

No.: 131/TB-TCHC

*Binh Dinh, April 18<sup>th</sup>, 2025*

**NOTICE OF PERSONNEL CHANGE**  
*(Form for appointment and/or dismissal/resignation)*

**To: Hanoi Stock Exchange**

Pursuant to Resolution No. 21/NQ-DHDCD dated Apr.18<sup>th</sup>, 2025; Resolution of the Board of Directors No. 18/NQ-HDQT dated Apr.18<sup>th</sup>, 2025 of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company and Minutes of the meeting dated Apr.18<sup>th</sup>, 2025 of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company for the term 2025-2030; We are pleased to announce the change of personnel of PISICO Binh Dinh Corporation – Joint Stock Company as follows:

**I. Cases of appointment (\*):**

**1. The Board of Directors:**

**1.1. Ms. Dong Thi Anh:**

- Position before appointment: Vice Chairman of the Board of Directors, General Director of PISICO Binh Dinh Corporation – Joint Stock Company
- Appointed position: Chairwoman of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company (new appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025.

**1.2. Lam Duy Viet:**

- Position before appointment: Deputy General Director of PISICO Binh Dinh Corporation – Joint Stock Company
- Appointed position: Vice Chairman of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company (new appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025.



### **1.3. Vu Hong Quan**

- Position before appointment: Member of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company
- Appointed position: Member of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company (re-appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025..

## **2. The Supervisory Board:**

### **1.1. Mr. Nguyen Ngoc Minh**

- Position before appointment: None
- Appointed position: Head of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company (new appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025..

### **1.2. Ms. Dong Thi Quynh Huong**

- Position before appointment: Member of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company
- Appointed position: Member of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company (re-appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025.

### **1.3. Mr. Nguyen Tan Bao Toan**

- Position before appointment: Member of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company
- Appointed position: Member of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company (re-appointment)
- Appointment term: 05 years.
- Effective date: From Apr.19<sup>th</sup>, 2025.

## **II. In case of dismissal/resignation (\*)**

### **1. Mr. Lam Dinh An**

- No longer holding the position: Chairman of the Board of Directors of PISICO Binh Dinh Corporation – Joint Stock Company

- Reason for dismissal: (if any): End of term.
- Effective date: Apr.19<sup>th</sup>, 2025.

## **2. Mr. Nguyen Hoang Hai**

- No longer holding the position: Head of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company
- Reason for dismissal: (if any): End of term.
- Effective date: Apr.19<sup>th</sup>, 2025.

This information was published on the company's website on Apr.19<sup>th</sup>, 2025 at the link <http://www.pisico.vn> ⇒ **Shareholder Relations** ⇒ **Information Disclosure**

*\*/Attached documents:*

- Board Resolution and/or General Mandate on the change in personnel.

### **Organization representative**

Legal representative/Person authorized to disclose information

(Signature, full name, position, and seal)



*Dòng Thị Ánh*





**PISICO BINH DINH CORPORATION  
JOINT STOCK COMPANY**

No.: 21/NQ-DHDCD

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

*Binh Dinh, April 18<sup>th</sup>, 2025*

**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

Pursuant to the current Law on Enterprises;

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

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 18<sup>th</sup>, 2025 of PISICO,

**RESOLUTION:**

1. Approve the report of the Board of Directors, the Executive Board, the Supervisory Board for the production and business results of the whole system in 2024 with revenue of VND 1,628.57 billion, profit of VND 101.92 billion, average income of employees reaching VND 8.68 million/person/month, payment to the state budget of VND 145.35 billion; According to the data of the separate financial statements: Revenue: 209,615,526,882, VND; Profit before tax 43,880,996,239 VND; Profit after corporate income tax 34,784,966,499 VND; paid to the state budget 10.93 billion VND.

2. To approve the Parent Company's Financial Statements and the 2024 Consolidated Financial Statements audited by FAC Auditing Co., Ltd.

3. To approve the plan to distribute dividends and set up funds from accumulated after-tax profits to 2024:

No.	Item	Value	Note
<b>I</b>	<b>Retained earnings</b>	<b>65.055.663.641</b>	
1	The prior year end	30.270.697.142	
2	Retained earnings of the current year 2024	34.784.966.499	
<b>II</b>	<b>Profit Distribution Plan</b>	<b>28.450.000.000</b>	
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>		
	- <i>Reward (35,00%)</i>	280.000.000	
	- <i>Welfare (65,00%)</i>	520.000.000	
<b>III</b>	<b>The remaining profit after tax is retained not yet distributed.</b>	<b>36.605.663.641</b>	

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 18<sup>th</sup>, 2025.

4. To approve the targets of the production and business plan in 2025 as follows:

- Revenue of the whole system: 1,600 billion VND; revenue of the parent company is 210 billion VND

- Profit of the whole system: 89.19 billion VND; Profit before tax of the parent company 34.4 billion VND

- Dividend level: 9% or more of charter capital

- Strive for the average income of employees to increase by 5% compared to the implementation in 2024, pay attention to the regimes for employees in accordance with the law.

- Pay the state budget correctly, sufficiently and promptly as prescribed.

- Continue to maintain the social security, demonstrating the responsibility of enterprises to the community.

5. To agree on policies, objectives, orientations and main solutions according to the reports of the Board of Directors and the Executive Board. In which, it is agreed to implement the investment content as follows:

- Centralize the implementation of projects under the Resolution of the 2023 Annual General Meeting of Shareholders approved, including: PISICO social

housing project; Anh Viet Residential Project; put into stable operation the Wood Chip Processing Factory Project in M'Drak district, Dak Lak province. Authorize the Board of Directors to proactively handle documents and procedures to ensure that the project is implemented in accordance with regulations and state management policies.

- Continue to strengthen support for member units in researching legal procedures and policies to implement key projects at the unit; in which the focus of the project is the relocation of Nhon Binh Industrial Zone out of Quy Nhon City of PBC Infrastructure Joint Stock Company. Implement the Cat Nhon Industrial Zone expansion project - Stage 2; Register industrial park infrastructure investment projects in Van Canh district, Binh Dinh province; Bong Son Wood Chip Processing Factory Project - Stage 2 in Thiet Dinh village, Bong Son Ward, Hoai Nhon town of Qui Nhon Woodchip Co., Ltd..

6. Through transactions with related parties as follows:

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

6.2. Object of the transaction contract: Purchase and sale of products and goods that PISICO does business; 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.

6.3. Validity period of contracts and transactions: From the date of signing.

6.4. The General Meeting of Shareholders unanimously authorizes the Chairman of the PISICO's Directors Board to decide to sign and execute 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 before 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)*

7. Approval of amendments to a number of contents of the Charter of PISICO Binh Dinh Corporation – Joint Stock Company which was approved by the Annual



General Meeting of Shareholders in 2021 for the 6th amendment on April 22, 2021  
(Attached details of the amended contents)

**8.** Approve the salaries and remuneration of PISICO managers and the PISICO Control Board in 2024 as follows:

- The salary fund of the full-time Chairman of the Board of Directors, General Director, Deputy General Director, Head of the Full-time Control Board and Chief Accountant in 2024 is: 3.755.713.000 VND (*Three billion, seven hundred and fifty-five million, seven hundred and thirteen thousand Vietnam dong*).

- Remuneration for members of the Board of Directors in 2024: VND 144.000.000 (*one hundred and forty-four million Vietnam dong*); the level of expenditure of each member shall comply with Resolution No. 18/NQ-DHDCD dated April 19, 2024 of the 2024 Annual General Meeting of Shareholders.

- Remuneration for part-time members of the Control Board: 2.500.000 VND/person/month x 12 months x 2 people = 60.000.000 VND (*sixty million Vietnam dong*).

**9.** Approving the salary and remuneration plan in 2025 for PISICO managers and the PISICO Control Board as follows:

- Assign the Board of Directors to consider and decide on the salary of the full-time Chairman of the Board of Directors, the General Director, the Deputy General Director 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 2026.

- Remuneration of part-time Vice Chairman of the Board of Directors: 15.000.000 VND/person/month

- Remuneration for part-time members of the Board of Directors: 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 The Supervisory Board members: 4.000.000 VND/person/month.

**10.** Approve the selection of an auditing company to audit the financial statements in 2025: Authorize the Chairman of Directors Board to proactively select in accordance with regulations.

**11.** The 2025 Annual General Meeting of Shareholders has elected the Board of

Directors for the third term (2025-2030) and the Board of Directors elected the Chairman of the Board of Directors and Vice Chairman of the Board of Directors as follows:

Stt	Full name	Position	Notes
1	Dong Thi Anh	The chairman	Full-time
2	Lam Duy Viet	The vice chairman	Part-time
3	Vu Hong Quan	The member	Part-time

**Attachment of Information Statements as prescribed**

12. The Annual General Meeting of Shareholders in 2025 has elected the Supervisory Board for the fourth term (2025-2030) and the Supervisory Board meets to elect the Head of the Supervisory Board as follows:

Stt	Full name	Position	Notes
1	Nguyen Ngoc Minh	the Head	Part-time
2	Dong Thi Quynh Huong	The member	Part-time
3	Nguyen Tan Bao Toan	The member	Part-time

**Attachment of Information Statements as prescribed**

The General Meeting of Shareholders unanimously assigned the Board of Directors of PISICO to direct and implement effectively this resolution. The Supervisory Board of PISICO controls the resolution implementation of the 2025 Annual General Meeting of Shareholders and the approved contents under this resolution./.

**Recipient:**

- Hanoi Stock Exchange;
- Shareholders of PISICO;
- PISICO Board of Directors;
- General Director, Deputy General Director of PISICO;
- PISICO Supervisory Board;
- PISICO Website;
- Saved: clerical staff, Directors Board.

ON BEHALF OF  
GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE DIRECTORS BOARD -  
CHAIRMAN



The stamp is a red circular seal. The outer ring contains the text 'M.S.D.N: 410025898' 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 enterprises

(attached to the Minutes No. 21/NQ-DHDCD 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

**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS OF THE PISICO CHARTER  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
(Attached to Report No. 21/NQ-DHDCD dated April 18<sup>th</sup>, 2025)**

Contents of the current Charter	Contents of the Charter submitted for amendment and supplementation	Notes of the new version
<p><b>PREFACE</b></p> <p><i>This Charter was approved under a valid decision of the first official General Meeting of Shareholders on Jan.26<sup>th</sup>, 2014; amended for the 1st time according to the Resolution of the General Meeting of Shareholders No. 52/NQ-DHDCD dated Aug.18<sup>th</sup>, 2014, amended for the 2nd time at the Extraordinary General Meeting of Shareholders in 2017 dated Oct.31<sup>st</sup>, 2017, amended for the 3rd time at the 2018 Annual General Meeting of Shareholders on Apr.11<sup>st</sup>, 2018; amended for the 4th time according to the Resolution No. 84/NQ-DHDCD dated Dec.19<sup>th</sup>, 2018; amended for the 5th time at the 2020 Annual General Meeting of Shareholders on Jun.24<sup>th</sup>, 2020 and amended and supplemented for the 6th time at the 2021 Annual General Meeting of Shareholders on Apr.22<sup>nd</sup>, 2021</i></p>	<p><b>PREFACE</b></p> <p><i>This Charter was approved under a valid decision of the first official General Meeting of Shareholders on Jan.26<sup>th</sup>, 2014; amended for the 1st time according to the Resolution of the General Meeting of Shareholders No. 52/NQ-DHDCD dated Aug.18<sup>th</sup>, 2014, amended for the 2nd time at the Extraordinary General Meeting of Shareholders in 2017 dated Oct.31<sup>st</sup>, 2017, amended for the 3rd time at the 2018 Annual General Meeting of Shareholders on Apr.11<sup>st</sup>, 2018; amended for the 4th time according to the Resolution No. 84/NQ-DHDCD dated Dec.19<sup>th</sup>, 2018; amended for the 5th time at the 2020 Annual General Meeting of Shareholders on Jun.24<sup>th</sup>, 2020; amended and supplemented for the 6th time at the 2021 Annual General Meeting of Shareholders on Apr.22<sup>nd</sup>, 2021 and amended and supplemented for the 7th time at the 2025 Annual General Meeting of Shareholders on April 18<sup>th</sup>, 2025</i></p>	<p>Update additional revisions</p>
<p><b>Article 3. Legal representative of the Company</b></p> <p>1. The company has 02 (two) legal representatives, including: Chairman of the Directors Board and General</p>	<p><b>Article 3. Legal representative of the Company</b></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> <ul style="list-style-type: none"> <li>- 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 .</li> <li>- Signing all commercial and civil transaction contracts, ... between PISICO and the parties; except for the case of authorization.</li> <li>- 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.</li> </ul>	<p>of legal representatives</p>																		
<p><b>Article 4. PISICO's Operational Objectives</b></p> <p>I. 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><b>Article 4. PISICO's Operational Objectives</b></p> <p>I. 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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	Details: Forest processing		
3	Dedicated design activities Details: Forestry project design consultancy	7410	
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	
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	





	have not been classified anywhere		
	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	4662
16	Wholesale of other materials and installation equipment in construction	4663	4663
17	Quarrying stone, sand, gravel, clay Details: Quarrying stone, sand, gravel, clay as common building materials	0810	0810
18	Cutting, shaping and finishing stones Details: Stone Processing	2396	2396
19	Production of products from plastic Details: Production of plastic	2220	2220



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	granules and other products from plastic		
20	Afforestation, forest care and nurseries of forestry trees	0210	0210
21	Logging	0220	0220
22	Building a house for living	4101	4101
23	Building a house that is not for living in	4102	4102
24	Construction of other civil engineering works Details: Construction of infrastructure engineering works	4299	4299
25	Supply and management of labor Detail: Supply and management of domestic labor resources	7830	7830
	Supply and management of labor resources to work abroad		
26	Educational Support Services	8560	8560
27	Other education has not been	8559	8559

	classified anywhere		
28	Activities of labor and employment centers, consultancy, referral and brokerage agencies	7810	
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 parts Details: Buying and selling machinery and equipment for production and consumption	4659
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

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<p>Annual Report.</p> <p>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.</p> <p>3. The General Director has the following rights and obligations:</p> <p>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 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</p>	<p>and stated in PISICO's Annual Report.</p> <p>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.</p> <p>3. The General Director has the following rights and obligations:</p> <p>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 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</p>
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<p>number of employees, salaries, allowances, benefits, appointments, dismissals and other terms related to their labor contracts;</p> <p>d) 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 of PISICO (hereinafter referred to as long-term, annual and quarterly 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</p>	<p>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>d) 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 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</p>
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**PISICO CORPORATION  
BINH DINH JOINT STOCK  
COMPANY**

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

*Binh Dinh, April 18<sup>th</sup>, 2025*

No. 19/NQ-HĐQT

**RESOLUTION**

**PISICO's The Board of Directors (Term 2025-2030)  
(In 2025)**

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

Pursuant to the Minutes of the Board of Directors meeting dated April 18<sup>th</sup>, 2025,

**RESOLUTIONS:**

Approving the positions of the Board of Directors for the term 2025-2030 as follows:

- Ms. Dong Thi Anh; the Chairwoman of the Board of Directors
- Mr. Lam Duy Viet; The Vice Chairman of the Board of Directors
- Mr. Vu Hong Quan; the member of the Board of Directors

The appointments shall take effect from April 19<sup>th</sup>, 2025.

***Attached Cirricullum Vitae of appointeted personnel***

This Resolution was unanimously approved by the Board of Directors in accordance with regulations; Members of the Board of Directors, the Executive Board, relevant companies and individuals shall implement this Resolution./.

***Recipient:***

- PISICO Board of Directors;
- General Governor, Vice General Director of PISICO;
- PISICO Supervisory Board;
- Website PISICO;
- Saved: clerical staff, Directors Board.

**ON BEHALF OF THE DIRECTORS BOARD  
CHAIRWOMAN/CHAIRPERSON**



**Dong Thi Anh**



No. 01/BB-BKS

*Binh Dinh, April 18<sup>th</sup>, 2025*

**MEETING MINUTES**  
**THE SUPERVISORY BOARD (TERM 2025-2030)**  
**(In 2025)**

Today, at 16:40 on April 18, 2025, at the PISICO Office (99 Tay Son, Ghenh Rang Ward, Quy Nhon City), the Supervisory Board held the following meeting:

**I. PARTICIPANTS:**

**1. Meeting Chair:** Ms. Dong Thi Quynh Huong, Member of the Supervisory Board for the term 2020-2025, Member of the Supervisory Board for the term 2025-2030

**2. The Supervisory Board (term 2025 – 2030):**

- |                            |         |
|----------------------------|---------|
| - Ms. Dong Thi Quynh Huong | -Member |
| - Mr. Nguyen Ngoc Minh     | -Member |
| - Mr. Nguyen Tan Bao Toan  | -Member |

**3. Secretary:** Mr. Nguyen Tan Bao Toan.



**II. CONTENT OF THE MEETING:** Meeting of the Supervisory Board (term 2025-2030) to elect the Head of the Supervisory Board.

**III. MEETING DEVELOPMENTS:**

**1.** The Chairperson of the meeting reported as follows: Pursuant to the results of the election of the Supervisory Board and the personnel structure of the Supervisory Board for the term 2025 – 2030 which has been unanimously approved by the Annual General Meeting of Shareholders in 2025. Pursuant to the Charter of PISICO Binh Dinh Corporation – Joint Stock Company, which was approved by the 6th amendment of the Annual General Meeting of Shareholders in 2021 on April 22<sup>nd</sup>, 2021. Therefore, the Supervisory Board the term 2025 – 2030 to elect the Head of the Supervisory Board by secret ballot.



## 2. Contents of voting for approval:

The Supervisory Board for the term 2025-2030 has conducted a secret ballot to elect the Head of the Supervisory Board as follows:

STT	Full name	Vote count			
		Ticket agree	Proportion	Disagree vote	Proportion
1	Mr. Nguyen Ngoc Minh, is appointed as Head of the Supervisory Board	3/3	100%	0/3	0%

The Supervisory Board the 2025-2030 term approves the voting results and approves the positions of The Supervisory Board for the 2025-2030 term as follows:

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

*Voting Rate: Approve : 3/3 members of the Board of Trustees = 100%*

*Disapprove : none.*

*Other opinions :none.*

### ***Attached Cirricullum Vitae of appointeted personnel***

The meeting ended at 16:55 on the same day and was unanimously approved and signed by the members of the Supervisory Board of PISICO Binh Dinh Corporation – Joint Stock Company:

**Members of the  
Supervisory Board**



**Nguyen Tan Bao Toan**

**Members of the  
Supervisory Board**



**Nguyen Ngoc Minh**

**Meeting Chair**



**Dong Thi Quynh Huong**

