

**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 42/CBTT.BCF

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL OF
THE STATE SECURITIES COMMISSION**

To: State Securities Commission of Vietnam
Hanoi Stock Exchange

Company Name: **BICH CHI FOOD JOINT STOCK COMPANY**

Stock code: BCF

Head Office Address: 45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province

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Information Disclosure Officer: Pham Thanh Binh

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Type of Information Disclosure: ☐ 24 Hours ☐ 72 Hours ☐ Upon Request ☒ Extraordinary ☐ Periodic
(Company marks "X" on the appropriate type of disclosure)

Details of the Information Disclosure:

Notice of personnel changes – Members of the Board of Directors and the Supervisory Board of Bich Chi Food Joint Stock Company for the term 2026–2030.

The disclosed information is available on the company's website at www.bichchi.com.vn
(Shareholder Information/ Shareholder Notices section).

We hereby certify that the information disclosed above is truthful and take full legal responsibility for the content of the disclosed information.

Sa Dec, April 26, 2026

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



**BICH CHI FOOD
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 40/TB.BCF

Sa Dec, April 25, 2026

NOTICE OF PERSONNEL CHANGES

To: State Securities Commission;
Hanoi Stock Exchange.

Pursuant to Resolution No. 04/NQ.ĐHĐCĐ dated April 25, 2026 of the 2026 Annual General Meeting of Shareholders, we respectfully announce the personnel changes of Bich Chi Food Joint Stock Company as follows:

Dismissals:

1. Mr. Mai The Khoi

- Position: Chairman of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

2. Mr. Bui Van Sau

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

3. Mr. Pham Thanh Binh

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

4. Mr. Pham Hoang Thai

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

5. Ms. Nguyen Huong Lien

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.



6. Mr. Nguyen Ngoc Tieu

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

7. Mr. Trang Si Duc

- Position: Member of the Board of Directors, term 2021–2025.
- Reason: End of term 2021–2025.
- Effective date: April 25, 2026.

8. Ms. Nguyen Thi Thu Thuy

- Position: Head of the Supervisory Board, term 2021–2025.
- Reason: End of term 2021 – 2025.
- Effective date: April 25, 2026.

9. Ms. Nguyen Thi Thu Thao

- Position: Member of the Supervisory Board, term 2021–2025.
- Reason: End of term 2021 – 2025.
- Effective date: April 25, 2026.

10. Mr. Tran Manh Hung

- Position: Member of the Supervisory Board, term 2021–2025.
- Reason: End of term 2021 – 2025.
- Effective date: April 25, 2026.

Appointments:

1. Mr. Bui Van Sau.

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

2. Mr. Pham Thanh Binh

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

3. Ms. Tran Thi Nhu

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- Previous position: None.
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

4. Mr. Pham Hoang Thai

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

5. Ms. Nguyen Huong Lien

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Chairman of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

6. Mr. Nguyen Ngoc Tieu

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

7. Mr. Trang Si Duc

- Previous position: Member of the Board of Directors (2021–2025).
- Appointed position: Member of the Board of Directors (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

8. Ms. Nguyen Thi Thu Thuy

- Previous position: Head of the Supervisory Board (2021–2025).
- Appointed position: Head of the Supervisory Board (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

9. Mr. Pham Ngoc Sinh

- Previous position: None.
- Appointed position: Member of the Supervisory Board (2026–2030).
- The term of appointment: 5 years.

- Effective date: April 26, 2026.

10. Mr. Truong Thanh Nhiem

- Previous position: None.
- Appointed position: Member of the Supervisory Board (2026–2030).
- The term of appointment: 5 years.
- Effective date: April 26, 2026.

This information was published on the Company's website on April 26, 2026 at: www.bichchi.com.vn.

***Attachments:**

- Resolution of the 2026 Annual General Meeting of Shareholders No. 04/NQ.ĐHĐCĐ dated April 25, 2026;
- Board of Directors Resolution No. 05/NQ.HĐQT dated April 25, 2026 on the election of the Chairman of the Board (term 2026–2030);
- Decision of the Supervisory Board No. 06/QĐ.BKS dated April 25, 2026 on the election of the Head of the Supervisory Board (term 2026–2030).

**ON BEHALF OF THE ORGANIZATION
LEGAL REPRESENTATIVE**



Phạm Thanh Bình





**BICH CHI FOOD
JOINT STOCK COMPANY**

No.: 04/NQ.ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Sa Dec, April 25, 2026

RESOLUTION
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BICH CHI FOOD JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter on the organization and operation of Bich Chi Food Joint Stock Company;

- Pursuant to Minutes No.: 03/BB.ĐHĐCĐ on the 2026 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company dated April 25, 2026.

RESOLVES

Article 01: Report on the Activities of the Board of Directors in 2025 and for the 2021–2025 Term.

Article 02. Approval of the Report of the General Director on the 2025 business performance and the 2026 business plan.

Key business performance indicators for 2025:

Total revenue: 798.165.689.872 VND

Profit after tax: 120.985.757.177 VND

Dividend: 35% of charter capital (20% in cash and 15% in shares)

Planned business targets for 2026:

Total revenue: 720 – 800 billion VND

Profit after tax: 80 – 100 billion VND

Dividend: 15-20% of charter capital

- Authorize the Board of Directors to determine the specific dividend rate for 2026 within the approved range and to decide on an appropriate payment schedule.

Article 03. Report of the Supervisory Board for 2025 and the 2021–2025 Term.

Article 04. Approval of the proposal on selection of the auditing firm for the 2026 financial statements.

- The General Meeting of Shareholders unanimously authorizes the Board of Directors to select one of the five independent auditing firms with experience and capability, as proposed in Proposal No. 19/TTr-ĐHĐCĐ dated March 30, 2026, by the Board of Directors.

Article 05. Approval of the report on the use of the social charity fund in 2025 and the plan for its use in 2026.

Article 06. Proposal to the annual general meeting of shareholders approval of the plan for the third issuance of dividend payment shares in 2025.

I. THE PLAN FOR THE THIRD ISSUANCE OF DIVIDEND PAYMENT SHARES IN 2025:

1. Stock Name: Bich Chi Food Joint Stock Company Shares
2. Type of Shares: Common Shares
3. Par Value per Share: 10,000 VND
4. Total Outstanding Shares: 37,964,770 shares
5. Total Treasury Shares: 0
6. Issuance Subjects: Existing shareholders listed on the record date who are entitled to receive dividends in shares. The record date for shareholder listing is authorized by the General Meeting of Shareholders for the Board of Directors to determine.
7. Number of Shares Expected to be Issued: 5,694,715 shares
8. Total Par Value of Issuance: 56,947,150,000 VND
9. Issuance Ratio (Number of Shares Expected to be Issued/Total Outstanding Shares): 100:15. This means that for every 100 shares owned, shareholders will receive 15 newly issued shares.
10. Handling of Fractional Shares: The number of issued shares will be rounded down to the nearest whole number. Any fractional shares arising from the issuance will be canceled and not issued.
Example: Shareholder A holds 47,999 shares on the record date. With an issuance ratio of 100:15, they will be entitled to receive an additional 7,199.85 new shares. According to the rounding principle, the 0.85 fractional share will be canceled and not issued. Thus, Shareholder A will receive 7,199 new shares.
11. Source of Capital: Appropriated from the remaining equity of the Company as at 31 December 2025, based on the audited financial statements for 2025 (including retained earnings and the investment and development fund).
12. Estimated Charter Capital After Issuance: 436,594,850,000 VND
13. Issuance Timing: After obtaining approval from the State Securities Commission (SSC).
14. Depository and Additional Listing: The actual number of shares issued under the approved plan (as determined in the Report on the Share Issuance Results submitted to the State Securities Commission of Vietnam after the issuance is completed) will be registered for additional listing on the Hanoi Stock Exchange (HNX) and deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) after the issuance is finalized.

II. AUTHORIZATION:

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the above plan, and authorizes the Board of Directors to:

- Determine the record date for exercising the right to receive stock dividends and make decisions on related tasks and procedures for the third tranche of the 2025 stock dividend distribution in accordance with legal regulations.
- Carry out necessary procedures related to the additional listing of the actual number of newly issued shares on the Hanoi Stock Exchange and the additional depository registration with the Vietnam Securities Depository and Clearing Corporation after the issuance is completed.

- Implement procedures for charter capital adjustment, amend provisions on charter capital in the Company's Charter, and update the Company's Enterprise Registration Certificate after the issuance is finalized.

Article 07. Approval of the audited separate and consolidated financial statements for 2025.

Article 08. Approval of on the profit distribution plan and fund appropriations for 2025.

Article 09. Approval of the proposal on the the settlement of remuneration for the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026.

In 2025, the company paid remuneration to the members of the Board of Directors and the Supervisory Board as follows:

- Chairman of the BOD: 60,000,000 VND/person/year.
- Member of the BOD: 48,000,000 VND/person/year.
- Member of the Standing Committee of the BOD: 120,000,000 VND/person/year.
- Head of the SB: 48,000,000 VND/person/year.
- Member of the SB: 36,000,000 VND/person/year.

(In 2025, the Chairman of the Board of Directors did not receive remuneration for the Standing Committee of the Board of Directors.)

Article 10. Approval of the proposal on the election of members of the Board of Directors for the 2026 – 2030 term.

Article 11. Approval of the Proposal on the election of members of the Supervisory Board for the 2026 – 2030 term.

Article 12. Approval of the election results of the members of the Board of Directors and the Supervisory Board of Bich Chi Food Joint Stock Company for the 2026–2030 term

1. List of members of the Board of Directors for the 2026–2030 term:

No.	Full name	Number of votes	Voting ratio
01	Bui Van Sau	37,871,352	14,28%
02	Pham Thanh Binh	37,865,848	14.28%
03	Tran Thi Nhu	33,559,005	12.65%
04	Pham Hoang Thai	32,385,139	12.21%
05	Nguyen Huong Lien	59,224,332	22.33%
06	Nguyen Ngoc Tieu	30,650,032	11.56%
07	Trang Si Duc	33,462,382	12.62%

2. List of members of the Supervisory Board for the 2026 – 2030 term:

No.	Full name	Number of votes	Voting ratio
01	Nguyen Thi Thu Thuy	31,352,482	27.58%
02	Pham Ngoc Sinh	34,086,097	29.99%
03	Truong Thanh Nhiem	37,633,041	33.11%

Article 13. The General Meeting of Shareholders unanimously assigns the Board of Directors and the Executive Board the responsibility to implement the contents resolved by the General Meeting in compliance with state laws and the Company's Charter.

Article 14. The Supervisory Board is assigned the responsibility to monitor and inspect the activities of the Board of Directors and the Executive Board in implementing the resolutions of the General Meeting.

This resolution was unanimously approved by the 2026 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company and takes effect from the date of signing.

*** Recipients:**

- General Meeting of Shareholders;
- BOD, SB;
- Archived

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN**


Mai The Khoi



No.: 05/ NQ.HĐQT

Sa Dec, April 25, 2026

RESOLUTION OF THE BOARD OF DIRECTORS

At the first meeting of the Board of Directors for the term 2026 – 2030

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 04/NQ.ĐHĐCĐ dated April 25, 2026;
- Pursuant to the Minutes of the Board of Directors' Meeting dated April 25, 2026;

RESOLVE

Article 1: Appointment of the Chairperson of the Board of Directors:

To appoint:

Ms. Nguyen Huong Lien

Gender: Female

DOB: 12/10/1991

Ethnicity: Kinh

Nationality: Vietnamese

ID No.: 001191045319

Date of issue: 12/04/2022

Permanent address: 25 Nguyen Huu Tho Street, Tan Hung Ward, Ho Chi Minh City, Vietnam.

as Chairperson of the Board of Directors for the term 2026 – 2030.

Article 2: Ms. Nguyen Huong Lien shall have the rights and obligations in accordance with applicable laws and the Charter of Bich Chi Food Joint Stock Company..

Article 3: Ms. Nguyen Huong Lien, members of the Board of Directors, the Supervisory Board, the Board of Management, and all relevant departments of Bich Chi Food Joint Stock Company shall be responsible for implementing this Resolution..

*** Recipients:**

- As stated in Article 3;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

MEMBER OF THE BOARD OF DIRECTORS

(TERM 2026–2030)



Phạm Thanh Bình

No.: 06/QĐ.BKS

Sa Dec, April 25, 2026

DECISION OF THE SUPERVISORY BOARD

Re: Election of the Head of the Supervisory Board for the term 2026–2030

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 04/NQ.DHĐCĐ dated April 25, 2026;
- Pursuant to the Minutes of the Supervisory Board's Meeting dated April 25, 2026;

DECIDES

Article 1: To unanimously appoint the following member of the Supervisory Board to serve as Head of the Supervisory Board for the term 2026–2030:

Ms. Nguyen Thi Thu Thuy Gender: Female
DOB: 15/10/1959 Ethnicity: Kinh Nationality: Vietnamese
ID No.: 087159010644 Date of issue: 13/06/2022

Permanent address: 95/2 Phan Boi Chau Street, Sa Dec Ward, Dong Thap Province.

Article 2 Ms. Nguyen Thi Thu Thuy shall have the rights and obligations in accordance with applicable laws and the Charter of Bich Chi Food Joint Stock Company..

Article 3: Ms. Nguyen Thi Thu Thuy, members of the Board of Directors, the Supervisory Board, the Board of Management, and all relevant departments of Bich Chi Food Joint Stock Company shall be responsible for implementing this Resolution.

*** Recipients:**

- As stated in Article 3;
- Archived.

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



Nguyen Thi Thu Thuy