024 | 34.784.966.499 | |
| II | Profit Distribution Plan | 28.450.000.000 | |
| 1 | Cash dividend 10,00% Charter capital. (*) | 27.500.000.000 | |
| 2 | Extracting rewards for the Board of Directors, Supervisory Board, and Executive Board from realized profit after tax in 2024. | 150.000.000 | |
| 3 | Reward and Welfare fund from realized profit after tax in 2024. | 800.000.000 | |
| | <i>In which:</i> | | |
| | - Reward (35,00%) | 280.000.000 | |
| | - Welfare (65,00%) | 520.000.000 | |
| III | The remaining profit after tax is retained not yet distributed. | 36.605.663.641 | |

(*) The General Meeting of Shareholders authorizes the Board of Directors to balance resources to pay dividends for 2024 at an appropriate time, but must be paid no later than December 31, 2025.

Kindly submit the proposal to the General Meeting of Shareholders for ratification!

ON BEHALF OF THE BOARD OF DIRECTIORS



Lam Dinh An

Appendix 1:

CITING CONDITIONS AND CRITERIA FOR CANDIDACY AND NOMINATION TO THE BOARD OF DIRECTORS AND THE CONTROL BOARD OF PISICO FOR THE TERM 2025-2030

1/ Excerpt from Article 274 of Decree No. 155/2020/ND-CP dated 31/12/2020

Article 274. Candidacy and nomination of members of the Board of Directors

1. In case candidates for the Board of Directors have been identified, the public company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the company if elected as a member of the Board of Directors. Information related to the candidates for the Board of Directors announced includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other managerial titles (including the title of the Board of Directors of other companies);
- đ) Interests related to the company and its related parties;
- e) Other information (if any) as prescribed in the company's charter.

The public company must disclose information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions and interests related to the company of the candidate for the Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares or another smaller proportion as prescribed in the company's charter may nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or nominating organizations as prescribed in the company's Charter and the company's internal regulations on corporate governance. The introduction of additional candidates by the Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

2/ Excerpt from Clause 2, Article 17 of the Law on Enterprises:

Article 17. The right to establish, contribute capital, purchase shares, purchase contributed capital and manage enterprises

2. The following organizations and individuals do not have the right to establish and manage enterprises in Vietnam:

- a) State agencies and units of the people's armed forces use state property to establish business enterprises to make separate profits for their agencies and units;
- b) Cadres, civil servants and public employees in accordance with the Law on Cadres and Civil Servants and the Law on Public Employees;

c) Officers, non-commissioned officers, professional soldiers, defense workers and public employees in agencies and units of the Vietnam People's Army; professional officers, non-commissioned officers, police workers in agencies and units of the Vietnam People's Police, except for persons appointed as authorized representatives to manage the State's capital contributions at enterprises or management at state-owned enterprises;

d) Officials leading and managing operations in state-owned enterprises as prescribed at Point a, Clause 1, Article 88 of this Law, except for persons appointed as authorized representatives to manage the State's contributed capital in other enterprises;

đ) Minors; persons with limited civil act capacity; persons who have lost their civil act capacity; people with difficulties in cognition and behavior control; organizations without legal status;

e) Persons who are being examined for penal liability, temporarily detained, serving imprisonment sentences, serving administrative-handling measures at compulsory detoxification establishments, compulsory education establishments or being banned by courts from holding certain posts, practicing certain professions or doing certain jobs; other cases as prescribed by the Law on Bankruptcy and the Law on Corruption Prevention and Control.

In case the business registration agency so requests, the enterprise establishment registrant must submit the judicial record card to the business registration agency;

g) Organizations being commercial legal entities that are banned from doing business or operating in certain domains under the provisions of the Penal Code.

3. Excerpt from Article 155 of the Law on Enterprises:

Article 155. Organizational structure, criteria and conditions for being a member of the Board of Directors

1. Members of the Board of Directors must meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of this Law;

b) Having professional qualifications and experience in business administration or in the company's business domains, lines and lines and not necessarily being a shareholder of the company, unless otherwise provided for by the company's charter;

c) A member of the Board of Directors of a company may also be a member of the Board of Directors of another company;

d) For state-owned enterprises specified at Point b, Clause 1, Article 88 of this Law and subsidiaries of state-owned enterprises as prescribed in Clause 1, Article 88 of this Law, members of the Board of Directors must not be persons related to the family of the Director, General Director and other managers of the company; of the manager, the person competent to appoint the manager of the parent company.

2. Unless otherwise provided for by the law on securities, an independent member of the Board of Directors as prescribed at Point b, Clause 1, Article 137 of this Law must meet the following criteria and conditions:

a) Not being a person working for the company, parent company or subsidiary of the company; not be a person who has worked for the company, parent company or subsidiary of the company for at least 03 consecutive years;

b) Not being a person who is receiving salary or remuneration from the company, except for allowances to which members of the Board of Directors are entitled as prescribed;

c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling who is a major shareholder of the company; being a manager of the company or a subsidiary of the company;

d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the company;

đ) Not being a person who has been a member of the Board of Directors or the Control Board of the company for at least 5 consecutive years, except for the case of being appointed for 02 consecutive terms.

3. An independent member of the Board of Directors must notify the Board of Directors that he or she no longer fully satisfies the criteria and conditions specified in Clause 2 of this Article and is automatically no longer an independent member of the Board of Directors from the date on which the criteria and conditions are not fully satisfied. The Board of Directors must notify the independent members of the Board of Directors that they no longer fully meet the criteria and conditions at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receipt of the notice of the independent members of the Board of Directors concerned.

4. Excerpt from Article 169 of the Law on Enterprises

Article 169. Standards and conditions of controllers

1. Controllers must meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of this Law;

b) Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;

c) Not being a person related to the family of a member of the Board of Directors, the Director or the General Director and other managers;

d) Not being the manager of the company; not necessarily being a shareholder or employee of the company, unless otherwise provided for by the company's charter;

dd) Other criteria and conditions as prescribed by other relevant laws and the company's charter.

2. In addition to the criteria and conditions specified in Clause 1 of this Article, controllers of public companies and state-owned enterprises specified at Point b, Clause 1, Article 88 of this Law must not be persons who have family relations of enterprise managers of companies and parent companies; representatives of capital interests of enterprises, the representative of the state capital at the parent company and at the company.

5/ Excerpt from Article 25 of the PISICO Charter

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case candidates for the Board of Directors have been identified, PISICO must publish information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on PISICO's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of PISICO if elected as a member of the Board of Directors. Information related to the candidates for the Board of Directors announced includes:

a) Full name, date of birth;

b) Educational level;

- c) Professional qualifications;
- d) Work history;
- đ) Companies in which the candidate is holding the position of member of the Board of Directors and other managerial titles;
- e) An evaluation report on the candidate's contribution to PISICO, in case the candidate is currently a member of PISICO's Board of Directors.
- g) Interests related to PISICO and related parties of PISICO (if any);
- h) Full name of the shareholder or group of shareholders nominating such candidate (if any);
- i) Other information (if any) as prescribed in the PISICO Charter;

2. Shareholders holding shares with voting rights have the right to combine the number of voting rights of each person together to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; From 20% to less than 30%, a maximum of two (02) candidates may be nominated; From 30% to less than 40%, a maximum of three (03) candidates may be nominated; From 40% to less than 50%, a maximum of four (04) candidates may be nominated; From 50% to less than 60%, a maximum of five (05) candidates may be nominated; From 60% to less than 70%, a maximum of six (06) candidates may be nominated; 70% or more are nominated for a full number of members of the Board of Directors

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient for the necessary number, the incumbent Board of Directors shall introduce additional candidates or nominating organizations in accordance with the provisions of the PISICO Charter, the Internal Regulations on PISICO governance and the Regulation on operation of the Board of Directors. The procedures for the incumbent Board of Directors to introduce additional candidates must be clearly announced and approved by the General Meeting of Shareholders before making the nomination in accordance with law.

4. Members of the Board of Directors must meet the criteria and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises.



PISICO BINH DINH CORPORATION JOINT STOCK COMPANY

No. 99 – Tay Son – Quy Nhon City – Binh Dinh

Tel: 0256 3947 099

Fax: 0256 3947 029

Website: pisico.vn

VOTE FOR MEMBERS OF THE BOARD OF DIRECTORS (BOD)

TERM III (2025 – 2030)

Full names of shareholders

Shareholder ID

Total number of shares owned

Stock

Number of election votes for BOD (*)

Ticket

| STT | Full name of candidates for the Board of Directors | Number of votes |
|-----|--|-----------------|
| 1 | | |
| 2 | | |
| 3 | | |
| | Total | |

(*): According to the method of voting by **accumulating votes**. The number of shareholders' votes for each election is equal to the number of shares currently owned/authorized by the shareholders multiplies (x) by the number of members elected to the Board of Directors.

- The number of elected members of the Board of Directors is 3 members.

- **Example:** Shareholder A owns 100 shares, the number of votes for election of members of the Board of Directors: $100 \times 3 = 300$ votes

Each shareholder selects a candidate by writing the number of votes for each candidate he or she chooses, so that the total number of votes for all candidates selected by the shareholder is equal to or less than the total number of votes cast by shareholders (in the example above, it is **300 votes**). Shareholders can put all the votes for 01 candidate or divide them among several candidates.

Binh Dinh, April 18th, 2025**SHAREHOLDER/****AUTHORIZED REPRESENTATIVE**

(Sign and specify full name)



PISICO BINH DINH CORPORATION JOINT STOCK COMPANY

No. 99 – Tay Son – Quy Nhon City – Binh Dinh

Tel: 0256 3947 099

Fax: 0256 3947 029

Website: pisico.vn

VOTE FOR MEMBERS OF THE CONTROL BOARD (COB)

TERM III (2025 – 2030)

Full names of shareholders

Shareholder ID

Total number of shares owned

Stock

Number of election votes for COB (*)

Ticket

| STT | Full name of COB candidate | Number of votes |
|-----|----------------------------|-----------------|
| 1 | | |
| 2 | | |
| 3 | | |
| | Total | |

(*): According to the method of voting by accumulating votes. The number of votes of shareholders for each election is equal to the number of shares currently owned by shareholders / authorized representatives multiplied by (x) by the number of members elected to the Supervisory Board.

- For the term of 2025 – 2030, the number of elected members of the Supervisory Board is 3 members.

- **Example:** Shareholder A owns 100 shares, the number of votes for the election of members of the Supervisory Board: $100 \times 3 = 300$ votes.

Each shareholder selects a candidate by writing the number of votes for each candidate he or she chooses, so that the total number of votes for all candidates selected by the shareholder is equal to or less than the total number of votes cast by shareholders (in the example above, it is 300 votes). Shareholders can put all the votes for 01 candidate or divide them among several candidates.

Binh Dinh, April 18th, 2025
SHAREHOLDER/
AUTHORIZED REPRESENTATIVE
 (Sign and specify full name)

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**APPLICATION FOR CANDIDACY FOR MEMBERS
OF THE BOARD OF DIRECTORS**

PISICO BINH DINH CORPORATION – JOINT STOCK COMPANY

To: Annual General Meeting of PISICO's Shareholders 2025

My name is:

ID number: Issued on: at:

Permanent address:

Education: Major:

Currently owned: shares (*In words*

Corresponding to the total par value is (VND):

(There is a copy of the applicant's information attached)

Request PISICO Binh Dinh Corporation – Joint Stock Company for Me to be nominated as a member of the Board of Directors of the Annual General Meeting of Shareholders in 2025.

If I am elected as a member of the Board of Directors/Control Board by the General Meeting of Shareholders, I would like to bring all my capacity and enthusiasm to contribute to the development of PISICO.

Thank you very much!

Binh Dinh, date month year 2025

CANDIDATES

(Sign and specify full name)

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Independence – Freedom – Happiness

**NOMINATION APPLICATION CANDIDATES
 TO JOIN THE BOARD OF DIRECTORS/BOARD OF DIRECTORS**

PISICO BINH DINH CORPORATION – JOINT STOCK COMPANY

To: Annual General Meeting of PISICO's Shareholders 2025

We/I are shareholders of PISICO Binh Dinh Corporation – Joint Stock Company, owning/representing shares equivalent to% of charter capital (according to the attached list) proposed by the Corporation to us/I to be nominated:

Mr/ Mrs:

ID number: Issued on: at:

Permanent address:

Education: Major:

Currently owned: shares (*In words*)

Corresponding to the total par value is (VND):

(There is a copy of the applicant's information attached)

Be a candidate to join the Board of Directors/Control Board of PISICO Binh Dinh Corporation – Joint Stock Company at the Annual General Meeting of PISICO's Shareholders 2025.

Thank you very much!

NOMINEE

(Sign and specify full name)

Binh Dinh, date month year 2025

**SHAREHOLDER REPRESENTATIVE
 (GROUP OF SHAREHOLDERS)**

(Sign and specify full name)

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Phụ lục III
Appendix III

BẢN CUNG CẤP THÔNG TIN/CIRRICULLUM VITAE

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)
(Pronndgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

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

Bình Định, ngày tháng năm 2025
Binh Dinh, day month year 2025

BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước/ The State Securities Commission;
 - Sở Giao dịch chứng khoán / The Stock Exchange.

1/ Họ và tên /Full name:

2/ Giới tính/Sex:

3/ Ngày tháng năm sinh/Date of birth:

4/ Nơi sinh/Place of birth:

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.):

Ngày cấp/Date of issue:

Nơi cấp/Place of issue:

6/ Quốc tịch/Nationality:

7/ Dân tộc/Ethnic:

8/ Địa chỉ thường trú/Permanent residence:

9/ Số điện/Telephone number:

10/ Địa chỉ email/Email:

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules: Tổng Công ty PISICO Bình Định – Công ty cổ phần

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure:

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies:

14/ Số CP nắm giữ: cổ phần, chiếm % vốn điều lệ, trong đó/
Number of owning shares, accounting for % of charter capital, of which:

+ Đại diện sở hữu/Owning on behalf of (the State/strategic investor/other organisation):
..... cổ phần

+ Cá nhân sở hữu/ *Owning by Individual*: không có

15/ Các cam kết nắm giữ (nếu có)/ *Other owning commitments (if any)*:

16/ Danh sách người có liên quan của người khai* / *List of affiliated persons of declarant*: (Có danh sách đính kèm)

* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019.

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/ *Related interest with public company, public fund (if any)*: Đại diện cổ đông; các khoản tiền lương, thù lao, tiền thưởng .v.v... liên quan tới chức vụ đảm nhận theo quy định.

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any)*:

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/ *I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

NGƯỜI KHAI /DECLARANT

(Ký, ghi rõ họ tên)

(Signature, full name)



DANH SÁCH NGƯỜI CÓ LIÊN QUAN CỦA NGƯỜI KHAI*

/LIST OF AFFILIATED PERSONS OF DECLARANT

[illegible]

List of related enterprises

(attached to the Minutes No. /BB-General Meeting of Shareholders dated 18/4/2025 of the
2025 Annual General Meeting of Shareholders)

| Stt | Organisation Name | Related relationship with the company | NSH Certificate Number*, date of issuance, place of issuance | Head Office Address |
|-----|---|---------------------------------------|---|--|
| 1 | Anh Viet Import-Export Trading Co., Ltd. | Same owner as the Parent Company | 4100266681 | 199 Tay Son, Quy Nhon City, Binh Dinh |
| 2 | Anh Vy Trading Co., Ltd. | Parent company, major shareholder | 4100453032; Department of Planning and Investment of Binh Dinh province issued on 25/8/2017 | Lot B17, Phu Tai Industrial Zone, Quy Nhon City, Binh Dinh |
| 3 | Quy Nhon Cable Television One Member Company Limited | Subsidiaries | 4101321208 | No. 198 Tran Hung Dao Street, Tran Hung Dao Ward, Quy Nhon City, Province |
| 4 | Qui Nhon Woodchip Co., Ltd. | Subsidiaries | 4100259155 | Street No. 10, Phu Tai Industrial Zone, Bui Thi Xuan Ward, Quy Nhon City, Binh Dinh Province |
| 5 | HR PISICO One Member Co., Ltd. | Subsidiaries | 4101538507 | 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh Province |
| 6 | PBC Infrastructure Joint Stock Company | Subsidiaries | 4100515627 Department of Planning and Investment of Binh Dinh province. Registration for the 12th change on 22/7/2022 | Operation lot of Nhon Binh Industrial Cluster, Nhon Binh Ward, Quy Nhon City, Binh Dinh |
| 7 | An Viet Phat Investment Company | Subsidiaries | 4101601903 Department of Planning and Investment of Binh Dinh province issued on 04/8/2021 | No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh Province |
| 8 | Binh Dinh Industry Agriculture Trading Joint Stock Company | Affiliated Joint Venture Company | 4100583151 | No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh Province |
| 9 | Thanh Tam wooden furniture Joint Stock Company (formerly PISICO wooden furniture Joint Stock Company) | Affiliates | 4100669786 | Lot A12 + Lot A13 Phu Tai Industrial Zone, Tran Quang Dieu Ward, Quy Nhon City, Binh Dinh Province |
| 10 | PISICO Ha Thanh Joint Stock Company | Affiliates | 4101191767 | Lot A3, Canh Vinh Industrial Cluster, Canh Vinh Commune, Van Canh District, Binh Dinh |
| 11 | PISICO Dak Lak Joint Stock Company | Subsidiaries | 6001663071 | 25 An Duong Vuong, M-Drak City, H.M'Drak, Dak Lak Province |
| 12 | PISICO Dak Lak Investment Joint Stock Company | Subsidiaries | 6001759979 | 25 An Duong Vuong, M-Drak City, H.M'Drak, Dak Lak Province |

No: 12/TTr-HDQT

Binh Dinh, April 18th, 2025

REPORT

Regarding the approval of transactions with related parties

To: Annual General Meeting of Shareholders 2025.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of PISICO Binh Dinh Corporation – Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the implementation of transactions between PISICO Binh Dinh Corporation – Joint Stock Company (PISICO) and related enterprises and persons as prescribed in Clause 1, Clause 2, Article 167 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and the Company's Charter, Specifically, as follows:

1. Enterprises with which PISICO signs contracts and transactions: According to the list enclosed with this report and any subsidiaries, joint venture companies, related persons, related organizations of PISICO's internal persons.

2. Subject matter of the transaction contract: Purchase and sale of products and goods that PISICO does business in; borrowing and lending capital (borrowing and lending activities comply with the provisions of Article 293 of Decree 155/2020/ND-CP dated 31/12/2020 of the Government) and other transaction contracts under the competence of the Board of Directors in accordance with the company's Charter and other provisions of law.

3. Validity period of contracts and transactions: effective from the date of signing

4. The General Meeting of Shareholders unanimously authorizes the Executive board of PISICO to decide on the signing and performance of contracts and transactions (including the extension of signed contracts and transactions) between PISICO and the above enterprises in accordance with the provisions of law and take responsibility to the Board of Directors, the General Meeting of Shareholders on the signing and performance of the contract.

(There is a list of relevant enterprises attached)

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

Respect.

Recipient:

- General Meeting of Shareholders;
- Board of Directors;
- Executive board;
- Board of Control;
- PISICO's website;
- Archives: VT, BoD.

PP. BOARD OF DIRECTORS
CHAIRMAN



The stamp is a red circular seal. The outer ring contains the text 'M.S.D.N. 4100258987-C.T.C.P.' at the top and 'TP QUY NHƠN-T. BÌNH ĐỊNH' at the bottom. The inner circle contains the text 'TỔNG CÔNG TY PISICO BÌNH ĐỊNH - CÔNG TY CỔ PHẦN'.

Lam Dinh An

LIST OF RELATED BUSINESSES

| Stt | Organisation Name | Related relationship with the company | NSH Certificate Number*, date of issuance, place of issuance | Head Office Address |
|-----|---|---------------------------------------|---|--|
| 1 | Anh Viet Import-Export Trading Co., Ltd. | Same owner as the Parent Company | 4100266681 | 199 Tay Son, Quy Nhon City, Binh Dinh |
| 2 | Anh Vy Trading Co., Ltd. | Parent company, major shareholder | 4100453032; Department of Planning and Investment of Binh Dinh province issued on 25/8/2017 | Lot B17, Phu Tai Industrial Zone, Quy Nhon City, Binh Dinh |
| 3 | Quy Nhon Cable Television One Member Company Limited | Subsidiaries | 4101321208 | No. 198 Tran Hung Dao Street, Tran Hung Dao Ward, Quy Nhon City, Province |
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| 6 | PBC Infrastructure Joint Stock Company | Subsidiaries | 4100515627 Department of Planning and Investment of Binh Dinh province. Registration for the 12th change on 22/7/2022 | Operation lot of Nhon Binh Industrial Cluster, Nhon Binh Ward, Quy Nhon City, Binh Dinh |
| 7 | An Viet Phat Investment Company | Subsidiaries | 4101601903 Department of Planning and Investment of Binh Dinh province issued on 04/8/2021 | No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh Province |
| 8 | Binh Dinh Industry Argriculture Trading Joint Stock Company | Affiliated Joint Venture Company | 4100583151 | No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh Province |
| 9 | Thanh Tam wooden furniture Joint Stock Company (formerly PISICO wooden furniture Joint Stock Company) | Affiliates | 4100669786 | Lot A12 + Lot A13 Phu Tai Industrial Zone, Tran Quang Dieu Ward, Quy Nhon City, Binh Dinh Province |
| 10 | PISICO Ha Thanh Joint Stock Company | Affiliates | 4101191767 | Lot A3, Canh Vinh Industrial Cluster, Canh Vinh Commune, Van Canh District, Binh Dinh |
| 11 | PISICO Dak Lak Joint Stock Company | Subsidiaries | 6001663071 | 25 An Duong Vuong, M-Drak City, H.M'Drak, Dak Lak Province |
| 12 | PISICO Dak Lak Investment Joint Stock Company | Subsidiaries | 6001759979 | 25 An Duong Vuong, M-Drak City, H.M'Drak, Dak Lak Province |

PISICO BINH DINH CORPORATION
JOINT STOCK COMPANY
No:13 /TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Binh Dinh, April 18th, 2025

REPORT

Regarding the amendment and supplementation of the PISICO Charter

To: Annual General Meeting of Shareholders in 2025.

Pursuant to the current Charter of PISICO Binh Dinh Corporation – Joint Stock Company.

Currently, PISICO's shares are traded on the Upcom trading system of the Hanoi Stock Exchange and disclose information in accordance with State's regulations. Therefore, in order to ensure compliance with the provisions of current laws, the Directors Board present a draft on the amendments and supplements to some contents of PISICO's Charter as follows:

1. Regarding the structure of chapters and articles: Maintaining the same as the PISICO Charter approved by the 2021 Annual General Meeting of Shareholders on April 22nd, 2021, including 23 chapters and 69 articles.

2. Regarding details of amendments and supplements to the Article: some Articles may be amended and supplemented according to the attached summary table. Details of the amendments and supplements have been published on the PISICO Website (www.pisico.vn.) as prescribed.

Kindly submit to the 2025 Annual General Meeting of Shareholders for considering and approving and authorize the Directors Board to promulgate and implement the Charter in accordance with the provisions of law.

Thanks and Best Regards!

Recipient:

- Above;
- Hanoi Stock Exchange;
- PISICO Website;
- Saved: clerical staff, Directors Board.

ON BEHALF OF THE DIRECTORS BOARD

CHAIRMAN

Lam Dinh An

SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS OF THE PISICO CHARTER

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to Report No. /TTr-HDQT dated April 18th, 2025)

| Contents of the current Charter | Contents of the Charter submitted for amendment and supplementation | Notes of the new version |
|---|--|------------------------------------|
| <p>PREFACE</p> <p><i>This Charter was approved under a valid decision of the first official General Meeting of Shareholders on Jan.26th, 2014; amended for the 1st time according to the Resolution of the General Meeting of Shareholders No. 52/NQ-DHDCD dated Aug.18th, 2014, amended for the 2nd time at the Extraordinary General Meeting of Shareholders in 2017 dated Oct.31st, 2017, amended for the 3rd time at the 2018 Annual General Meeting of Shareholders on Apr.11st, 2018; amended for the 4th time according to the Resolution No. 84/NQ-DHDCD dated Dec.19th, 2018; amended for the 5th time at the 2020 Annual General Meeting of Shareholders on Jun.24th, 2020 and amended and supplemented for the 6th time at the 2021 Annual General Meeting of Shareholders on Apr.22nd, 2021</i></p> | <p>PREFACE</p> <p><i>This Charter was approved under a valid decision of the first official General Meeting of Shareholders on Jan.26th, 2014; amended for the 1st time according to the Resolution of the General Meeting of Shareholders No. 52/NQ-DHDCD dated Aug.18th, 2014, amended for the 2nd time at the Extraordinary General Meeting of Shareholders in 2017 dated Oct.31st, 2017, amended for the 3rd time at the 2018 Annual General Meeting of Shareholders on Apr.11st, 2018; amended for the 4th time according to the Resolution No. 84/NQ-DHDCD dated Dec.19th, 2018; amended for the 5th time at the 2020 Annual General Meeting of Shareholders on Jun.24th, 2020; amended and supplemented for the 6th time at the 2021 Annual General Meeting of Shareholders on Apr.22nd, 2021 and amended and supplemented for the 7th time at the 2025 Annual General Meeting of Shareholders on April 18th, 2025</i></p> | <p>Update additional revisions</p> |
| <p>Article 3. Legal representative of the Company</p> <p>1. The company has 02 (two) legal representatives, including: Chairman of the Directors Board and General</p> | <p>Article 3. Legal representative of the Company</p> <p>1. The company has 01 (one) legal representative, the Chairman of the Directors Board</p> | <p>Reducing the number</p> |

| <p>Director.</p> <p>2. Rights and obligations of legal representatives</p> <p>a) Rights and obligations of the legal representative being the Chairman of the Directors Board: Comply with Article 29 of this Charter, specified in PISICO's Internal Governance Regulations, the Resolution of the Directors Board and the written assignment of the Directors Board .</p> <p>b) Powers and obligations of the legal representative being the General Director: Comply with Clause 3, Article 35 of this Charter; specified in PISICO's Internal Governance Regulations, the Resolution of the Directors Board and the guiding document of the Chairman of the Directors Board .</p> | <p>2. Rights and obligations of legal representatives:</p> <p>- Comply with Article 29 of this Charter, specified in PISICO Internal Governance Regulations, Resolution of the Directors Board and the assignment document of the Directors Board .</p> <p>- Signing all commercial and civil transaction contracts, ... between PISICO and the parties; except for the case of authorization.</p> <p>- Sign PISICO's financial statements and approve all expenses of PISICO; except for cases where PISICO's regulations decentralize limits, assign tasks to signatories and authorize cases.</p> | <p>of legal representatives</p> | | | | | | | | | | | | | | | | | | |
|---|--|---------------------------------|---------------|---|---|-------------|---|---|------|--|-----|------------|---------------|---|---|-------------|---|---|------|--|
| <p>Article 4. PISICO's Operational Objectives</p> <p>1. PISICO's business lines include:</p> <table border="1"> <thead> <tr> <th>No.</th><th>Major Name</th><th>Industry Code</th></tr> </thead> <tbody> <tr> <td>1</td><td>Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production</td><td>3100 (main)</td></tr> <tr> <td>2</td><td>Production of other products from wood; producing products from bamboo, straw and braided materials</td><td>1629</td></tr> </tbody> </table> | No. | Major Name | Industry Code | 1 | Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production | 3100 (main) | 2 | Production of other products from wood; producing products from bamboo, straw and braided materials | 1629 | <p>Article 4. PISICO's Operational Objectives</p> <p>1. PISICO's business lines include:</p> <table border="1"> <thead> <tr> <th>No.</th><th>Major Name</th><th>Industry Code</th></tr> </thead> <tbody> <tr> <td>1</td><td>Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production</td><td>3100 (main)</td></tr> <tr> <td>2</td><td>Production of other products from wood; producing products from bamboo, straw and braided materials</td><td>1629</td></tr> </tbody> </table> | No. | Major Name | Industry Code | 1 | Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production | 3100 (main) | 2 | Production of other products from wood; producing products from bamboo, straw and braided materials | 1629 | |
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| 1 | Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production | 3100 (main) | | | | | | | | | | | | | | | | | | |
| 2 | Production of other products from wood; producing products from bamboo, straw and braided materials | 1629 | | | | | | | | | | | | | | | | | | |
| No. | Major Name | Industry Code | | | | | | | | | | | | | | | | | | |
| 1 | Production of beds, cabinets, tables, chairs Details: Wooden bed, cabinet, table, chair production | 3100 (main) | | | | | | | | | | | | | | | | | | |
| 2 | Production of other products from wood; producing products from bamboo, straw and braided materials | 1629 | | | | | | | | | | | | | | | | | | |

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|---|--|------|--|----------------------------|--|------|
| | Details: Forest processing | | | Details: Forest processing | | |
| 3 | Dedicated design activities Details: Forestry project design consultancy | 7410 | | 3 | Dedicated design activities Details: Forestry project design consultancy | 7410 |
| 4 | Television Activities Details: Cable TV Business | 6021 | | 4 | Television Activities Details: Cable TV Business | 6021 |
| 5 | Trading in real estate, land use rights belonging to owners, users or leasers Details: Infrastructure investment; Real Estate Business | 6810 | | 5 | Trading in real estate, land use rights belonging to owners, users or leasers Details: Infrastructure investment; Real Estate Business | 6810 |
| 6 | Wholesale Synthesis Details: Trading in paper materials. Trading in industry products and animal feed. Trading in machinery, equipment, supplies, raw materials for the agriculture and forestry sector; Trading in machinery and means of transport. Trading in telecommunications supplies and equipment. | 4690 | | 6 | Wholesale Synthesis Details: Trading in paper materials. Trading in industry products and animal feed. Trading in machinery, equipment, supplies, raw materials for the agriculture and forestry sector; Trading in machinery and means of transport. Trading in telecommunications supplies and equipment. | 4690 |
| 7 | Other food production has not | 1079 | | 7 | Other food production has not | 1079 |

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|----|---|------|--|---|---|------|
| | been classified anywhere Details: Processing agricultural products | | | been classified anywhere Details: Processing agricultural products | | |
| 8 | Processing and preservation of aquatic and aquatic products Details: Seafood Processing | 1020 | | 8 | Processing and preservation of aquatic and aquatic products Details: Seafood Processing | 1020 |
| 9 | Other mining has not been classified anywhere Details: Mining | 0899 | | 9 | Other mining has not been classified anywhere Details: Mining | 0899 |
| 10 | Other production has not been classified anywhere Details: Mineral Processing | 3290 | | 10 | Other production has not been classified anywhere Details: Mineral Processing | 3290 |
| 11 | Financial support service activities have not been classified anywhere Details: Financial investment in businesses | 6619 | | 11 | Financial support service activities have not been classified anywhere Details: Financial investment in businesses | 6619 |
| 12 | Freight Transport by Road | 4933 | | 12 | Freight Transport by Road | 4933 |
| 13 | Other service activities related to transportation | 5229 | | 13 | Other service activities related to transportation | 5229 |
| 14 | Other specialized wholesalers have not been classified anywhere | 4669 | | 14 | Other specialized wholesalers have not been classified anywhere | 4669 |

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|----|---|------|--|---|--|------|
| | Details: Trading of plastic granules, rubber latex, synthetic rubber, fibers, pigments, asphalt, chemicals (except for chemicals with strong toxicity and pesticides) | | | Details: Trading of plastic granules, rubber latex, synthetic rubber, fibers, pigments, asphalt, chemicals (except for chemicals with strong toxicity and pesticides) | | |
| 15 | Wholesale of metals and metal ores | 4662 | | 15 | Wholesale of metals and metal ores | 4662 |
| 16 | Wholesale of other materials and installation equipment in construction | 4663 | | 16 | Wholesale of other materials and installation equipment in construction | 4663 |
| 17 | Quarrying stone, sand, gravel, clay Details: Quarrying stone, sand, gravel, clay as common building materials | 0810 | | 17 | Quarrying stone, sand, gravel, clay Details: Quarrying stone, sand, gravel, clay as common building materials | 0810 |
| 18 | Cutting, shaping and finishing stones Details: Stone Processing | 2396 | | 18 | Cutting, shaping and finishing stones Details: Stone Processing | 2396 |
| 19 | Production of products from plastic Details: Production of plastic granules and other products from plastic | 2220 | | 19 | Production of products from plastic Details: Production of plastic granules and other products from plastic | 2220 |
| 20 | Afforestation, forest care and | 0210 | | 20 | Afforestation, forest care and | 0210 |

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|----|---|------|--|-----------------------------|---|------|
| | nurseries of forestry trees | | | nurseries of forestry trees | | |
| 21 | Logging | 0220 | | 21 | Logging | 0220 |
| 22 | Building a house for living | 4101 | | 22 | Building a house for living | 4101 |
| 23 | Building a house that is not for living in | 4102 | | 23 | Building a house that is not for living in | 4102 |
| 24 | Construction of other civil engineering works Details: Construction of infrastructure engineering works | 4299 | | 24 | Construction of other civil engineering works Details: Construction of infrastructure engineering works | 4299 |
| 25 | Supply and management of labor Detail: Supply and management of domestic labor resources Supply and management of labor resources to work abroad | 7830 | | 25 | Supply and management of labor Detail: Supply and management of domestic labor resources Supply and management of labor resources to work abroad | 7830 |
| 26 | Educational Support Services | 8560 | | 26 | Educational Support Services | 8560 |
| 27 | Other education has not been classified anywhere | 8559 | | 27 | Other education has not been classified anywhere | 8559 |
| 28 | Activities of labor and employment centers, consultancy, referral and | 7810 | | 28 | Activities of labor and employment centers, consultancy, referral and | 7810 |

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| | brokerage agencies | |
| 29 | Temporary Labor Supply | 7820 |
| 30 | Other mining support services | 0990 |

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| | brokerage agencies | | |
| 29 | Temporary Labor Supply | 7820 | |
| 30 | Other mining support services | 0990 | |
| 31 | Wholesale of automobiles and other motor vehicles Detail: Trading automobiles | 4511 | |
| 32 | Car and other motor vehicle dealerships | 4513 | |
| 33 | Maintenance and repair of automobiles and other motor vehicles Details: Repair and warranty of automobiles | 4520 | |
| 34 | Sale of spare parts and auxiliary parts of automobiles and other motor vehicles Detail: Purchase and sale of auto parts | 4530 | |
| 35 | Agents, brokers, auctions Details: Agents who buy, sell, consign, receive consignment of goods; Trade Brokers | 4610 | |
| 36 | Wholesale of machinery, equipment and other machine | 4659 | |

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| | parts Details: Buying and selling machinery and equipment for production and consumption | | |
| 37 | Other road transport Details: Passenger transport by car under contract | 4932 | |
| 38 | Other support services related to transport | 5229 | |
| 39 | Activities of insurance agents and brokers Details: Insurance agents | 6622 | |
| 40 | Other support activities for insurance and social insurance | 6629 | |
| 41 | Motor car rental | 7710 | |
| 42 | Activities of sports facilities | 9311 | |
| 43 | Activities of sports clubs | 9312 | |
| 44 | Other sports activities | 9319 | |
| 45 | Activities of amusement parks and theme parks | 9321 | |
| 46 | Other entertainment activities have not been classified anywhere | 9329 | |

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| | 47 | Restaurants and mobile catering services | 5610 |
| | 48 | Other Food & Beverage Services | 5629 |
| | 49 | The rest of the business support services have not been classified anywhere | 8299 |
| | 50 | Funeral service activities | 9632 |

Article 35. Appointment, dismissal, duties and powers of the General Director

1. The Directors Board shall appoint a member of the Board or another person as the General Director; signing a contract stipulating the salary, remuneration, benefits and other relevant terms. Information on the salary, allowances and benefits of the CEO must be reported at the Annual General Meeting of Shareholders and stated in PISICO's Annual Report.

2. The term of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the PISICO Charter.

3. The General Director has the following rights and obligations:

a) To implement the resolutions of the Directors Board and the General Meeting of Shareholders, PISICO's business and investment plan approved by the Directors

Article 35. Appointment, dismissal, duties and powers of the General Director

1. The Directors Board shall appoint a member of the Board or another person as the General Director; signing a contract stipulating the salary, remuneration, benefits and other relevant terms. Information on the salary, allowances and benefits of the CEO must be reported at the Annual General Meeting of Shareholders and stated in PISICO's Annual Report.

2. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the PISICO Charter.

3. The General Director has the following rights and obligations:

a) To implement the resolutions of the Directors Board and the General Meeting of Shareholders, PISICO's

| | | |
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| <p>Board and the General Meeting of Shareholders;</p> <p>b) To decide on all matters that do not require a resolution of the Directors Board, including the signing of financial and commercial contracts on behalf of PISICO, and the organization and administration of PISICO's day-to-day production and business activities in accordance with best management practices;</p> <p>c) To propose the number and types of managers that PISICO needs to recruit for the Directors Board to appoint or dismiss in order to carry out good management activities as proposed by the Directors Board , and to advise the Directors Board to decide on the salary level, remuneration, benefits and other terms of labor contracts of managers;</p> <p>d) To consult with the Directors Board to decide on the number of employees, salaries, allowances, benefits, appointments, dismissals and other terms related to their labor contracts;</p> <p>đ) On November 30th of each year, the CEO must submit to the Directors Board for approval a detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the 5 (five) year financial plan;</p> <p>e) To propose measures to improve PISICO's operation and management;</p> <p>g) To prepare long-term, annual and quarterly estimates</p> | <p>business and investment plan approved by the Directors Board and the General Meeting of Shareholders;</p> <p>b) To decide and sign financial and commercial contracts according to the decentralization prescribed by the Directors Board and the directing and authorizing opinions each specific content of PISICO's legal representative; organizing and administering PISICO's daily production and business activities according to best management practices;</p> <p>c) To propose the number and types of managers that PISICO needs to recruit for the Directors Board to appoint or dismiss in order to carry out good management activities as proposed by the Directors Board , and to advise the Directors Board to decide on the salary level, remuneration, benefits and other terms of labor contracts of managers;</p> <p>d) To submit to the Directors Board and PISICO's legal representative for approval to decide on the number of employees, salaries, allowances, benefits, appointments, dismissals and other terms related to their labor contracts;</p> <p>đ) On November 30th of each year, the CEO must submit to the Directors Board for approval a detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the 5 (five) year financial plan;</p> <p>e) To propose measures to improve PISICO's operation and management;</p> | |
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| <p>of PISICO (hereinafter referred to as estimates) for long-term, annual and quarterly management activities of PISICO according to business plans. The annual estimate (including the balance sheet, the statement of business results and the statement of expected cash flows) for each fiscal year must be submitted to the Directors Board for approval and must include the information specified in PISICO's regulations;</p> <p>h) To carry out all other activities in accordance with the provisions of this Charter and PISICO's regulations, resolutions of the Directors Board, labor contracts of the General Director and provisions of law;</p> <p>4. The CEO shall be responsible to the Directors Board and the General Meeting of Shareholders for the performance of their assigned tasks and powers and must report to these agencies upon request.</p> <p>5. The Directors Board may dismiss the General Director when a majority of the members of the Directors Board who have the right to vote at the meeting approve and appoint a new General Director to replace him.</p> | <p>g) To prepare long-term, annual and quarterly estimates of PISICO (hereinafter referred to as estimates) for long-term, annual and quarterly management activities of PISICO according to business plans. The annual estimate (including the balance sheet, the statement of business results and the statement of expected cash flows) for each fiscal year must be submitted to the Directors Board for approval and must include the information specified in PISICO's regulations;</p> <p>h) To carry out all other activities in accordance with the provisions of this Charter and PISICO's regulations, resolutions of the Directors Board, labor contracts of the General Director and provisions of law;</p> <p>4. The CEO shall be responsible to the Directors Board and the General Meeting of Shareholders for the performance of their assigned tasks and powers and must report to these agencies upon request.</p> <p>5. The Managing Board may dismiss the General Director when a majority of the members of the Managing Board who have the right to vote at the meeting approve and appoint a new General Director to replace him.</p> | |
| <p>Article 69. Effective Date</p> <p>1. This Charter consists of 23 chapters and 69 articles, which were unanimously approved by the General Meeting of Shareholders of PISICO Binh Dinh</p> | <p>Article 69. Effective Date</p> <p>1. This Charter consists of 23 chapters and 69 articles unanimously approved by the General Meeting of Shareholders of PISICO Binh Dinh Corporation – Joint</p> | |

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| <p>Corporation – Joint Stock Company on April 22nd, 2021 at PISICO's head office and jointly approved the full text of this Charter.</p> <p>2. The charter shall be made in 10 copies, of equal value, kept at PISICO's head office and sent to state management agencies as prescribed.</p> <p>3. This Charter is unique and official one of PISICO.</p> <p>4. Copies or extracts of PISICO's Charter are valid when they are signed by the Chairman of the Directors Board or at least 1/2 of the total number of members of the Directors Board .</p> <p><i>Full name, signature of PISICO's legal representative.</i></p> | <p>Stock Company on April 18th, 2025 at PISICO's head office and jointly approves the full text of this Charter.</p> <p>2. The charter shall be made in 10 copies, of equal value, kept at PISICO's head office and sent to state management agencies as prescribed.</p> <p>3. This Charter is unique and official one of PISICO.</p> <p>4. Copies or extracts of PISICO's Charter are valid when they are signed by the Chairman of the Directors Board or at least 1/2 of the total number of members of the Directors Board .</p> <p><i>Full name, signature of PISICO's legal representative.</i></p> | |
|--|--|--|

No: 14 /TTr-HDQT

Binh Dinh, April 18th, 2025

REPORT

**Regarding the approval of salaries and remuneration of the Directors Board,
the Supervisory Board, The Directorate implemented in 2024
and the plan in 2025**

To: Annual General Meeting of Shareholders in 2025.

Pursuant to Resolution No. 18/NQ-DHDCCD dated April 19th, 2024 of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 audited financial statements;

Based on the production and business results in 2024 and the production and business plans in 2025,

The Directors Board shall report on the salaries and remuneration of PISICO managers for approval by the Annual General Meeting of Shareholders in 2025 as follows:

1. Salaries and remuneration implemented in 2024:

- The salary fund of the full-time Chairman of the Directors Board , General Director, Deputy General Director, Head of the Full-time Supervisory Board and Chief Accountant in 2024 is: VND 3,755,713,000 (*Three billion, seven hundred and fifty-five million, seven hundred and thirteen thousand VND*).

- Remuneration for members of the Directors Board in 2024: VND 144,000,000 (*one hundred and forty-four million VND*); the level of expenditure of each member shall comply with Resolution No. 18/NQ-DHDCCD dated April 19th, 2024 of the 2024 Annual General Meeting of Shareholders.

- Remuneration for part-time members of the Supervisory Board: 2,500,000 VND/person/month x 12 months x 2 people = 60,000,000 VND (*Sixty million VND*).

2. Salary and remuneration plan in 2025:

- Assign the Directors Board to consider and decide on the salary of the full-time Chairman of the Directors Board , the General Director, the Deputy General Director, the Head of the Supervisory Board and the Chief Accountant of PISICO according to the results of completing the tasks and targets of the 2025 plan agreed upon and will be reported for approval at the Annual General Meeting of Shareholders in 2025.

- Remuneration of part-time Vice Chairman of the Directors Board : 15,000,000 VND/person/month

- Remuneration for part-time members of the Directors Board : 10,000,000 VND/person/month.

- Remuneration for part-time Head of the Supervisory Board: 6,000,000 VND/person/month.

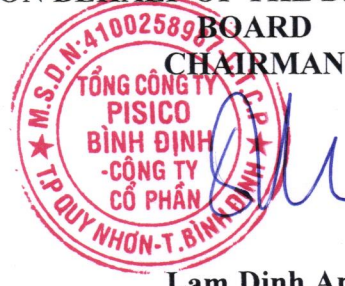
- Remuneration for part-time Supervisory Board members: 4,000,000 VND/person/month.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval./.

Recipient:

- Above;
- PISICO Website;
- Disclosure of information as prescribed;
- Saved: clerical staff, Directors Board

ON BEHALF OF THE DIRECTORS



Lam Dinh An



No: 02/TTr-BKS

Binh Dinh, April 18th, 2025

REPORT

Regarding the proposal to select an independent auditing company to audit the Financial Statements 2025

To: Annual General Meeting of Shareholders 2025

Pursuant to the Charter of Organization and Operation of PISICO Binh Dinh Corporation – Joint Stock Company;

The Control Board respectfully submits to the Annual General Meeting of Shareholders the selection of an independent auditor to audit the Financial Statements 2025 of PISICO Binh Dinh Corporation - Joint Stock Company as follows:

1. Criteria for selecting an independent auditor:

- As a reputable independent auditing unit, approved by the State Securities Commission and the Ministry of Finance to audit public companies and listed organizations.
- To be an auditing unit with a team of honest auditors, upholding professional ethics, highly qualified and experienced, in order to ensure the quality of auditing financial statements.
- Audit expenses are reasonable, in accordance with the contents, scope and progress of the audit required by the Corporation.

2. Propose:

- Selection of one of the independent audit units from the list of independent audit units approved by the State Securities Commission to audit companies registered for trading and listed companies.
- Authorizing the Board of Directors of PISICO Corporation to select a specific audit unit that meets the above requirements to audit the 2025 Financial Statements of PISICO Corporation.

Submit to the Annual General Meeting of Shareholders 2025 for consideration and approval./.

PP. BOARD OF CONTROL
HEAD OF THE BOARD

Nguyen Hoang Hai

No: 16/QC-AGM

Binh Dinh, April 18th, 2025

REGULATION

Nomination - candidacy - election of the Board of Directors and the Control Board of PISICO Binh Dinh Corporation – Joint Stock Company for the term 2025-2030 at the Annual General Meeting of shareholders 2025

The Annual General Meeting of Shareholders 2025 of PISICO Binh Dinh Corporation – Joint Stock Company shall conduct the election of the Board of Directors (BoD) for the third term (2025 – 2030) and the Control Board (CoB) for the fourth term (2025 – 2030) according to the following regulations:

1. Election principles: In accordance with the Law, Charter and Internal Regulations on PISICO Governance (*Promulgated together with Decision No. 20/QĐ-HĐQT dated April 19, 2021 of the Board of Directors of PISICO*). Conduct direct elections by means of concentrated voting and secret ballot. The right to vote is calculated according to the number of shares owned and represented by ownership. The election result is calculated on the number of voting shares of shareholders attending the meeting. Each election, each shareholder is only allowed to use one vote corresponding to the number of shares owned and the ownership representative.

2. Responsibilities and tasks of related parties:

- **Presidium:** Administering election work; Approve the regulations on candidacy, nomination and election; Presenting the proposal to introduce candidates for the Board of Directors and the Control Board for the term 2025-2030; Introduce the Election Committee to the General Meeting of Shareholders for approval; Resolve complaints about the election (if any).

- **Secretary of the General Assembly:** Assist the Presidium in compiling the list of candidates and nominations to make the election list.

- **Election Committee:** Approved by the Congress with the number of 05 people, of which 01 Head, 01 Deputy and members. Members of the Election Committee must not be on the list of nominees and candidates for the Board of Directors or the Control Board. The Election Board is responsible for distributing votes, counting votes, making records of vote counting and announcing election results; together with the Presidium to settle questions and complaints of shareholders (if any).

- **Shareholders:** Perform the task of supervising the work: election, distribution of votes, counting votes according to the provisions of the Charter and Regulation agreed upon and approved.

3. Ballots: Ballots are printed with the full names of the candidates for the Board of Directors and the Control Board in the order of ABC and stamped with the wooden seal of PISICO Binh Dinh Corporation – Joint Stock Company in the upper left corner of the ballot.

- The Board of Directors' vote is blue (attached to form 1)

- The ballot board is pink (attached to form 2)

4. How to vote:

- Each shareholder attending the meeting is granted one vote for the Board of Directors and one vote for the Control Board. Shareholders shall fill in the number of trust shares for each member they trust so that the total number of trust shares of each member must be equal to the number of voting shares of each shareholder or lower than the number of voting shares.

- For the Board of Directors: The number of members of the Board of Directors to be selected is 03 (three) people;

- For the Control Board: The number of members to be selected is 03 (three) people.

- In case of a wrong choice, shareholders can contact the Election Board to apply for a new ballot and must resubmit the old ballot.

- Ballots will be placed in sealed ballot boxes before counting votes.

- Valid ballots: are ballots according to pre-printed forms and issued by the Election Board to shareholders, without erasing, scraping, or writing any additional contents other than those prescribed for ballots.

- The following votes will be considered invalid:

+ Not issued by the PISICO Election Board, not stamped with PISICO's seal.

+ The number of votes in excess of the maximum number of people as prescribed (i.e. more than 3 votes for the Board of Directors and more than 03 people for the Control Board)

+ The total number of voting rights voted for the candidates (added by the voters themselves) is greater than the total number of voting rights already recorded on the ballot.

+ The voting papers stating the total number of votes are added incorrectly and the Election Board adds up a large number of the total number of votes already recorded on the ballot.

+ The voting paper arbitrarily adds the name of the person outside the pre-printed list or crosses out on the ballot (in case of incorrect writing, the name of the new ballot must be changed)

5. Election vote counting: The counting of election votes is conducted in a separate room under the supervision of a shareholder representative. The ballot papers after counting will be sealed by the Election Board, then transferred to the Presidium and only opened at the request of the General Meeting of Shareholders of the Corporation.

6. Candidates elected to the Board of Directors and the Control Board are candidates:

- Achieve the highest percentage of trust shares up to the set number of members (the percentage is taken from the top down until there are 03 members for the Board of Directors and 03 members for the Control Board).

- In case there are candidates who achieve the same percentage of trust shares that need to be eliminated in order to reach the full number of elected members as prescribed, the person who owns more shares will be selected, if the number of shares owned is also equal, a re-election will be held among these candidates to be selected.

- The elected person must have at least 1 voting share.

7. Conditions and criteria for candidacy and nomination to the Board of Directors:

- Nomination and candidacy for members of the Board of Directors shall comply with Article 274 of the Government's Decree No. 155/2020/ND-CP dated December 31,

2020 detailing the implementation of a number of articles of the Securities Law and Article 25 of the PISICO Charter.

- Members of the Board of Directors must have the criteria and conditions specified in Article 155 of the Law on Enterprises and Article 25 of the PISICO Charter; have professional qualifications and experience in business administration or in the fields, business lines and lines of PISICO and are not necessarily shareholders of PISICO; unless otherwise provided for in the PISICO Charter and not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises.

(Attached in detail according to Appendix 1)

8. Conditions and criteria for candidacy and nomination of members of the Control Board:

- The candidacy and nomination of members of the Control Board shall be carried out similarly as prescribed in Clause 1 and Clause 2, Article 25 of the PISICO Charter. In case the number of candidates for the Control Board through nomination and candidacy is not sufficient for the necessary number, the incumbent Control Board may nominate additional candidates or nominating organizations according to the provisions of the PISICO Charter, the Internal Regulations on corporate governance and the Regulation on operation of the Control Board. The introduction of additional candidates by the incumbent Control Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Control Board in accordance with law

- Criteria and conditions of members of the Control Board: Members of the Control Board must meet the criteria and conditions specified in Article 169 of the Law on Enterprises and do not fall into the following cases: Work in the accounting and finance department of PISICO; Being a member or employee of an independent auditing firm that audits the company's financial statements in the previous 03 consecutive years.

(Attached in detail according to Appendix 1)

9. Dossier of nomination and candidacy for members of the Board of Directors and Control Board:

- Application for nomination (candidacy) to join the Board of Directors, Control Board (*with Form 3, Form 4 attached*);

- Self-declaration of information provision (*with attached Form 5*)

- A copy of the CCCD and qualifications as declared;

10. This Regulation takes effect immediately after being approved by the 2025 Annual General Meeting of Shareholders and expires at the end of the 2025 Annual General Meeting of Shareholders./.



Lam Dinh An