

CÔNG TY CỔ PHẦN
TẬP ĐOÀN PC1
PC1 GROUP
JOINT STOCK COMPANY

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

Số: 1164 /TB-PC1
No: 1164 /TB-PC1

Hà Nội, ngày 25 tháng 04 năm 2025
Hanoi, day 25 month 04 year 2025

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

- Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh;
- Sở Giao dịch Chứng khoán Hà Nội;
- Sở Giao dịch Chứng khoán Việt Nam;
To: - Ủy ban Chứng khoán Nhà nước;
- Ho Chi Minh City Stock Exchange;
- Ha Noi Stock Exchange;
- Vietnam Stock Exchange;

Căn cứ theo Nghị quyết số 01/NQ-PC1-ĐHĐCĐ ngày 25/04/2025 của Đại hội đồng cổ đông của Công ty Cổ phần Tập đoàn PC1/ *Based on Resolution No. 01/NQ-PC1-ĐHĐCĐ dated April 25, 2025 of the General Meeting of Shareholders of PC1 Group Joint Stock Company;*

Căn cứ theo Nghị quyết số 01/NQ-PC1-HĐQT ngày 25/04/2025 của Hội đồng quản trị Công ty Cổ phần Tập đoàn PC1 về việc bầu Chủ tịch Hội đồng trị nhiệm kỳ 2025 – 2030/ *Based on Resolution No. 01/NQ-PC1-HĐQT dated April 25, 2025 of the Board of Directors of PC1 Group Joint Stock Company on the election of the Chairman of the Board of Directors for the 2025 - 2030 term;*

Căn cứ theo Nghị quyết số 02/NQ-PC1-HĐQT ngày 25/04/2025 của Hội đồng quản trị Công ty Cổ phần Tập đoàn PC1 về việc bầu Phó Chủ tịch Hội đồng trị nhiệm kỳ 2025 – 2030; / *Based on Resolution No. 02/NQ-PC1-HĐQT dated April 25, 2025 of the Board of Directors of PC1 Group Joint Stock Company on the election of the Vice Chairman of the Board of Directors for the term 2025 - 2030;*

Căn cứ theo Biên bản họp Ban kiểm soát số 01(NK2025-2030)/BB-PC1-BKS ngày 25/04/2025 của Ban kiểm soát Công ty Cổ phần Tập đoàn PC1 về việc bầu Trưởng Ban Kiểm soát nhiệm kỳ 2025 - 2030, chúng tôi trân trọng thông báo việc thay đổi nhân sự của như sau: / *Based on the Minutes of the Supervisory Board Meeting No. 01 (NK2025-2030)/BB-PC1-BKS dated April 25, 2025 of the Supervisory Board of PC1 Group Joint Stock Company on the election of the Head of the Supervisory Board for the 2025 - 2030 term, we respectfully announce the following personnel changes:*

1. Trường hợp miễn nhiệm/In case of dismissal:



Stt/ No	Họ và tên/ <i>Name</i>	Chức vụ trước khi miễn nhiệm/ <i>Former position</i>	Không còn đảm nhiệm chức vụ/ <i>Dismissed/Resigned position</i>	Ngày bắt đầu hiệu lực/ <i>Effective date</i>	Lý do/ <i>Reason</i>
1	Trịnh Văn Tuấn	Chủ tịch HĐQT/ <i>Chairman of the BOD</i>	Chủ tịch HĐQT/ <i>Chairman of the BOD</i>	25/04/2025	Hết nhiệm kỳ 2020 – 2025 do ĐHĐCĐ thường niên 2025 tổ chức vào ngày 25/4/2025 bầu nhiệm kỳ mới 2025 – 2030/ <i>Term 2020–2025 ended as the Annual Meeting of Shareholders held on April 25, 2025 elected a new term for 2025–2030.</i>
2	Nguyễn Minh Đệ	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	Thành viên HĐQT/ <i>Member of the BOD</i>	25/04/2025	
3	Võ Hồng Quang	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	Thành viên HĐQT/ <i>Member of the BOD</i>	25/04/2025	
4	Vũ Ánh Dương	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum CEO</i>	Thành viên HĐQT/ <i>Member of the BOD</i>	25/04/2025	
5	Phan Ngọc Hiếu	Thành viên HĐQT / <i>Member of the BOD</i>	Thành viên HĐQT/ <i>Member of the BOD</i>	25/04/2025	
6	Nguyễn Thị Hải Hà	Trưởng BKS/ <i>Head of the BOS</i>	Trưởng BKS/ <i>Head of the BOS</i>	25/04/2025	
7	Hoàng Văn Cường	Thành viên BKS/ <i>Member of BOS</i>	Thành viên BKS/ <i>Member of BOS</i>	25/04/2025	
8	Hoàng Văn Sáng	Thành viên BKS/ <i>Member of BOS</i>	Thành viên BKS/ <i>Member of BOS</i>	25/04/2025	

2. Trường hợp bổ nhiệm/In case of appointment (*):

Stt/ No	Họ và tên/ <i>Name</i>	Chức vụ trước khi bổ nhiệm/ <i>Former position</i>	Chức vụ được bổ nhiệm/ <i>Appointed Position</i>	Thời hạn bổ nhiệm/ <i>Term of appointment</i>	Ngày bắt đầu có hiệu lực/ <i>Effective Date</i>
1	Trịnh Văn Tuấn	Chủ tịch HĐQT/ <i>Chairman of the BOD</i>	Chủ tịch HĐQT/ <i>Chairman of the BOD</i>	25/04/2025	25/04/2025
2	Nguyễn Minh Đệ	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	25/04/2025	25/04/2025
3	Võ Hồng Quang	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum Deputy CEO</i>	25/04/2025	25/04/2025
4	Vũ Ánh Dương	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum CEO</i>	Thành viên HĐQT kiêm Phó TGĐ/ <i>Member of the BOD cum CEO</i>	25/04/2025	25/04/2025
5	Phan Ngọc Hiếu	Thành viên HĐQT / <i>Member of the BOD</i>	Phó Chủ tịch HĐQT / <i>Vice Chairman of the BOD</i>	25/04/2025	25/04/2025
6	Nguyễn Thị Hải Hà	Trưởng BKS/ <i>Head of the BOS</i>	Trưởng BKS/ <i>Head of the BOS</i>	25/04/2025	25/04/2025
7	Hoàng Văn Cường	Thành viên BKS/ <i>Member of BOS</i>	Thành viên BKS/ <i>Member of BOS</i>	25/04/2025	25/04/2025
8	Hoàng Văn Sáng	Thành viên BKS/ <i>Member of BOS</i>	Thành viên BKS/ <i>Member of BOS</i>	25/04/2025	25/04/2025

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 26/04/2025 tại đường dẫn <https://www.pc1group.vn/> // This information was published on the company's website on 26/04/2025, as in the link <https://www.pc1group.vn/>

Đại diện tổ chức

Organization representative

Người UQ CBT

Person authorized to disclose information



Hoàng Văn Sáng



RESOLUTION
Annual General meeting of shareholders 2025

GENERAL MEETING OF SHAREHOLDERS
PC1 GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to the Charter of PC1 Group Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General meeting of shareholders of PC1 Group Joint Stock Company dated 25/04/2025;

RESOLVE

Article 1. The Annual General meeting of shareholders approves the following reports:

1. Report of the Board of Directors on 2024 performance results and 2025 objects.
2. Report of the BOD for the term 2020-2025 and operational orientation for the term 2025-2030.
3. The 2024 financial statements are audited by KPMG Co., Ltd.
4. Appraisal report of the Company's Supervisory Board for the term 2020 - 2025.

Article 2. The Annual General meeting of shareholders approves the following contents:

1. Profit and dividend payment plan for 2025.

- Consolidated profit after tax plan : VND836 billion.
- Dividend payment plan : 15% of the Charter Capital.

2. Remuneration for the Group BOD and Supervisory Board in 2025.

- Remuneration for the BOD: Maximum 1% of the consolidated profit after tax. The specific remuneration for each member will be decided by the BOD;
- Remuneration for the Supervisory Board:
 - + Head of the Supervisory Board: VND6,000,000/month.
 - + Member of the Supervisory Board: VND2,000,000/person/month.

The BOD is responsible for reporting the actual remuneration paid to each member at the nearest General Meeting of Shareholders.

3. Provision for funds in 2024 and the plan for 2025

3.1 Provision for funds in 2024

- Bonus and welfare funds: 10% of the profit after tax.
- Executive Board reward fund: 2% of the consolidated profit after tax as per the annual plan plus 5% of the consolidated profit after tax exceeding the annual plan.

3.2 Plan for funds in 2025

- Bonus and welfare funds: 10% of the profit after tax.
- Executive Board reward fund:

+ Executive Board reward: 2% of consolidated profit after tax.
+ Executive Board reward: 5% of consolidated profit after tax exceeding the annual plan.

+ Authorization for the Chairman of the BOD to decide on the specific form and level of reward for the Executive Board

4. Plan to increase charter capital by issuing shares to raise share capital from owner's equity

4.1 Issuance plan

No.	Item	Content
1	Issuing organization	PC1 Group Joint Stock Company
2	Issued share name	PC1 Group Joint Stock Company Shares
3	Listing exchange	HOSE (Ho Chi Minh Stock Exchange)
4	Share type	Common shares
5	Share par value	VND10,000/share
6	Current charter capital	VND3,576,421,210,000 (as of the time of the 2025 Annual General Meeting)
7	Total number of shares in circulation	357,642,121 shares
8	Treasury shares	0 share
9	Additional shares to be issued	53,646,318 shares
10	Total estimated value of issued shares (at par value)	VND536,463,180,000
11	Purpose of the issuance	To increase capital from owner's equity
12	Rights ratio/Issuance ratio	15%, corresponding to a rights ratio of 100:15. At the time of the shareholder list cutoff date, each shareholder holding 1 (one) share will receive 1 (one) right to subscribe for additional shares, and every 100 rights will allow the shareholder to receive 15 (fifteen) additional shares. Treasury shares (if any) will not be entitled to subscription rights.
13	Implementation method	Existing shareholders may receive additional shares through the rights issuance method. The subscription rights cannot be transferred.
14	Issuance targets	All existing shareholders listed on the company's shareholder registry on the record date for subscription rights.
15	Source of funds for issuance	Owner's equity based on the audited 2024 financial statements, including: share premium; development investment fund; undistributed profit after tax; other

		equity funds. The AGM authorizes the BOD to allocate and decide the detailed source of funds.
16	Expected implementation time	Expected to be implemented in 2025, with the specific time to be determined by the BOD, aligned with the issuance of shares for Employee stock options.
17	Rounding principles and handling of fractional shares	<p>Fractional shares will be rounded down to the nearest whole number. Decimal fractions (if any) will be canceled.</p> <p>Example: On the shareholder registration date for the issuance of new shares from owner's equity, shareholder Nguyen Van A holds 1,210 shares. According to the execution ratio, the right to receive additional shares is 100:15. Therefore, shareholder A will receive the corresponding number of newly issued shares, which is calculated as $(1,210/100) \times 15 = 181.5$ shares.</p> <p>According to the rounding principle and the handling of fractional shares, the number of shares that shareholder Nguyễn Văn A will receive, after rounding down to the nearest whole number, is 181 shares; the 0.5 fractional share will be canceled.</p>
18	Restrictions	Shares under restriction on transfer (if any) will still receive additional shares from the issuance. Newly issued shares from owner's equity will not be subject to transfer restrictions.
19	Foreign ownership commitment	The issuance of shares to increase share capital from owner's equity will not increase the foreign ownership percentage in the Company based on the total shares in circulation.

4.2 Approval for supplementary securities registration and listing

Approving the supplementary registration of securities and supplementary listing of the entire number of shares issued under the plan to increase share capital from owner's equity. These shares will be registered for depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and listed on the HOSE.

4.3 Approval of the increase in charter capital and the adjustment of charter capital, outstanding shares, and other related contents in the Company's Charter in accordance with the actual additional capital raised from the issuance.

Approving of the increase in charter capital and the adjustment of charter capital, outstanding shares, and other related contents in the Company's Charter to align with the total par value of the shares actually issued according to the issuance plan mentioned above.

4.4 Authorization for the BOD

The General Meeting of Shareholders authorizes the BOD to make decisions and implement the following tasks, including but not limited to:

- Deciding on the timing of the issuance, development, editing, and explanation of all necessary documents and procedures for reporting the share issuance to the State Securities Commission, decide in detail and amend or supplement the issuance plan according to the actual situation at the time of issuance or as required by the competent authorities, and carry out the tasks in accordance with legal regulations to complete the share issuance;
- Calculating and determining the number of shares issued based on the approved issuance ratio;
- Completing necessary procedures to report issuance results to the SSC;
- Completing other matters to increase the Company's charter capital;
- Implementing necessary steps for share issuance supplementary registration at VSDC and supplementary listing at HOSE;
- Decide and carry out the procedures for changing the content of the business registration (including the procedures for registering an increase in charter capital after the issuance process is completed) and sign the necessary documents related to adjusting the increase in charter capital on the Business Registration Certificate at the competent state authority; amend the charter capital level, the number of outstanding shares, and other related contents in the Company's Charter and other procedures/tasks related to the increase in charter capital mentioned above with the competent state authorities and relevant entities;
- Other tasks for implementing the above plan;
- The BOD may delegate authority to Chairman or General Director to perform the above task(s).

4.5 Execution

Authorize the BOD and the General Director to carry out related tasks in accordance with the provisions of the Company's Charter and legal regulations.

5. Plan for issuing shares under the Employee stock option program (ESOP-2025).

5.1 Issuance plan

No.	Item	Content
1	Issuing organization	PC1 Group Joint Stock Company
2	Issued share name	Shares of PC1 Group Joint Stock Company
3	Listed exchange	HOSE
4	Share type	Common Shares
5	Par value of shares	VND10,000 per share
6	Current charter capital	VND3,576,421,210,000 (as of the time of the 2025 Annual General Meeting)
7	Total number of shares in circulation	357,642,121 shares
8	Treasury shares	0 share
9	Total number of shares to be issued	Up to 10,729,263 shares (equivalent to 3% of the current charter capital)

No.	Item	Content
10	Total value of shares to be issued (at par value)	Up to VND107,292,630,000
11	Eligible shareholders for share purchase	<ul style="list-style-type: none"> - Managers of the Company and its subsidiaries, employees of the Company (hereinafter referred to as "Employee(s)"), as per the list approved by the BOD. - The General Meeting of Shareholders authorizes the BOD to decide and issue regulations, specific evaluation criteria and principles for determining the number of shares allocated to each Employee and the detailed list of Employees eligible for share purchase under the ESOP program.
12	Criteria to participate in the ESOP	<p>The evaluation and allocation criteria include:</p> <ul style="list-style-type: none"> - Job title and position; - Work performance results in the most recent year; - Potential contributions to the Group's development; - Years of service
13	Issue price	VND10,000 per share
14	Transfer restrictions	The issued shares will be subject to a transfer restriction for 02 years from the date of completion of the issuance (which is the date when the payment for the purchase of shares by Employees is completed)
15	Plan for unsubscribed shares in case Employees do not purchase or partially purchase shares ("Shares to be distributed")	The General Meeting of Shareholders authorizes the BOD to allocate the unsubscribed shares to other Employees on the original ESOP list at the same issue price.
16	Expected implementation time	Expected to be implemented in 2025, with the specific timing to be decided by the BOD and executed concurrently with the share issuance to increase share capital from owner's equity.
17	Plan to ensure compliance with foreign ownership ratio regulations	The General Meeting of Shareholders authorizes the BOD to decide on the plan to ensure the share issuance complies with foreign ownership ratio regulations.

5.2 Plan for the use of funds raised from the issuance

The total amount raised from the issuance is estimated to be VND 107,292,630,000, which will be used to supplement the Company's working capital. The specific capital usage plan will be decided by the Board of Directors based on ensuring the Company's interests and compliance with relevant legal regulations.

5.3 Approval for supplementary securities registration and listing

Approve the registration of additional securities and the listing of the total number of shares actually issued under the ESOP share issuance plan. The above shares will be deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) and listed on the Ho Chi Minh City Stock Exchange (HOSE).

5.4 Approval for the increase in charter capital and the amendment of charter capital, the number of outstanding shares, and other related contents in the Company's Charter according to the actual capital increase from the issuance

Approve the increase in charter capital and the amendment of charter capital, the number of outstanding shares, and other related contents in the Company's Charter to correspond with the total par value of the shares actually issued according to the issuance plan mentioned above.

5.5 Authorization for the BOD on the following issues

The General Meeting of Shareholders authorizes the BOD to decide and implement the following tasks, including but not limited to:

- Decide on and issue the detailed regulations for the share issuance under the Employee stock option program for the year 2025;
- During the transfer restriction period, if any Employee resigns, the shares issued to that Employee will be handled according to the regulations of the Employee Stock Ownership Program (ESOP) as issued by the BOD;
- Decide on the principles for determining the number of shares to be allocated to each Employee and the list of Employees eligible to participate in the ESOP program;
- Calculate the detailed issuance ratio based on the maximum number of shares approved by the GMS above;
- Decide on the detailed plan for the use of funds in accordance with the purposes approved by the GMS above;
- Decide on the plan to ensure that the share issuance complies with the foreign ownership ratio regulations;
- Decide on the timing of the issuance, develop, edit, and explain all necessary documents and procedures to report the share issuance to the State Securities Commission, decide in detail and amend or supplement the issuance plan based on the actual situation at the time of issuance or as required by the competent authorities, and carry out the tasks in accordance with legal regulations to complete the share issuance;
- Complete the necessary procedures to report the issuance results to the State Securities Commission (SSC);
- Complete other matters necessary to increase the Company's charter capital;
- Implement other necessary tasks for the additional shares issued to be deposited with VSDC and listed on HOSE;
- Decide and carry out the necessary procedures to amend the business registration details (including registering the charter capital increase after the issuance is completed) and sign the necessary documents related to the adjustment of the charter capital on the business registration certificate with the competent authorities; amend the charter capital, the number of outstanding shares, and other related details in the Company's Charter and other procedures/tasks related to the capital increase with the relevant authorities and related entities;
- Other tasks to implement the above issuance plan;

- The BOD is allowed to authorize the Chairman of the BOD or the General Director to perform above task(s).

5.6 Implementation

Authorize the BOD and the General Director to carry out the related tasks in accordance with the Company's Charter and legal regulations.

6. Change of the Company's Head Office Address

6.1 Change of the Company's head office address:

- The current registered address: No. 18 Ly Van Phuc Street, Cat Linh Ward, Dong Da District, Hanoi, Vietnam.
- The proposed new address: 1st, 2nd and 3rd Floor, CT2 Building, No. 583 Nguyen Trai Street, Van Quan Ward, Ha Dong District, Hanoi, Vietnam.

6.2 Amendments to the charter:

Approve the amendment of Section 2.3, Article 2 of the Company's Charter regarding the registered office address, as reflected in the amended Business Registration Certificate and remove the Company's business location.

6.3 Authorization:

- Authorize the Chairman of the BOD to determine the appropriate timing for changing the Company's head office address based on actual circumstances and to update the registered address information in case of administrative boundary changes resulting from the restructuring of the two-tier local government model, as per decisions of competent state authorities (if applicable); Decide on other related matters during the process of changing the Company's head office address with the relevant state authorities, ensuring compliance with legal regulations.
- Authorize the Legal representative to carry out the necessary procedures to register the change of the Company's head office address and amend the Company's Charter as per regulations.

7. Selection of the Audit Firm for the 2025 Financial Statement Audit

- Approve the list of selected audit firms for the 2025 financial statements from the Big 4 in the audit sector.
- Assign the CEO to choose one of the four firms from the Big 4 mentioned above to sign an audit service contract at a reasonable price, suitable for the Group's operational characteristics.

8. Election of the BOD and the BOS members for the term 2025 -2030.

- The following names are elected to the BOD of the company for the term 2025 - 2030:
 - 1- Mr. Trinh Van Tuan
 - 2- Mr. Vu Anh Duong
 - 3- Mr. Vo Hong Quang
 - 4- Mr. Nguyen Minh De
 - 5- Mr. Phan Ngoc Hieu
- The following individuals have been elected to the BOS for the 2025 - 2030 term:
 - 1- Ms. Nguyen Thi Hai Ha
 - 2- Mr. Hoang Van Sang
 - 3- Mr. Hoang Van Cuong

- The BOD is allowed to authorize the Chairman of the BOD or the General Director to perform above task(s).

5.6 Implementation

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6. Change of the Company's Head Office Address

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Approve the amendment of Section 2.3, Article 2 of the Company's Charter regarding the registered office address, as reflected in the amended Business Registration Certificate and remove the Company's business location.

6.3 Authorization:

- Authorize the Chairman of the BOD to determine the appropriate timing for changing the Company's head office address based on actual circumstances and to update the registered address information in case of administrative boundary changes resulting from the restructuring of the two-tier local government model, as per decisions of competent state authorities (if applicable); Decide on other related matters during the process of changing the Company's head office address with the relevant state authorities, ensuring compliance with legal regulations.
- Authorize the Legal representative to carry out the necessary procedures to register the change of the Company's head office address and amend the Company's Charter as per regulations.


7. Selection of the Audit Firm for the 2025 Financial Statement Audit

- Approve the list of selected audit firms for the 2025 financial statements from the Big 4 in the audit sector.
- Assign the CEO to choose one of the four firms from the Big 4 mentioned above to sign an audit service contract at a reasonable price, suitable for the Group's operational characteristics.

8. Election of the BOD and the BOS members for the term 2025 -2030.

- The following names are elected to the BOD of the company for the term 2025 - 2030:
 - 1- Mr. Trinh Van Tuan
 - 2- Mr. Vu Anh Duong
 - 3- Mr. Vo Hong Quang
 - 4- Mr. Nguyen Minh De
 - 5- Mr. Phan Ngoc Hieu
- The following individuals have been elected to the BOS for the 2025 - 2030 term:
 - 1- Ms. Nguyen Thi Hai Ha
 - 2- Mr. Hoang Van Sang
 - 3- Mr. Hoang Van Cuong

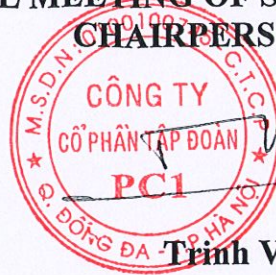
Article 3. Implementation provisions.

This Resolution was approved by the Annual General meeting of shareholders 2025 of PC1 Group Joint Stock Company at the meeting and takes effect from 25/04/2025. Members of the Board of Directors, the Supervisory Board and the Board of Management shall be responsible for implementing this Resolution and organizing the implementation according to their operational functions in accordance with the Law and the Company's Charter. 

Recipient:

- SSC, HOSE (Report);
- BOD, BOM, BOS;
- Shareholders;
- Archive VP

**ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON**



Trinh Van Tuan



**PC1 GROUP
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: **14** /NQ-PC1-HDQT

Hanoi, April 25, 2025

RESOLUTION

Re: Election of the Chairman of the BOD for the term of 2025–2030

**THE BOARD OF DIRECTORS
PC1 GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter of PC1 Group Joint Stock Company (PC1);
- Pursuant to the Minutes of the Board of Directors' Meeting No. 01/BB-PC1-HDQT (Term 2025–2030) dated April 25, 2025.

RESOLVES

Article 1: Elect Mr. Trinh Van Tuan as the Chairman of the Board of Directors of the Company for the term of 2025–2030, effective from April 25, 2025.

Article 2: Mr. Trinh Van Tuan shall exercise the rights and responsibilities of the Chairman of the BOD in accordance with the Company Charter, internal regulations of PC1, and the applicable legal provisions.

Article 3. This Resolution shall take effect from the date of signing. Members of the BOD, the Executive Board, relevant departments and units, and Mr. Trinh Van Tuan shall be responsible for its implementation.

Recipients:

- As stated in Article 3.
- The BOS (for reporting).
- Archives of the BOD.

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



No: **15** /NQ-PC1-HDQT

Hanoi, April 25, 2025

RESOLUTION

Re: Election of the Vice Chairman of the BOD for the term of 2025–2030

**THE BOARD OF DIRECTORS
PC1 GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter of PC1 Group Joint Stock Company (PC1);
- Pursuant to the Minutes of the Board of Directors' Meeting No. 01/BB-PC1-HDQT (Term 2025–2030) dated April 25, 2025.

RESOLVES

Article 1: Elect Mr. Phan Ngoc Hieu as the Vice Chairman of the BOD of the Company for the term of 2025–2030, effective from April 25, 2025.

Article 2: Mr. Phan Ngoc Hieu shall exercise the rights and responsibilities of the Vice Chairman of the BOD in accordance with the Company Charter, internal regulations of PC1, and the applicable legal provisions.

Article 3. This Resolution shall take effect from the date of signing. Members of the BOD, the Executive Board, relevant departments and units, and Mr. Phan Ngoc Hieu shall be responsible for its implementation.

Recipients:

- As stated in Article 3.
- The BOS (for reporting).
- Archives of the BOD.

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



Trinh Van Tuan



No: 01(NK2025-2030)/BB-PC1-BKS

Hanoi, April 25, 2025

MINUTES OF THE MEETING OF THE SUPERVISORY BOARD

On _____ hours _____ minutes, April 25, 2025, at CT2 Building, Nang Huong Residential Area, No. 583 Nguyen Trai Street, Thanh Xuan District, Hanoi, the Supervisory Board of the Company for the term of 2025–2030 convened its first meeting.

I. PARTICIPANTS

All members of the BOS attended the meeting: 03/03 members, including:

Ms. Nguyen Thi Hai Ha - Chair of the meeting

Mr. Hoang Van Cuong

Mr. Hoang Van Sang

II. MEETING CONTENT

Election of the Head of the BOS for the term of 2025 - 2030.

III. DISCUSSION AND VOTING

After discussion, the members of the Supervisory Board unanimously elected Ms. Nguyen Thi Hai Ha to hold the position of Head of the Supervisory Board for the term of 2025–2030.

Voting results:

- Total number of votes: 03 votes
- Total number of votes in favor: 03/03 votes
- Total votes against: 0
- Total votes against comments: 0

IV. APPROVED CONTENTS

Ms. Nguyen Thi Hai Ha shall hold the position of Head of the Supervisory Board of the Company for the term of 2025–2030.

The meeting concluded at _____ hours _____ minutes on the same day. The members of the BOS unanimously approved the contents and signed below.

The minutes are made in 01 original copy and archived at the Company's headquarters.

MEMBERS OF THE BOS

Nguyen Thi Hai Ha

Hoang Van Cuong

Hoang Van Sang