

No.: *M* /TB-HDQT

Gia Lai, March 24th, 2026

NOTICE

(Re: Invitation to the Annual General Meeting of Shareholders in 2026)

Dear Shareholders: ; Shareholder code:

Contact address:

PISICO Binh Dinh Corporation - Joint Stock Company (enterprise code 4100258987) would like to announce the invitation of the 2026 Annual General Meeting of Shareholders as follows:

- 1. Time:** Starting at **13:30, Wednesday, April 15th, 2026.**
- 2. Location:** 5th Floor Hall, PISICO Building - address: 99 Tay Son, Quy Nhon Nam Ward, Gia Lai - Phone: 0256.3947.099/0903509235.
- 3. Participants:** Shareholders named in the list made by the Vietnam Securities Depository and Clearing Corporation as of the last registration date of March 17th, 2026
- 4. Contents of the General Meeting:** According to the program and documents posted at the Website: <http://www.pisico.vn> ⇒ *Shareholder Relations* ⇒ *Information Disclosure*.
- 5.** In order for the General Meeting to be organized in an orderly and well-organized manner, shareholders are kindly requested to complete the confirmation form below and send it to the above address before 11:00 a.m. on April 15th, 2026; When attending the meeting, please bring the meeting documents and identification documents (*CCCD, etc.*); Shareholders shall be responsible for all expenses related to attending the meeting./.

Recipients:

- Hanoi Stock Exchange;
 - The BOD of PISICO;
 - The Control Board;
 - Board of Directors;
 - Website PISICO;
 - PISICO Operations Departments (for implementation);
 - Saved office, Board of Directors.
- (Replacing the invitation)

**ON BEHALF OF THE BOD
CHAIRWOMAN OF THE BOD**



Dong Thi Anh

**ATTENDANCE CONFIRMATION OR AUTHORIZATION FORM
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS - PISICO**

Name: _____ ID card no.: _____
Shareholder code: _____ The number of shares owned by March 17th, 2026 is: _____ CP
Please reply to attend the 2026 General Meeting of Shareholders held at 13:30' on April 15th, 2026 as follows:

- Will attend.
- Authorizing for other:
 - Authorized full name: Mr. (Mrs.)
 - ID cardnumber:/date of issuance/place of issue:

Date:/...../ 2026

Date:/...../ 2026

SHAREHOLDERS
(Signature and full name)

AUTHORIZED REPRESENTATIVE
(Signature and full name)



CONTENTS

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

(Time 13:30', April 15th, 2026)

No.	Time		Contents	Note
	From	To		
1	13 ^h 30	14 ^h 00	Reception of delegates and registration of attending shareholders	
2	14 ^h 00	14 ^h 20	Opening Procedure	
			Salute the flag. Statement of reasons. Introduction of delegates. Reporting the status of shareholders attending and conditions for conducting the General Meeting	
			Introducing the Presidium and the Secretariat	
			Opening remarks	
			Approving the Program of the Congress, the working regulations of the Congress, the Vote Counting Committee	
3			Contents submitted at the General Meeting	
	14 ^h 20	14 ^h 35	Reporting the production and business results in 2025 and production and business plan in 2026	
	14 ^h 35	14 ^h 50	Reporting the performance of the Board of Directors in 2025 and the direction of the Board of Directors in 2026	
	14 ^h 50	15 ^h 00	Reporting the activities of the Controll Board in 2025 and the operation plan in 2026	
	15 ^h 00	15 ^h 10	Submission for approval of the audited 2025 Financial Statements	
	15 ^h 10	15 ^h 15	Submission for dividend distribution and allocation to funds from after-tax profit in 2025	
	15 ^h 15	15 ^h 20	Submission for approval of related-party transactions	
	15 ^h 25	15 ^h 30	Submission on remuneration and salaries of the BOD, Controll Board and Board of Management for 2025 and plan for 2026	
15 ^h 30	15 ^h 35	Submission on selection of the independent auditor for 2026		
4	15 ^h 35	15 ^h 50	Break	
5	15 ^h 50	16 ^h 20	Discussion	
6	16 ^h 20	16 ^h 30	Voting on submitted matters	
7	16 ^h 30	16 ^h 45	Thông qua dự thảo Biên bản, Nghị quyết	
8	16 ^h 45	16 ^h 55	Closing remarks	
9	16 ^h 55	17 ^h 00	National anthem and closing of the Meeting	



/QC-HDQT

Gia Lai, April 15th, 2026

REGULATION
Annual General Meeting of Shareholders in 2026
PISICO Binh Dinh Corporation – Joint Stock Company

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

This Regulation is applied to the organization of the 2026 Annual General Meeting of Shareholders of PISICO (hereinafter referred to as the General Meeting), to specify the conditions and format for conducting the General Meeting, the rights and obligations of the parties participating in the General Meeting;

Shareholders and participating in the General Meeting shall comply with the provisions of this Regulation.

CHAPTER II
CONDITIONS, RIGHTS AND OBLIGATIONS
OF THE PARTIES PARTICIPATING IN THE GENERAL MEETING

Article 2. Conditions for participation in the General Meeting

All shareholders owning shares of PISICO are named in the list prepared by the Vietnam Securities Depository and Clearing Corporation according to the last registration date of March 17th, 2026 or duly authorized persons.

Article 3. Rights and obligations of shareholders attending the General Meeting

- To vote on all matters under the jurisdiction of the General Meeting of Shareholders specified in the Law on Enterprises, guiding legal documents, the current Charter and PISICO Regulations.

- To authorize in writing for the representative to attend and vote on his/her behalf at the General Meeting. The authorized person is not permitted to re-authorize another person.

- To present and provide documents: Invitation letter to attend the Congress, identity document with the image of the participant, Power of Attorney (*in case of being authorized to attend the Congress*) to the Organizing Committee for inspection before entering the Congress.

- After listening to the report on the contents to be approved, shareholders and shareholders' representatives will discuss and approve the vote in the form of holding up the voting slip issued with the PISICO seal.

- Shareholders and shareholder representatives have the right to give their opinions on the contents of the General Meeting at the discussion section under the management of the Presidium.

- Shareholders and representatives of shareholders attending the General Meeting must obtain the consent of the Presidium when wishing to express their opinions. The content of the speech was concise and focused on the right discussion contents, in accordance with the content of the approved program. Issues that others have spoken about are not re-stated to avoid duplication. Shareholders attending the General Meeting may write their opinions in the comment form and forward it to the Secretary of the General Meeting (*according to the attached form*).

- During the General Meeting, shareholders and shareholder representatives must comply with the guidance of the Presidium, behave civilly, politely, and not cause disorder.

- Shareholders or authorized persons attend the meeting after the General Meeting has opened; After completing the registration procedures, they may attend and participate in voting on the remaining contents to be voted on according to the approved program. In this case, the validity of the votes conducted is not affected.

Article 4. Tasks of the Presidium:

a) The Presidium consists of 03 persons approved by the Congress.

b) Tasks of the Presidium:

- To administer the Congress according to the approved program. To carry out the necessary work for the General Meeting to take place in an orderly manner, reflecting the wishes of the majority of shareholders and shareholder representatives attending the General Meeting.

- To guide the delegates and the Congress to discuss.

- To submit or authorize the submission of the draft and necessary contents for the General Assembly to vote.

- To answer issues requested by the Congress.

- To decide on the order, procedures and events arising outside the program of the Congress.

Article 5. Duties of the Secretary of the Congress

The Secretary consists of 02 people, approved by the Congress to perform the following tasks:

- Fully and truthfully record the contents of the Congress.

- Assisting the Presidium in announcing the draft Minutes and Resolutions of the General Meeting and receiving and transferring the opinions of shareholders (if any) to the Presidium. The minutes and resolutions adopted at the General Meeting are kept at PISICO.

Article 6. Tasks of the Vote Counting Committee

The vote counting committee consists of 5 people, recommended by the Organizing Committee of the General Meeting of Shareholders to perform the task of supervising voting and summarizing the number of voting shares according to each content for the Presidium to announce the results before the General Meeting.

CHAPTER III CONDUCTING THE CONGRESS

Article 7. Conditions for conducting the Congress

The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents at least 51% of the total votes according to Article 2 of this Regulation.

Article 8. Order of the Congress

- All Shareholders attending the General Meeting dress politely.
- Shareholders attending the General Meeting must sit in the prescribed position or area.
- Do not smoke during the Congress.
- Do not use a phone to work separately during the Congress.

Article 9. How to vote and approve issues at the General Meeting

9.1. Shareholders may hear and present all issues according to the set program;

9.2. Shareholders participate in discussing each issue in the content of the program. The voting shall be conducted in accordance with the current Law on Enterprises and the Corporation's governance regulations. On an issue that needs to be voted on, each shareholder or shareholder representative can only vote 01 time as "*approve*" or "*disapprove*". The results of the vote count were announced by the chairman just before the end of the meeting.

9.3. The determination of the voting rate for each issue at the General Meeting shall be carried out according to the percentage of the number of votes in favor of the total number of voting votes of all shareholders attending the meeting.

9.4. Conditions for the adoption of the resolution of the General Meeting: Article 21 of the current PISICO Charter shall be complied with as follows:

a) A resolution on the following contents shall be adopted if it is approved by the number of shareholders representing 65% or more of the total votes of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises: Types of shares and total number of shares of each type; Change of business lines, professions and fields; Change of PISICO management organizational structure; Projects on investment or sale of assets valued at 35% or more of the total value of assets recorded in PISICO's latest financial statements; Reorganize and dissolve PISICO.

b) Resolutions shall be passed when the number of shareholders owning 51% or more of the total votes of all shareholders attending the meeting is approved, except for the cases specified at Point a, Clause 9.4 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

c) Resolutions of the General Meeting of Shareholders passed equal to 100% of the total number of voting shares are lawful and effective even if the order and procedures for convening and approving such resolutions violate the provisions of the Law on Enterprises and the company's charter

CHAPTER IV
IMPLEMENTATION PROVISIONS

This Regulation consists of 4 Chapters and 9 Articles, which were approved and enforced at the 2026 Annual General Meeting of Shareholders of PISICO./.

ON BEHALF OF THE BOD
CHAIRWOMAN OF THE BOD

A handwritten signature in blue ink, consisting of several vertical and diagonal strokes, positioned above a horizontal line.

Dong Thi Anh



REPORT

SUMMARIZING THE IMPLEMENTATION OF PRODUCTION AND BUSINESS IN 2025 AND ORIENTATION OF PRODUCTION AND BUSINESS ACTIVITIES IN 2026

I. General Overview:

In the past year, the world socio-economic situation has been volatile with many uncertainties such as the protracted tariff war, the armed conflict between Russia and Ukraine, potential conflict risks in South America, Asia-Pacific, strategic competition between superpowers, natural disasters, etc climate change, especially the US tariff policy, has had serious consequences for all production and business activities of countries.

Domestically, which is the year of implementing the 2-tier local government model, at the beginning of the second quarter of 2025, Vietnam is on the list of very high reciprocal tariffs imposed by the US and from August 1st, 2025, Vietnam is subject to a reciprocal tariff of 20%. On the other hand, the historic storms and floods in the province in November 2025 have caused great damage to property and seriously affected production and business activities.

In the context of that general influence, under the close executive direction of the Board of Directors, the PISICO Executive Board has actively grasped and directed in a timely and flexible manner. along with the efforts and efforts of the leaders of member units and all officers and employees in the entire PISICO system, the business results in 2025 are very positive. a number of indicators continued to grow over the same period, employees' incomes were improved and social responsibility was maintained.

II. Production and business results:

1. At the parent company:

- Revenue: 168.06 billion VND.
- Profit: 34.49 billion VND.
- Average income of employees: 9,596,968 VND/person/month, up 10.55% over the same period in 2025.
- Payment to the state budget: 10.07 billion VND.

2. Whole PISICO system:

- Revenue: 1,408.41 billion VND.

- Profit: 57.72 billion VND.
- Payment to the state budget: 64.29 billion VND.

3. Business activities at units:

3.1. The Corporation's Office: The business organization has been actively implemented since the beginning of the year, many business activities have met and exceeded the planned targets; Specifically, as follows:

- Forest exploitation of 985.49 hectares (~ 53,664.26 tons), of which 869.46 hectares of QPFL forest are exploited; Replanting the entire forest area of 1,293 hectares, of which the forest of QPFL Company is 1,176.8 hectares with high business efficiency.

- Harvested 136.72 hectares of production forest upon reaching harvesting age, and is currently harvesting 202.56 hectares of forest affected by Typhoon No. 13. All remaining production forest areas impacted by Typhoon No. 13 have been fully restored. To date, the replanted forests are growing and developing well, ensuring readiness for harvest when they reach the next rotation cycle.

- Organize an effective slate timber business.

- To take care of and manage forests to meet the requirements.

- Regarding the organization of implementation of key and strategic projects:

- + PISICO Social Housing Project: The legal procedures for the project have been completed and the project has been started on 07/10/2025. Currently, the project is constructing items according to the approval dossier, the plan will be completed in 2026 and will organize business in 2026, when the project ensures the conditions as prescribed by law.

- + Anh Viet Residential Area Project: The project has been approved by the Provincial People's Committee to adjust the construction planning 1/500. Currently, it is still continuing to complete the investment documents according to regulations, to start construction and put the project into operation.

- + Cat Nhon Industrial Park Expansion Project (14.8ha): The project investment procedures have been completed according to regulations and the project will be started on 19/12/2025. Currently, it is coordinating with the government to carry out site clearance procedures to invest in infrastructure construction and call on secondary investors to ensure according to the approved schedule.

- + In addition, it also focuses on researching, surveying, and registering dossiers for implementation of projects approved by the General Meeting of Shareholders such as: Investment in industrial infrastructure, industrial tree planting projects, etc.

+ For projects at member units: Actively working with units to implement projects such as: GPON technology investment - THC Company; Relocation of Nhon Binh Industrial park - PT&HT PBC Joint Stock Company; Organizing the operation and operation of the factory in Dak Lak - PISICO Dak Lak Investment Joint Stock Company; Planting industrial crops - BIDINA Company (Laos).

* Result: Revenue: VND 113.68 billion (up 3% of the plan); Profit: VND 18.45 billion (up 79% of the plan).

3.2. PISICO Infrastructure Development and Business Enterprise:

- Production and business activities at the unit are still maintained, the management and administration at the unit are stable. The unit is investing in the following items: Continuous automatic wastewater monitoring system, investment in the expansion of Cat Nhon Industrial Park (site clearance, infrastructure construction investment, etc.) under the direction of the Corporation.

- Regarding debts: The unit has actively recovered overdue and difficult debts. However, recently, due to the direct impact of Typhoon No. 13 (Typhoon Kalmaegi), which has caused heavy damage to infrastructure tenants such as Van Dai Company, Thanh Luan Company, Hoa Phat Company, and Hoang Gia Company, which has affected the process of recovering infrastructure rent of the unit. By the end of 31/12/2025, the debt situation at the unit is: 4,047,116,788 VND.

* Result: Revenue: 4.69 billion VND; Profit: VND 1.39 billion (up 11.8% of the plan).

3.2. PISICO Forestry Enterprise

- For contracting activities: The unit has organized the implementation and successfully completed the assigned tasks such as: Supervision of forest exploitation of QPFL Company 869.46 hectares (~ 43,462.29 tons); Taking care of 3,734.63 hectares of forests and planting 1,176.8 hectares of forests ensures PISICO's reputation with QPFL partners. In terms of management, security and fire protection are still maintained. However, some complicated and difficult scenes have not been completely overcome.

- For proprietary trading activities (slangwood, seedlings & forestry services): The unit has made efforts to implement it, but due to the general situation, the efficiency of this activity at the unit is still low, and the construction plan has not been completed since the beginning of the year. Investing in expanding the nursery to contribute to increasing the efficiency of the unit.

* Result: Revenue reached VND 19.07 billion, Profit VND 1.43 billion.

3.1. PISICO Export Forest Products Processing Enterprise:

- Management and administration activities at the unit continue to be maintained stably. The unit has invested in a number of items and has been granted an environmental license in accordance with the Law on Environmental Protection.

- The organization of production and business at the unit still faces many difficulties due to many objective factors such as: Trade war makes the consumption market fluctuate, inventory is high, pressure to request discounts from traditional customers while new orders are very limited, interest costs incurred for high inventory, penalties due to product defects, etc. The Corporation's leaders have held many meetings to support and remove difficulties for the unit. However, the business results at the unit have not been improved, achieved low efficiency, and have not completed the set plan.

* Result: Revenue: 30.40 billion VND; are ineffective.

3.5. Quy Nhon Cable Television Company Limited: Business activities continue to face difficulties due to competition, the output of supply services continues to decline, while the copyright fee of some broadcasting channels from SCTV partners is proposed to increase, making the business situation of the unit in the past year difficult. so business efficiency is low.

* Result: Revenue: 20.35 billion VND; Profit: 661 million VND.

3.6. PBC Service & Maintenance Joint Stock Company: The unit still actively coordinates with the authorities to relocate the industrial Park in accordance with the policy of the Provincial People's Committee and overcome the damage caused by Typhoon No. 13.

* Result: Revenue: 5.81 billion VND; Profit: 1.15 billion VND. Exceeding the plan built at the beginning of the year

3.7. Quy Nhon NLG Co., Ltd.:

- Regarding forest business: Due to the impact of objective factors (unit price, weather, etc.), business results have not met the plan (5,082 billion VND ~ 92.4% of the budget). The unit has completed the reforestation work, ensuring the right season.

- Regarding wood chip business: The wood chips market in 2025 has many challenges and risks (unit price, consumption market, etc.) that have impacted business efficiency; Accordingly, the results did not meet the plan, with a profit of VND 2,072 billion ~ 29.6% of the plan.

- Profit from BDC Company: 4,298 billion VND

* Result: Revenue: 244.67 billion VND; Profit: VND 12,878 billion.

3.8. HR Pisico Co., Ltd.: Operations at the unit have not been improved, and have not attracted workers to work abroad.

3.9. PISICO Dak Lak Investment Joint Stock Company: Newly put into operation from 10/2025

3.10. BIDINA Company: Production preparation has been carried out well since the beginning of the year, so business results have gradually improved. Revenue: 93.83 billion VND; Profit: VND 7.29 billion.

3.11. PISICO Ha Thanh Joint Stock Company: Due to being affected by many factors (output unit price, input, competition between units in the same industry), production and business results have not reached the set plan. Revenue reached VND 209.9 billion; Profit : 3.67 billion VND.

3.12. Thanh Tam Furniture Wood Processing Joint Stock Company: Due to the general impact of the world economic situation, it has affected the sales orders at the unit; Especially the damage caused by Storm No. 13 and the flood on November 19, 2025 has caused heavy damage to the unit. many orders could not be exported as planned, machinery, raw materials and goods were seriously affected; Therefore, the business results did not meet the plan. Revenue: 139.33 billion VND, Profit: 8.21 billion VND.

3.13. PISICO Quang Nam Forest Products Joint Stock Company: Business results did not meet the plan due to the impact of fluctuations in the wood chips market. Revenue 540.51 billion VND, Profit: 5.25 billion VND.

II. Orientations, tasks and solutions for implementation in 2026

In 2026, a number of factors will have a strong impact on business activities at PISICO such as: Armed conflict, geopolitical strategic competition, tariff war (launched by the US), extreme nationalism, climate change, unusual natural disasters, especially the ongoing Middle East war; In Vietnam, after the completion of the 02-level local government, there have been many new regulations and policies issued, some fields such as wood and wood chips will be increasingly fiercely competitive for units in the same industry...

In addition to favorable factors such as the economy of some countries has gradually improved, inflation is controlled, the possibility that consumption demand will gradually recover in 2026, many policies to build and support businesses in Vietnam have been promulgated, contributing to the goal of promoting Vietnam's economic development in the in 2026.

With intertwined challenges and opportunities, PISICO will continue to maintain the achieved results and to strive for the growth of business targets, PISICO will have to implement the following tasks:

1. Regarding orientations:

- Continuously and regularly update Vietnam's market policies and regulations and developments in the world economic situation (especially factors and markets

that directly affect PISICO's business activities) in order to proactively implement timely and effective solutions in production and business.

- Continue to organize production and business with the tasks of capital safety, cost savings and maintenance of achieved efficiency and strive to grow business targets.

- Focus on expanding the output market of PISICO's key products (wood, wood chips) with high commercial value to ensure the goal of achieving business efficiency and sustainability in the following years.

- Balance resources at each time, to implement PISICO's key and strategic projects. At the same time, continue to research and invest in expanding areas of strength to create development momentum for the future.

- Organizing and building the increasingly valuable PISICO brand through extensive communication and promotion of PISICO's image and brand at home, outside the province and abroad.

- Maintain and improve the living standards and fully implement regimes, policies and jobs for employees in the PISICO system and promote social security work demonstrating PISICO's responsibility to the community.

- Complete the business targets approved by the General Meeting of Shareholders.

2. Regarding business tasks in 2026:

2.1. The whole PISICO system:

- Revenue of the whole system: 1,522 billion VND.

- Profit of the whole system: 63.61 billion VND.

- Average income of employees will increase by 5% compared to 2025.

Regimes for employees and social security work showing the responsibility of enterprises to the community continue to be maintained.

- To pay the state budget correctly, adequately and promptly as prescribed.

2.2. At PISICO Corporation (parent company):

- Revenue of the parent company: 245 billion VND.

- Profit of the parent company: 35.5 billion VND.

- Dividend level: 10% or more of charter capital

3. Implementation solutions:

3.1. Regarding production and business organizations:

- Develop the most suitable business plans at each time based on changes in the domestic and foreign economic situation; Conduct business organization to ensure efficiency for units in the system.

- Propose management and production solutions to solve problems for units facing difficulties, gradually overcome and improve business efficiency. At the same time, consider expanding the business field at the unit.

- Implement solutions to expand the market and customers consuming PISICO's products such as: Participating in domestic and international trade fairs, promoting investment, expanding access channels, promoting brands, communicating products, etc.

- Limit the occurrence of debts in the year and promote the recovery of debts, especially debts, overdue, difficult to collect and avoid the occurrence of new debts.

3.2. Regarding human resources and management:

- Organizing seminars, seminars, and exchanges between member units in the system in order to exchange and learn about governance and management among member units.

- Organizing thematic training classes to improve qualifications and professional skills to serve production and management for leaders, employees and employees throughout the PISICO system.

- Promote recruitment, especially managerial personnel, create a premise for building a team of successive and inherited personnel to ensure the continuous and sustainable development goals of PISICO Corporation.

3.3. Regarding the implementation of investment projects:

- Social housing project: Continue to implement and complete the project in 2026 and organize apartment business when meeting the conditions as prescribed by law.

- Anh Viet Commercial Residential Project (An Viet Phat Company): Continue to complete legal procedures, expected to be completed on March 30, 2026, start the project in early April 2026 and organize business in 2026.

- Cat Nhon industrial Park open project: Currently, the site clearance has been completed and the occupancy rate is 50%. In 2026, continue to attract secondary investors to fill 100% of the area.

3.4. Regarding investment activities:

- Research and search for potential projects suitable for PISICO and register for project implementation such as: Investment in industrial infrastructure, Planting industrial trees.

- To step up investment in important projects at member units:

- + P.B.C Joint Stock Company: Nhon Binh Industrial Park Relocation Project; Research to invest in 1 replacement industrial Park and apply to be the investor of 1 project at the old location after relocation.

+ BIDINA Company: Seek more land to expand the area of agricultural crops (about 10,000 hectares); Register to invest in mineral mines in Laos to expand investment activities at the unit.

The above is the content of the 2025 business results report and the orientation of business activities in 2026 of PISICO Corporation./.

Thank you very much!

GENERAL DIRECTOR

No.: / BC-HĐQT

Gia Lai, April 15th, 2026



REPORT

Activities of the Board of Directors at the Annual General Meeting of Shareholders in 2026

I. Activities of the Board of Directors in 2025:

1. Results of supervision and direction of the Board of Directors over PISICO's business activities and affairs

Pursuant to Resolution No. 21/NQ-ĐHDCĐ dated April 18, 2025 of the Annual General Meeting of Shareholders in 2025, the Board of Directors closely follows closely to fully implement the content of the Resolution with the highest efficiency; the results of the figures have been shown in the Report of the Executive Board presented. In 2025, in addition to difficulties in the market, the Corporation will be severely affected by Typhoon No. 13 – KALMAEGI and post-storm recirculation; the Corporation's leaders and employees have tried effective solutions to achieve the best results, of which the following are highlighted:

- Regarding business activities: to ensure the planned profit (100.28% of the plan); financial indicators such as: solvency; capital structure; operating capacity and profitability are well controlled; Paying the state budget according to the financial statements in a timely and sufficient manner as prescribed, employees' income increased by 10.55%.

- Regarding the implementation of 04 projects according to the Resolution: The Cat Nhon Industrial Park expansion project has started construction and will be completed in 2026; The Dak Lak wood chip factory project has been put into stable operation; the PISICO social housing project has completed the pile pressing, foundation construction and is expected to ensure the progress plan according to the project; Anh Viet Residential Area Project (*PISICO Corporation and Anh Viet Trading Co., Ltd. joint venture to establish An Viet Phat Co., Ltd.*) is continuing to complete legal procedures to carry out the construction of initial construction items.

2. Activities of the Board of Directors:

In 2025, a new Board of Directors for the term 2025-2030 has been elected, and a new person in charge of administration has been appointed. The Board of Directors held 12 meetings (*of which 02 meetings were held for the 2020-2025 term, 10 meetings for the 2025-2030 term*); issued 64 management and direction documents, including 12 resolutions, 11 decisions and 41 other documents (*with a list of Resolutions and Decisions of the Board of Directors issued in 2025 attached*).

Board of Directors meetings are ensured in accordance with the Statute, Charter and internal regulations of PISICO's governance. The resolutions of the Board of Directors are issued on the basis of unanimous approval by the Members of the Board of Directors at an absolute rate. Pursuant to the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors, the Chairman of the Board of Directors has concretized by a decision for the Board of Directors to organize and operate production and business activities to achieve the best results.

Through the resolutions, decisions and guidelines of the Board of Directors, the Board of Directors has basically organized the implementation well; ensuring that jobs and income for employees grow compared to the previous year.

The organization of the Annual General Meeting of Shareholders and information disclosure activities in accordance with the regulations on governance of public companies are ensured in accordance with the law and the person in charge of governance has been assigned to perform the tasks as prescribed for public companies.

3. Activities of members of the Board of Directors:

Members of the Board of Directors have exercised their rights and obligations in accordance with the internal regulations on PISICO's governance and the regulations on the operation of the Board of Directors approved by the Annual General Meeting of Shareholders in 2021. Members of the Board of Directors always show a high sense of responsibility, participate in practical opinions, which has contributed positively to business results in 2025.

The Board of Directors meeting was held seriously and with the full participation of members as follows:

No.	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
I	Term 2020 - 2025	02		
1	Mr. Lam Dinh An	02/02	100%	
2	Ms. Dong Thi Anh	02/02	100%	
3	Mr. Vu Hong Quan	02/02	100%	
II	Term 2025 -2030	10		
1	Ms. Dong Thi Anh	10/10	100%	
2	Mr. Lam Duy Viet	10/10	100%	
3	Mr. Vu Hong Quan	10/10	100%	

4. Regarding the supervision of the CEO and other managers:

- To maintain the good performance of the inspection and operation of production and business for the General Director and managers; Regularly monitor and grasp production and business management activities through periodic assessment of the situation, actual inspection, listening to feedback from PISICO shareholders and employees; promptly direct the removal of difficulties and obstacles in accordance with reality and with high efficiency.

- Members of the Board of Directors who have attended meetings of the Executive Board; thereby, it has promptly resolved and given direct direction for the CEO and other managers to deploy quickly, actively contributing to the successful completion of tasks in 2025 as reported above. In particular, the Chairman of the Board of Directors has participated in 100% of the meetings of the Board of Directors to ensure the best solution and handling of problems in production and business of the Corporation.

- Directly direct and set out policies and orientations in a timely manner for a number of important issues arising in the operation of production and business.

5. Remuneration for members of the Board of Directors:

No.	Member of the Board of Directors	Position	Remuneration amount Year 2025
1	Ms. Dong Thi Anh	Chairwoman of the Board of Directors	Specialized
2	Mr. Lam Duy Viet	Vice Chairman of the Board of Directors	180.000.000
3	Mr. Vu Hong Quan	Member of the Board of Directors	120.000.000

II. Plan and orientation of the Board of Directors in 2026

1. Regarding general objectives and orientations:

- Continue to adhere to the goal of building PISICO as a strong private economic group with strategic brands and products to compete with the international integration market; improve the value of stocks in the market.

- Continue to implement and complete ongoing projects and put them into operation as planned.

- Continue to implement the orientations: Transfer shares in a number of units with low capital ownership rates or not in advantageous fields, or operate inefficiently and difficult to manage in order to concentrate investment capital in other projects according to the Corporation's orientation; Continue to closely follow the proposal of the Province to transform and invest in the Industrial Cluster project to replace Canh Vinh Industrial Cluster which has been withdrawn according to the decision of the People's Committee of Binh Dinh Province and Nhon Binh Industrial Park; expanding the area of planted forests of the Corporation; Increase the charter capital according to each stage of the Corporation's development and transfer the stock exchange from UPCOM to HOSE in an appropriate time.

2. Regarding the objectives of the 2026 plan:

a) Regarding production and business activities:

- Revenue of the whole system: 1,552 billion VND; Revenue of the parent company: 245 billion VND.

- Profit of the whole system: 63.61 billion VND; Profit before tax of the parent company: VND 35.5 billion.

- To make correct, sufficient and timely remittances to the state budget as prescribed.

- Continue to maintain the good implementation of social security, demonstrate the responsibility of enterprises to the community.

- Dividend level: 10% of charter capital or more

b) Development investment projects:

- Focus on the effective implementation of approved projects to ensure the set plan: Infrastructure in PISICO society; Expansion of Cat Nhon Industrial Park; Anh Viet residential area; continue to maintain the stable production activities of Dak Lak wood chip processing factory.

- Continue to strengthen support for member units that operate well, solve difficulties of poorly performing units. Focus on researching legal procedures and policies to implement the Nhon Binh Industrial Park Relocation Project of PBC Infrastructure Development Services Joint Stock Company; new research projects for the development of the Corporation: investment in planting industrial and forestry trees;

d) Major solutions:

- Continue to study and formulate mechanisms and policies on management, administration and administration in accordance with the requirements of enterprise development in order to strongly promote the Corporation's production and business activities. Focus on solving difficulties for production and business units that are still low and have solutions to handle units that are not in PISICO's strengths.

- Regularly monitor, grasp, analyze and assess the domestic and foreign economic situation in order to propose an action program of the Board of Directors close to reality to direct the Corporation's Executive Board of Production and Business more effectively.

- Continue to maintain and develop industries and units that are operating stably, with good efficiency, and have many prospects for the development of the Corporation. Continue to remove difficulties for units to promote production and business activities with high efficiency.

- Continue to strengthen the organizational and personnel apparatus commensurate with the scale of enterprise activities at each time; to reform mechanisms and policies to attract personnel to actively contribute to the construction

and development of the Corporation's system. To study and formulate incentive human resource management policies to attract high-quality professional human resources, train and foster the inheritance team to promptly meet the development of the Corporation.

- Continue to maintain good relations with traditional customers; diversify products and markets through commercial activities, avoiding passivity when an event occurs.

III. Proposals:

The General Meeting of Shareholders approves the targets of plans, projects and main solutions in 2026 as reported by the Board of Directors and the Board of Directors and submitted at the General Meeting.

Thank you very much!

Recipients:

- Member of BoD;
- Head of the Control Board;
- Archives: office, BoD.

**ON BEHALF OF THE BOD
CHAIRWOMEN OF THE BOD**

Dong Thi Anh

RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS

(In 2025)

An on ym ous	Number of Resolutions/Dec isions	Date	Contents	Pass Rate
I	Resolution			
1	02/NQ-HDQT	02/01/2025	Unanimously approving the PISICO social housing investment project	100%
2	05/NQ-HDQT	11/2/2025	Agreed to hold the Annual General Meeting of Shareholders in 2025	100%
3	15A/NQ-HDQT	19/04/2025	Through the credit relationship at the Joint Stock Commercial Bank for Foreign Trade of Vietnam - Binh Dinh Branch.	100%
4	19/NQ-HDQT	18/4/2025	Election of Chairman of the Board of Directors, Vice Chairman of the Board of Directors for the term 2025 - 2030	100%
5	29/NQ-HDQT	28/04/2025	Dismissal and appointment of the General Director of the Corporation	100%
6	42/NQ-HDQT	06/05/2025	Unanimously approving the assignment of tasks of members of the Board of Directors; Salary plan for managers of the Corporation and assignment of representatives of PISICO capital at subsidiaries and joint venture companies	100%
7	48/NQ-HDQT	14/05/2025	Approval of salary finalization in 2024	100%
8	54/NQ-HDQT	04/06/2025	Customs clearance for selection of independent auditors in 2025	100%
9	56/NQ-HDQT	30/06/2025	Agree on salary plan in 2025	100%
10	60/NQ-HDQT	30/07/2025	Adjustment of the content in Section 2 of Resolution No. 02/NQ-HDQT dated January 2, 2025 of the Board of Directors of PISICO	100%
11	62/NQ-HDQT	26/11/2025	Approve the next 12-month business plan; Approving the proposal of the Chairman of the Board of Directors of the Company to apply for a credit card and loan at VietinBank – Phu Tai Industrial	100%

			Park Branch to implement the business plan for the next 12 months (2025-2026)	
12	64/NQ-HDQT	15/12/2025	Carry out procedures for adjusting the implementation schedule of the PISICO social housing project in Decision No. 1718/QD-UBND dated May 15, 2025 of the People's Committee of Binh Dinh province (now Gia Lai province) on the adjustment of the investment policy of the PISICO social housing project	100%
II	Decision			
1	30/QD-HDQT	28/04/2025	Dismissal of the position of General Director of PISICO Real Estate Corporation - Joint Stock Company for Ms. Dong Thi Anh to perform the duties of Chairman of the Board of Directors	
2	31/QD-HDQT	28/04/2025	Appointment of Mr. Nguyen Hoang Hai, holding the position of General Director of PISICO Real Estate Corporation - JSC	
3	32/QD-HDQT	28/04/2025	Dismissal of the position of Person in charge of management of PISICO Real Estate Corporation - JSC for Mr. Nguyen Tan Bao Toan	
4	33/QD- Board of Directors	28/04/2025	Appointment of Mr. Lam Dinh An - Holding the position of person in charge of management of PISICO Binh Dinh Corporation - Joint Stock Company	
5	45/QD-HDQT	12/05/2025	Dismissal of Mr. Nguyen Hoang Hai from the position of Controller of HR PISICO Co., Ltd. from June 1, 2025	
6	46/QD-HDQT	12/05/2025	Appointment of Mr. Vo Minh You, Deputy Director of Accounting Department - PISICO Binh Dinh Corporation - Joint Stock Company and Controller of HR PISICO CO., LTD.	
7	49/QD- Board of Directors	14/05/2025	Decision on approval of salaries and remuneration implemented in 2024	

8	50/QD-HDQT	14/05/2025	Decision on the salary of the General Director - Nguyen Hoang Hai
9	51/QD-HDQT	27/05/2025	Decision on appointing a representative to manage the capital of PISICO Binh Dinh Corporation – Joint Stock Company at Dak Lak Investment Joint Stock Company
10	52/QD-HDQT	27/05/2025	Decision on appointing a representative to manage the capital of PISICO Binh Dinh Corporation - Joint Stock Company at Binh Dinh Agricultural Industry and Business Joint Stock Company - BIDINA
11	57/QD-HDQT	30/06/2025	Decision on approving salaries and remuneration planned for 2025



REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025 AND OPERATIONAL PLAN IN 2026

Submission: Annual General Meeting of Shareholders in 2026

Pursuant to the Charter of organization and operation of PISICO Binh Dinh Corporation - Joint Stock Company (PISICO);

Pursuant to the functions, tasks and powers of the PISICO Control Board;

Pursuant to the 2025 Financial Statements of PISICO Corporation, which has been audited by FAC Auditing Co., Ltd.

The Supervisory Board shall report to the Annual General Meeting of Shareholders in 2026 the following contents:

1. Activities of the Supervisory Board in 2025:

The 2025 Annual General Meeting of Shareholders on April 18, 2025 elected the Supervisory Board for the fourth term (2025-2030) consisting of 3 members and the Supervisory Board held the first session to elect Mr. Nguyen Ngoc Minh to hold the position of Head of the Supervisory Board, the members of the Supervisory Board include:

- | | |
|----------------------------|---------------------------------|
| - Mr. Nguyen Ngoc Minh | - Head of the Supervisory Board |
| - Mr. Nguyen Tan Bao Toan | - Member |
| - Ms. Dong Thi Quynh Huong | - Member |

During the year, the Supervisory Board held 02 meetings with the full participation of members to agree on the implementation plan and implemented the work of monitoring the situation of production and business activities, supervising the activities of the Board of Directors and the Executive Board, appraising the financial statements for 2025 which have been audited by FAC Auditing Co., Ltd.. In addition, members of the Supervisory Board regularly exchange work via email and phone,.. in order to grasp the situation of PISICO's production and business activities.

Regarding the remuneration of the Supervisory Board in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders with a total amount of VND 144 million.

The members of the Supervisory Board have seriously exercised their powers and responsibilities in performing their assigned tasks in an honest and objective manner in the spirit of the interests of shareholders in accordance with the provisions of the PISICO Charter and the provisions of current law.

2. Report on the work results of the Control Board:

2.1. Supervision of the implementation of the Resolution of the 2025 General Meeting of Shareholders:

In 2025, the Company issued 01 Resolution of the Annual General Meeting of Shareholders No. 21/2025/NQ-ĐHDCĐ dated 18/04/2025. The Board of Directors and the Board of Directors have implemented relatively fully the plans approved by the General Meeting of Shareholders with a number of main contents:

- Agree on the Financial Statements for the year 2024 audited by FAC Auditing Co., Ltd. and the results of production and business activities in 2024.
- Set up funds and pay dividends from profits in 2024.
- Payment of remuneration to the Board of Directors, Supervisory Board
- Finalize the salary and remuneration fund in 2024.
- Selection of audit units in 2025.
- Election of the Board of Directors, Supervisory Board for the term 2025 - 2030.
- Amendment to some contents of the PISICO Charter.

2.2 Operation and financial situation of the Corporation:

In 2025, PISICO's Board of Directors will strictly comply with the Resolution of the General Meeting of Shareholders, guidelines and Resolutions of the Board of Directors to organize the implementation and administration of production and business activities, implement the completion of the Parent Company's 2025 business plan assigned by the General Meeting of Shareholders with the following results:

- Revenue in 2025 \approx VND 168,062 billion, reaching 80.03% of the plan and over the same period reaching 80.18%.

- Profit before tax in 2025 \approx VND 34,495 billion, reaching 100.28% compared to the plan and over the same period reaching 78.61%.

- Some financial targets of the parent company are as follows:

STT	Criteria	DVT	Year 2024	Year 2025
I	Solvency indicators			
	Short-term ratio (Current Assets/Current Liabilities)	Times	1,15	0,91
	Quick payout ratio (Short-term TS – inventory)/Short-term debt	Times	0,96	0,73
II	Indicators of capital structure			
	Debt/Total Assets Ratio	%	37,81	39,09
	Debt/Equity Ratio	%	60,79	64,19
III	Indicators of operational capacity			
	Inventory Turnover (Average cost of goods sold/inventory)	Round	4,63	3,96
	Turnover of total assets (Net Revenue/Average Total Assets)	Round	0,32	0,25
IV	Lead on profitability			
	Profit after tax/Net revenue ratio	%	20,49	20,60
	Profit After Tax/Average Equity Ratio	%	10,40	8,53
	Profit after tax ratio/Average total assets	%	6,62	5,25

STT	Criteria	DVT	Year 2024	Year 2025
	Ratio of net profit from production and business activities/ Net revenue	%	6,70	23,73

The Supervisory Board did not notice any signs in PISICO's business management activities. The activities of the Board of Directors and the Board of Directors during the year have strictly complied with the Law on Enterprises, the Charter of PISICO, relevant regulations and strictly complied with the Resolution of the General Meeting of Shareholders.

2.3 Supervision of activities between the Supervisory Board and the Board of Directors and the Executive Board of the Company:

In 2025, the Supervisory Board will appoint representatives to attend all meetings of the Board of Directors and participate in opinions at meetings of the Board of Directors.

- The Board of Directors of the Company has held 12 meetings and issued 12 Resolutions within the scope and functions and powers of the Board of Directors. The meetings of the Board of Directors comply with PISICO's operating regulations, in accordance with the Law on Enterprises and the PISICO Charter.

- The Board of Directors has worked with a high sense of responsibility, closely directing all production and business activities of PISICO in accordance with the practical situation and in accordance with the set orientation.

- PISICO's Board of Directors shall comply with the Resolution of the 2025 General Meeting of Shareholders, the guidelines of the Board of Directors and proactively manage production and business activities. However, in 2025, Vietnam's economy will take place in the context of many global fluctuations with international supply chains not completely stable, unpredictable fluctuations in energy and raw material prices, inflation in many developed economies is still higher than the target level, while geopolitical pressures remain simmering, which has affected PISICO's export activities.

- The Board of Directors regularly reports on the management and administration of production and business activities, financial situation and personnel,... to the Board of Directors for the Board of Directors to make policies and issue decisions to manage and administer production and business activities.

- The regular periodic information disclosure ensures compliance with the current provisions of law on the securities market.

2.4. Results of appraisal of financial statements in 2025

- The financial statements for 2025 are prepared in accordance with the current Vietnamese accounting standards and regimes and have reflected honestly and reasonably the financial situation as of December 31, 2025.

- The financial statements for 2025 are prepared fully and promptly in accordance with the guidance form of the Ministry of Finance, the financial situation is clearly and specifically explained to meet the needs of management and relevant agencies. The submission of financial statements on time as prescribed by relevant

agencies and in accordance with regulations on information disclosure on the securities market.

- The Supervisory Board agrees with the 2025 financial statements audited by an independent auditing unit, FAC Auditing Co., Ltd.

- At the end of the fiscal year, compare and confirm debts with customers and banks, inventory assets and make inventory reports to ensure that they are submitted on time.

- The record of appraisal of the financial statements for the whole year shall be agreed upon by the Executive Board and the Supervisory Board shall be reported and sent to the Board of Directors.

3. Coordination between the activities of the Supervisory Board and the Board of Directors and the Executive Board of the Company:

- During the operation, the Supervisory Board received the coordination and support of the Board of Directors, the Executive Board as well as the PISICO Professional Departments to help the Supervisory Board perform the tasks assigned by the General Meeting of Shareholders.

- The Supervisory Board is fully and promptly provided by the Board of Directors with Resolutions, Decisions and a number of guiding documents of the Board of Directors; The Board of Directors and PISICO's professional departments have facilitated and supported the provision of sufficient information, documents, accounting books, and financial statements on the situation of production and business activities during the Supervisory Board supervising the business situation. appraise the mid-year and full-year financial statements as well as upon request.

4. Operation plan of the Supervisory Board in 2026

In order to properly carry out the inspection and supervision. The Supervisory Board shall formulate a plan to perform its tasks in 2026 as follows:

- Supervise the observance of the Charter, the implementation of the Resolution of the General Meeting of Shareholders and the Board of Directors; Supervise the activities of the Board of Directors and the Executive Board in managing and administering business activities in accordance with the Resolution of the General Meeting of Shareholders and other relevant provisions of law.

- Inspect, review and appraise the Company's operation reports and financial statements on a 6-month and annual basis according to the functions and tasks of the Supervisory Board.

- Conduct periodic or irregular inspections at the request of shareholders or the Board of Directors during operation, in order to prevent risks and ensure that the Company operates in accordance with the provisions of law and the Company's Charter.

The above is the entire content of the report on operating results, the report on supervision and appraisal of the Company's financial statements in 2025 and the operation plan of the Supervisory Board in 2026.

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

**ON BEHALF OF BOARD OF SUPERVISORY
HEAD OF THE BOARD**

Nguyen Ngoc Minh