

No.: 28 /2026/TB-PISICO

Gia Lai, January 30th, 2026

**INFORMATION DISCLOSURE
ON THE WEB PORTAL**

To: Hanoi Stock Exchange

Company name: PISICO Binh Dinh Corporation - Joint Stock Company

Head office: No. 99 Tay Son, Quy Nhon Nam Ward, Gia Lai Province. (New address before July 01st, 2025: No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh province).

Phone: (0256) 3947099 **Fax:** (0256) 3947029

Information disclosure person: Ms. Dong Thi Anh – Chairwoman of the Board of Directors.

Phone: 090 350 0243

Type of information disclosure: 24h ☐ on Periodic ☐ irregular ☐ Periodic ☒

Information disclosure content: Report on the governance of PISICO Binh Dinh Corporation – Joint Stock Company in 2025 (attached to Report No. 02/BC-HDQT dated Jan.30th, 2026 of the Board of Directors

This information is published on the Company's website Website:
<http://www.pisico.vn> ⇨ **Shareholder Relations** ⇨ **Disclosure**

We would like to commit that the information published above is true and fully responsible before the law for the content of the published information./.

Receiving places:

- As above;
- Chairwoman of the Board of Directors;
- Board of General Directors;
- PISICO Website;
- PISICO professional departments;
- Saved: clerical staff ✓

**CHAIRWOMAN
OF THE BOARD OF DIRECTORS**



Dong Thi Anh

PISICO BINH DINH CORPORATION
JOINT STOCK COMPANY

No.: 02/BC-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, January 30th, 2026

REPORT
on the Corporate Governance in 2025

To: - The State Securities Commission;
- The Stock Exchange.

- Company name: PISICO Binh Dinh Corporation - Joint Stock Company
- Head office address: Before 01/07/2025, No. 99 Tay Son, Ghenh Rang Ward, Quy Nhon City, Binh Dinh. From 01/07/2025, the new address after the merger according to the National Assembly resolution: No. 99 Tay Son, Quy Nhon Nam Ward, Gia Lai Province.

- Phone: (0256) 3947088/3947099 Fax: (0256)3947029

- Email: contact@pisico.vn

- Charter capital: 275 billion VND.

- Stock code: PIS

- Corporate governance model:

+ General Meeting of Shareholders;

+ The Board of Directors;

+ The Control Board;

+ General Director.

- Regarding the performance of the internal audit function: none.

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (*including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions*):

No.	Number of Resolutions/Decisions	Date	Contents
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1	21/NQ-ĐHĐCĐ	18-4-2025	Resolution of the Annual General Meeting of Shareholders in 2025
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II. The Board of Directors (Report in 2025):

1. Information about members of the Board of Directors (BOD):

No.	Member of the Board of Directors	Position (independent member of the Board of Directors, non-executive member of the Board of Directors)	Starting date/no longer date as member of the Board of Directors/ Independent Board of Directors	
			Date of appointment	Date of dismissal
I	Term 2020 - 2025			
1	Mr. Lam Dinh An	Chairman	24-06-2020	19/04/2025
2	Ms. Dong Thi Anh	Vice President	24-06-2020	19/04/2025
3	Mr. Vu Hong Quan	Members	24-06-2020	19/04/2025
II	Term 2025 -2030			
1	Ms. Dong Thi Anh	Chairwoman	19/04/2025	05 years, from the date of appointment
2	Mr. Lam Duy Viet	Vice Chairman	19/04/2025	05 years, from the date of appointment
3	Mr. Vu Hong Quan	Member	19/04/2025	05 years, from the date of appointment

2. Board of Directors Meetings:

Stt	Member of the Board of Directors	Number of meetings attended by	Meeting Attendance Rate	Reasons for not attending the meeting
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		The Board of Directors		
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%	

3. Supervisory activities of the Board of Directors over the the Executive Board:

- The Board of Directors (BOD) has effectively carried out its supervision of production and business operations over the General Director and other managerial staff. The BOD has regularly monitored and grasped management and operational activities through periodic performance evaluations, on-site inspections, and by listening to feedback from shareholders and employees; promptly providing direction to resolve difficulties and obstacles in line with actual conditions, achieving high effectiveness.

- The Chairman of the BOD, Vice Chairpersons, and Members of the BOD have attended meetings of the Executive Board. Through such participation, the BOD has timely addressed issues and provided direct guidance to enable the Executive Board to implement decisions swiftly, thereby contributing positively to the successful completion of assigned tasks. Through meeting attendance, the BOD has also directly provided timely direction and orientation on several important issues arising in the management and operation of production and business activities.

- Supervision results: The production and business activities have continued to maintain stable operations. All decisions of the General Director regarding the management of production and business activities in the first six months of 2025 were fully informed and reported to the Board of Directors. Accordingly, the BOD provided timely leadership and direction, enabling the General Director to effectively organize and implement production and business tasks; ensuring strict compliance with laws and regulations, the Charter and Internal Regulations of PISICO, as well as the resolutions and directives of the BOD. The General Director proactively and accurately assessed both favorable and challenging developments of PISICO, thereby proposing effective solutions

in governance and management to achieve the highest possible results in production and business operations.

4. Activities of subcommittees of the Board of Directors (*if any*): None

5. Resolutions/Decisions of the Board of Directors:

N o.	Number of Resolutions/De cisions	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	Approval and adoption of the assignment of duties for members of the Board of Directors; the remuneration plan for the management of the Corporation; and the appointment of PISICO's capital representatives at subsidiary companies and joint venture companies.	100%
7	48/NQ-HDQT	14/05/2025	Approval of salary finalization for the year 2024	100%
8	54/NQ-HDQT	04/06/2025	Approval of the selection of the independent auditing company for the year 2025.	100%
9	56/NQ-HDQT	30/06/2025	Approval of the planned salary for the year 2025.	100%
10	60/NQ-HDQT	30/07/2025	Adjustment of the content in Section 2 of Resolution No. 02/NQ-HDQT dated	100%

			Jan. 2 nd , 2025 of the Board of Directors of PISICO	
11	62/NQ-HDQT	26/11/2025	Approval of the business plan for the next 12 months; approval of the proposal of the Chairwoman of the Board of Directors regarding the request for the granting of a credit limit and loans from VietinBank – Phu Tai Industrial Park Branch to implement the business plan for the next 12 months (2025–2026).	100%
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 th , 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 Corporation - Joint Stock Company for Ms. Dong Thi Anh to perform the duties of Chairwoman 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 PISCO Corporation - Joint Stock Company	
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 the position of Controller of HR PISCO Co., Ltd. for Mr. Nguyen Hoang Hai from June 1 st , 2025	
6	46/QD-HDQT	12/05/2025	Appointment of Mr. Vo Minh Ban, Deputy Department of Finance Department - PISICO Binh Dinh Corporation - Joint Stock Company concurrently holding the position of Controller of HR PISCO Company Limited	
7	49/QD- Board of Directors	14/05/2025	Decision on approving salaries and remuneration to be implemented in 2024	
8	50/QD-HDQT	14/05/2025	Decision on salary grading 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 Business Joint Stock Company - BIDINA	
11	57/QD-HDQT	30/06/2025	Decision on approving planed salaries and remuneration in the 2025	

III. Control Board:

1. Information about members of the Control Board:

No.	Member of the Control Board	Position	Date of start/no longer	Qualifications
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			being a member of the Board of Directors	
I	Term 2020 - 2025			
1	Nguyen Hoang Hai	Head of Department	24-06-2020/ 19-04-2025	University
2	Dong Thi Quynh Huong	Members	24-06-2020/ 19-04-2025	Master
3	Nguyen Tan Bao Toan	Members	24-06-2020/ 19-04-2025	University
II	Term 2025 - 2030			
1	Nguyễn Ngọc Minh	Head of Department	19-04-2025	University
2	Dong Thi Quynh Huong	Members	19-04-2025	Master
3	Nguyen Tan Bao Toan	Members	19-04-2025	University

2. Meeting of the Control Board

No.	Member of the Supervisory Board	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Nguyễn Ngọc Minh	02	100%	100%	
2	Dong Thi Quynh Huong	02	100%	100%	
3	Nguyen Tan Bao Toan	02	100%	100%	

3. Supervisory activities of the Supervisory Board of Directors, the Board of Directors and shareholders:

- Implemented in accordance with the internal governance regulations; the Operating Regulations of the Board of Directors and the Operating Regulations of the Control Board as approved by the 2021 Annual General Meeting of Shareholders and promulgated by resolutions of the Board of Directors and the Control Board.

- The Control Board attends meetings of the Board of Directors and the Executive Board;

- All policies, resolutions, and decisions of the Board of Directors, as well as the production and business operations of the Executive Management, are promptly and fully communicated to the Control Board.

4. Coordination between the Control Board for the activities of the Board of Directors, the Board of Directors and other managers: The Control Board, the Board of Directors, the Executive Board and managers have closely coordinated, created favorable conditions and promptly solved problems to promote the development of production and business activities of the enterprise.

5. Other activities of the Control Board (if any): No.

IV. The Executive Board

STT	Member of the Board of Directors	Date of birth	Qualifications	Appointment Date/ dismissal
I	From 01/01/2025 to 28/04/2025			
1	Dong Thi Anh – General Director	01-01-1956	University	01-11-2022 (re-appointed)/ 28-04-2025 (dismissed)
2	Nguyen Tuong Linh – Deputy General Director	16-08-1975	University	01-07-2022
3	Lam Duy Viet – Deputy General Director	16-01-1984	PhD	18-01-2024
II	From 28/04/2025			
1	Nguyen Hoang Hai – General Director	28-02-1983	University	28-04-2025 (new appointment)
2	Lam Duy Viet – Deputy General Director	16-01-1984	Doctor	18-01-2024
3	Nguyen Tuong Linh – Deputy General Director	16-08-1975	University	01-07-2022

V. The Chief Accountant

Full name	Date of birth	Professional qualifications	Appointment Date
Nguyen Hoang Lam	28-11-1978	University	01/07/2023 (reappointed)

VI. Training on corporate governance: Training courses on corporate governance that members of the Board of Directors, members of the Control Board, General Director, other managers, Person in charge of management, Secretary of the Board of Directors have participated in in accordance with regulations on corporate governance: Participate in training courses organized by state agencies.

VII. List of related persons of public companies and transactions of related persons of the company with the company itself (*Report 2025*)

1. List of related persons of the company: *Appendix 1.*

2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: *Appendix 2.*

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: *Appendix 3.*

4. Transactions between the company and other entities:

4.1. Transactions between companies in which members of the Board of Directors, members of the Control Board, General Director and other managers have been founding members or members of the Board of Directors or CEO in the past three (03) years (counting at the time of making reports): None

4.2. Transactions between companies where related persons of members of the Board of Directors, members of the Supervisory Board, General Director and other managers are members of the Board of Directors, General Director: None.

4.3. Other transactions of the Corporation (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Director (General Director) and other managers: None

VIII. Trading of shares of insiders and related persons of insiders (*Report 2025*)

1. List of internal persons and related persons of internal persons: *Appendix 4*

2. Transactions of insiders and related persons with respect to the Corporation's shares: *Appendix 5*.

IX. Other matters to note: None.

Recipient:

- As above;
- Board of Directors;
- Head of the Control Board;
- Save: clerical staff ✓

**CHAIRWOMAN
OF THE BOARD OF DIRECTORS**



Dòng Thị Ánh



List of related parties of the company
(Attached with the governance report in 2025, No.
02/BC-HĐQT dated Jan 30th, 2026)
(Abridged)

Appendix 1:

No.	Name organization/individual	Securities trading account (if any)	Company's position (If any)	The starting time as a related party.	The no longer a related party time	Relationship with the company
1	Anh Viet Import-Export Trading Co.,Ltd			31-10-2017		1/ Co-owner 2/ Mr Lam Dinh An, Director 3/ Mrs Dong Thi Anh, Capital contributor 31,62%/ Vice Director 4/ Mr Lam Duy Viet, Capital contributor 30%
2	Viet Lam Mineral company Limited			31-10-2017		1/ Co-owner 2/ Mr Lam Dinh An. Capital contributor 25% 3/ Mrs Dong Thi Anh, Capital contributor 25%
3	Anh Vy Company Limited			31-10-2017		1/ Parent company, Major shareholder 2/ Mrs Dong Thi Anh, Capital contributor 60%, Vice Chairwoman of the Board of Members/General Director
4	Quy Nhon Cable Television One Member Co., Ltd			31-10-2017		1/ Subsidiary 2/ Mrs Dong Thi Anh, the chairwoman of the company
5	Qui Nhon Woodchip Co.,Ltd			31-10-2017		1/ Subsidiary 2/ Mrs Dong Thi Anh, the chairwoman of the Directors Board
6	HR PISICO One Member Co., Ltd			26-02-2019		1/ Subsidiary 2/ Mrs Dong Thi Anh, the chairwoman of the company
7	Binh Dinh Industry Agriculture Trading Joint company			31-10-2017		1/ Affiliated company 2/ Mr Lam Duy Viet is the Chairman of the Directors Board 3/ Mrs Dong Thi Anh, the vice chairwoman of the Directors Board 4/ Mr Lam Dinh An is the member of the Directors Board
8	Thanh Tam Wooden Furniture Joint Stock Company			01-11-2017		1/ Affiliated company 2/ Ms. Dong Thi Anh is the Chairwoman of the Board of Directors
9	PISICO Ha Thanh Joint Stock Company			02-11-2017		1/ Affiliated company 2/ Mr Lam Dinh An is the Chairman of the Directors Board

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(Abridged)

No.	Name of organization/individual	Securities trading account (if any)	Company's position (If any)	The starting time as a related party.	The no longer a related party time	Relationship with the company
10	PISICO Dak Lak Investment Company			01-08-2023		1/ Subsidiary 2/ Mr Lam Dinh An is the Chairman of the Directors Board 3/ Mrs Dong Thi Anh, the vice chairwoman of the Directors Board
11	An Viet Phat Investment Company			04-08-2021		1/ Subsidiary 2/ Mrs Dong Thi Anh, the vice chairwoman of the Directors Board 3/ Mr Vu Hong Quan is the director
12	Thi Nai Port Joint Stock Company			31-10-2017		1/ Mr Lam Duy Viet is the chairman of the Directors Board 2/ Mr Lam Dinh An - Vice Director 3/ Mrs Dong Thi Anh - the member of the Directors Board/Administration Manager 4/ Mrs Dong Thị Quỳnh Hương - Vice Director 5/ Mr Nguyen Hoang Lam - Head of the Control Board
13	Dong Thi Anh		Chairwoman of the Board of Directors / Legal Representative	31/10/2017		Related to insiders 1/ Lam Duy Viet - Chairman of the Board of Directors 2/Lam Dinh An - Administration Manager; 3/Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director ; 4/Vu Hong Quan - Member of the
14	Lam Duy Viet		Vice Chairman of the Board of Directors /Vice General Director	31/10/2017		Related to insiders 1/Lam Dinh An - Administration Manager; 2/Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative 3/Vu Hong Quan -Member of the Board of Directors
15	Lam Dinh An		Administration Manager	31/10/2017		Related to insiders 1/Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative 2/Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director ; 3/Vu Hong Quan -Member of the Board of Directors

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16	Lam Anh Vy			31/10/2017		Related to insiders 1/Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative 2/Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director; 3/Vu Hong Quan -Member of the Board of Directors; 4/Lam Dinh An - Administration Manager;
17	Huynh Hong Trang			31-10-2017		Related to insiders 1/Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative 2/Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director; 3/Lam Dinh An - Administration Manager;
18	Lam Chi Emily			18-01-2024		Related to insiders: Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director
19	Lam Mai Anh Ella			18-01-2024		Related to insiders: Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director
20	Huynh Thoai			18-01-2024		Related to insiders: Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director
21	Truong Thi Kim Khue			18-01-2024		Related to insiders: Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director
22	Lam Thi Ngoc Trang			31/10/2017		Related to insiders: : Lam Dinh An - Administration Manager
23	Lam Thi Ngoc Lien			31/10/2017		Related to insiders: : Lam Dinh An - Administration Manager

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24	Lam Thi My Lieu			31/10/2017		Related to insiders : Lam Dinh An - Administration Manager
25	Nguyen Thi Huong			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
26	Dong Thi Bich Loan			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
27	Nguyen Van An			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
28	Dong Thi Bich Phuong			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
29	Mang Van Muoi			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
30	Dong Thi Bich Yen			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
31	Dong Thi Bich Lien			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
32	Doan Van Minh			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
33	Dong Minh Nhut			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative
34	Than Thi Thai Hang			31/10/2017		Related to insiders: Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative

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No.	Name of organization/individual	Securities trading account (if any)	Company's position (If any)	The starting time as a related party.	The no longer a related party time	Relationship with the company
35	Dao Lan Huong			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
36	Nguyen Dao Bao Nguyen			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
37	Tran Thi Trong			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
38	Vo Thi Xuan Lan			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
39	Nguyen Tuong Long			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
40	Nguyen Tuong Lan			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
41	Nguyen Thi Lan			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
42	Nguyen Tuong Lien			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
43	Phan Thi Thu Huong			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
44	Nguyen Thi To Tran			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
45	Lam Binh Thanh			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director

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46	Pham Thi Thao			01-07-2022		Related to insiders: Nguyen Tuong Linh - Vice General Director
47	My Quang Construction Materials Joint Stock Company					Related to insider Vu Hong Quan - Member of the Board of Directors
48	An Vien An Loc Phat Construction Investment Limited Company					Related to insider Vu Hong Quan - Member of the Board of Directors
49	Takumino limited company					Related to insider Vu Hong Quan - Member of the Board of Directors
50	Vu Hoang Ha			31/10/2017		Related to insiders Vu Hong Quan - Member of the Board of Directors
51	Dinh Thi Tan			31/10/2017		Related to insiders Vu Hong Quan - Member of the Board of Directors
52	Vu Dinh Trung			31/10/2017		Related to insiders Vu Hong Quan - Member of the Board of Directors
53	Tran Thi Vinh Can			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
54	Do Thi Huong			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
55	Phu Thang			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
56	Phu Thi Xuan Duong			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director

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57	Nguyen Hoai An			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
58	Nguyen Thanh Binh			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
59	Nguyen Hoang Duc			05-03-2022		Related to insiders Nguyen Hoang Hai - General Director
60	Nguyen Hoang Vu			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
61	Nguyen Hoang Son			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
62	Nguyen Thi Cam Nhung			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
63	Nguyen Thi Minh Thanh			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
64	Dương Thị Mong Huyen			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
65	Vo Van Chinh			31/10/2017		Related to insiders Nguyen Hoang Hai - General Director
66	Nguyen Hoang Long			10/03/2018		Related to insiders Nguyen Hoang Lam - Chief Accountant
67	Nguyen Hoang Son			10/03/2018		Related to insiders Nguyen Hoang Lam - Chief Accountant

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68	Ho Thi Thu Thao			10/03/2018		Related to insiders Nguyen Hoang Lam - Chief Accountant
69	Nguyen Hoang Le Trang			10/03/2018		Related to insiders Nguyen Hoang Lam - Chief Accountant
70	Nguyen Hoang Tung			08/09/2018		Related to insiders Nguyen Hoang Lam - Chief Accountant
71	Phan Thanh Binh			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
72	Phan Dong Boi Giang			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
73	Phan Dong Nam Son			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
74	Nguyen Thi Huong			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
75	Dong Thanh			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
76	Dong Tuan Cuong			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
77	Le Thi Ngoc Kieu			31/10/2017		Related to insiders Dong Thi Quynh Huong - Member of the Control Board
78	Nguyen Tan Chuong			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board

List of related parties of the company
(Attached with the governance report in 2025, No.
02/BC-HĐQT dated Jan 30th, 2026)
(Abridged)

Appendix 1:

No.	Name of organization/individual	Securities trading account (if any)	Company's position (If any)	The starting time as a related party.	The no longer a related party time	Relationship with the company
79	Nguyen Thi Sang			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
80	Ngo Thi Dao			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
81	Nguyen Ngo Tan Loc			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
82	Nguyen Ngo Tan Hien			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
83	Nguyen Thi Truan Chuyen			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
84	Nguyen Thi Anh Duyen			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
85	Nguyen Thi Thuy Truyen			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
86	Nguyen Tan Viet Tu			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
87	Nguyen Thi Thuy Van			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
88	Nguyen Thi Thuy Trinh			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
89	Nguyen Thi Thuy Quynh			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
90	Nguyen Tan Viet Tin			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board

List of related parties of the company
(Attached with the governance report in 2025, No.
02/BC-HĐQT dated Jan 30th, 2026)
(Abridged)

Appendix 1:

No.	Name of organization/individual	Securities trading account (if any)	Company's position (If any)	The starting time as a related party.	The no longer a related party time	Relationship with the company
91	Nguyen Luong Hoai Thuong			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
92	Nguyen Hoai Nam			12/01/2016		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board
93	Nguyen Van Hung			11/2017		Related to insiders Nguyen Tan Bao Toan - Member of the Control Board

Ghi chú/Note: số Giấy NSH: số CMND/Hộ chiếu (đối với cá nhân) hoặc Số Giấy chứng nhận đăng ký doanh nghiệp, Giấy phép hoạt động hoặc giấy tờ pháp lý tương đương (đối với tổ chức)/NSH.*





Appendix 2:

Transactions between the company and its related parties; or between the company and major shareholders, insiders, related parties of insiders

(Attached with the governance report in 2025, No. 02/BC-HĐQT dated January 30th, 2026)

No.	Name of organization/individual	Related relationship with the company	NSH* No., issuance date and place	Head office Address/ Contact Address	Transaction time with company	Resolution/Decision No. of the The General Assembly of shareholders /Board of Directors... approved (if any, specify the issuance date).	Content, quantity, total transaction amount.	Note
1	Anh Viet Import-Export Trading Co.,Ltd	Co-owner	4100266681	99 Tay Son street, Quy Nhon city, Binh Dinh province		-	Office rental activities and financial activities with a total amount of 4.541.217.054 VND	
2	Viet Lam Mineral company Limited	Co-owner	4101291553	89 Mai Xuan Thuong street, Ly Thuong Kiet Ward, Quy Nhon city, Binh Dinh province		-		
3	Anh Vy Company Limited	Parent company, Major shareholder	4100453032; Issued by the Department of Planning and Investment of Binh Dinh province, dated 25/8/2017	Lot B17 Phu Tai IZ, Quy Nhon city, Binh Dinh province		-	Office rental activities and financial activities with a total amount of 25.421.645.848 VND	
4	Quy Nhon Cable Television One Member Co., Ltd	Subsidiary	4101321208	198 Tran Hung Dao street, Tran Hung Dao Ward, Quy Nhon city, Binh Dinh province		-	Office rental activities and financial activities with a total amount of 875.927.767 VND	
5	Qui Nhon Woodchip Co.,Ltd	Subsidiary	4100259155	Street no. 10, Phu Tai IZ, Bui Thi Xuan Ward, Quy Nhon city, Binh Dinh province		-	Office rental activities and financial activities with a total amount of 21.784.893.200 VND	
6	HR PISICO One Member Co., Ltd	Subsidiary	4101538507	99 Tay Son street, Ghenh Rang Ward, Quy Nhon city, Binh Dinh province		-	Office rental activities and financial activities with a total amount of 344.207.697 VND	
7	PBC Infrastructure Joint Stock Company	Subsidiary	4100515627	Nhon Binh Ward, Quy Nhon city, Binh Dinh province		-	financial activities with a total amount of 1.498.500.000 VND	

No.	Name of organization/individual	Related relationship with the company	NSH* No., issuance date and place	Head office Address/ Contact Address	Transaction time with company	Resolution/Decision No. of the The General Assembly of shareholders /Board of Directors... approved (if any, specify the issuance date).	Content, quantity, total transaction amount.	Note
8	An Viet Phat Investment Company	Subsidiary	4101601903	99 Tay Son street, Ghenh Rang Ward, Quy Nhon city, Binh Dinh province		-	financial activities with a total amount of 37.099.043.607 VND	
9	Binh Dinh Industry Argriculture Trading Joint company	Affiliated company	4100583151	99 Tay Son street, Ghenh Rang Ward, Quy Nhon city, Binh Dinh province			financial activities with a total amount 3.282.026.245 VND	
10	Thanh Tam Wooden Furniture Joint Stock Company (previous name: PISICO Furniture Wood Processing Joint Stock Company)	Affiliated company	4100669786	Lot A12+A13 Phu Tai IZ, Tran Quang Dieu Ward, Quy Nhon city, Binh Dinh province		-	financial activities with a total amount 4.051.350.000 VND	
11	PISICO Ha Thanh Joint Stock Company	Affiliated company	4101191767	Lot A3 Canh Vinh Industrial Park, Canh Vinh Commune, Van Canh District, Binh Dinh		-	financial activities with a total amount 3.745.973.000 VND	
12	PISICO Dak Lak Joint Stock Company	Subsidiary	6001663071	25 An Duong Vuong street, M-Drak Town, M'Drak District, Dak Lak Province		-	financial activities with a total amount 1.296.302.000 VND	
13	PISICO Dak Lak Investment Company	Subsidiary	6001759979	25 An Duong Vuong street, M-Drak Town, M'Drak District, Dak Lak Province		-	financial activities with a total amount 10.923.177.696 VND	



(Attached with the governance report in 2025, No. 02/BC-HĐQT dated Jan.30th, 2026)

[illegible]

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

Appendix 4:



No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
1	Dong Thi Anh	Chairwoman of the Board of Directors / Legal Representative	0	0,00%	
1	Dong Thi Anh	Chairwoman of the Board of Directors / Legal Representative	0	0,00%	
1.01	Anh Vy Company Limited		0	0,00%	
1.02	Anh Viet Import-Export Trading Co.,Ltd		0	0,00%	
1.03	Viet Lam Mineral company Limited		0	0,00%	
1.04	Thi Nai Port Joint Stock Company		0	0,00%	
1.05	Quy Nhon Cable Television One Member Co., Ltd		0	0,00%	
1.06	Qui Nhon Woodchip Co.,Ltd		0	0,00%	
1.07	HR PISICO One Member Co., Ltd		0	0,00%	
1.08	Binh Dinh Industry Agriculture Trading Joint company		0	0,00%	
1.09	Thanh Tam Wooden Furniture Joint Stock Company (previous name: PISICO Furniture Wood Processing Joint Stock Company)		0	0,00%	
1.10	PISICO Dak Lak Investment Company		0	0,00%	
1.11	An Viet Phat Investment Company		0	0,00%	
1.12	PBC Infrastructure Joint Stock Company		0	0,00%	
1.13	Lam Dinh An	Administration Manager	0	0,00%	Husband
1.14	Lam Duy Viet	Vice Chairman of the Board of Directors /Vice General Director	1.265.000	4,60%	Children



Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
1.15	Huynh Hong Trang		0	0,00%	Daughter-in-law
1.16	Lam Anh Vy		1.265.000	4,60%	Children
1.17	Vu Hong Quan	Member of the Board of Directors	0	0,00%	Son-in-law
1.18	Nguyen Thi Huong		0	0,00%	Sister-in-law
1.19	Dong Thi Bich Loan		0	0,00%	Sister
1.20	Nguyen Van An		0	0,00%	Brother-in-law
1.21	Dong Thi Bich Phuong		0	0,00%	Sister
1.22	Mang Van Muoi		0	0,00%	Brother-in-law
1.23	Dong Thi Bich Yen		0	0,00%	sister
1.24	Dong Thi Bich Lien		0	0,00%	sister
1.25	Doan Van Minh		0	0,00%	Brother-in-law
1.26	Dong Minh Nhut		0	0,00%	Brother
1.27	Than Thi Thai Hang		0	0,00%	Sister-in-law
2	Lam Duy Viet	Vice Chairman of the Board of Directors /Vice General Director	1.265.000	4,60%	
2	Lam Duy Viet	Vice Chairman of the Board of Directors /Vice General Director	1.265.000	4,60%	
2.01	Anh Vy Company Limited		0	0,00%	
2.02	Anh Viet Import-Export Trading Co.,Ltd		0	0,00%	
2.03	Viet Lam Mineral company Limited		0	0,00%	
2.04	Thi Nai Port Joint Stock Company		0	0,00%	

Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
2.05	Huynh Hong Trang		0	0,00%	Wife
2.06	Lam Dinh An		0	0,00%	Father
2.07	Dong Thi Anh		0	0,00%	Mother
2.08	Lam Anh Vy		1.265.000	4,60%	Sister
2.09	Vu Hong Quan		0	0,00%	Brother-in-law
2.10	Lam Chi Emily		0	0,00%	Children
2.11	Lam Mai Anh Ella		0	0,00%	Children
2.12	Huynh Thoai		0	0,00%	Father-in-law
2.13	Truong Thi Kim Khue		0	0,00%	Mother-in-law
3	Vu Hong Quan	Member of the Board of Directors	0	0,00%	
3	Vu Hong Quan	Member of the Board of Directors	0	0,00%	
3.01	My Quang Construction Materials Joint Stock Company		0	0,00%	
3.02	An Vien An Loc Phat Construction Investment Limited Company		0	0,00%	
3.03	Takumino limited company		0	0,00%	
3.04	An Viet Phat Investment Company		0	0,00%	
3.05	Lam Anh Vy		1.265.000	4,60%	Wife
3.06	Vu Hoang Ha		0	0,00%	Father

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Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
3.07	Dinh Thi Tan		0	0,00%	Mother
3.08	Vu Dinh Trung		0	0,00%	Brother
3.09	Lam Dinh An		0	0,00%	Father-in-law
3.10	Dong Thi Anh		0	0,00%	Mother-in-law
3.11	Lam Duy Viet		1.265.000	4,60%	Brother-in-law
4	Nguyen Hoang Hai	General Director	0	0,00%	
4	Nguyen Hoang Hai	General Director	0	0,00%	
4.01	Tran Thi Vinh Can		0	0,00%	Mother
4.02	Do Thi Huong		0	0,00%	Mother-in-law
4.03	Phu Thang		0	0,00%	Father-in-law
4.04	Phu Thi Xuan Duong		0	0,00%	Wife
4.05	Nguyen Hoai An		0	0,00%	Children
4.06	Nguyen Thanh Binh		0	0,00%	Children
4.07	Nguyen Hoang Duc		0	0,00%	Children
4.08	Nguyen Hoang Vu		0	0,00%	Brother
4.09	Nguyen Hoang Son		0	0,00%	Brother
4.10	Nguyen Thi Cam Nhung		0	0,00%	Sister
4.11	Nguyen Thi Minh Thanh		0	0,00%	Sister-in-law
4.12	Dương Thi Mong Huyen		0	0,00%	Sister-in-law
4.13	Vo Van Chinh		0	0,00%	Brother-in-law
5	Lam Dinh An	Administration Manager	0	0,00%	
5	Lam Dinh An	Administration Manager	0	0,00%	

Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
5.01	Anh Viet Import-Export Trading Co.,Ltd		0	0,00%	
5.02	Viet Lam Mineral company Limited		0	0,00%	
5.03	Thi Nai Port Joint Stock Company		0	0,00%	
5.04	Binh Dinh Industry Argriculture Trading Joint company		0	0,00%	
5.05	PISICO Ha Thanh Joint Stock Company		0	0,00%	
5.06	PISICO Dak Lak Joint Stock Company		0	0,00%	
5.07	PISICO Dak Lak Investment Company		0	0,00%	
5.08	Dong Thi Anh		0	0,00%	Wife
5.09	Lam Duy Viet		0	0,00%	Son
5.10	Huynh Hong Trang		0	0,00%	Daughter-in-law
5.11	Lam Anh Vy		0	0,00%	Daughter
5.12	Vu Hong Quan		0	0,00%	Son-in-law
5.13	Lam Thi Ngoc Trang		0	0,00%	Sister
5.14	Lam Thi Ngoc Lien		0	0,00%	Sister
5.15	Lam Thi My Lieu		0	0,00%	Sister
6	Nguyen Tuong Linh	Vice General Director	600	0,0022%	
6	Nguyen Tuong Linh	Vice General Director	0	0,00%	

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Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
6.01	Dao Lan Huong		0	0,00%	Wife
6.02	Nguyen Dao Bao Nguyen		0	0,00%	Children
6.03	Tran Thi Trong		0	0,00%	Mother
6.04	Vo Thi Xuan Lan		0	0,00%	Mother-in-law
6.05	Nguyen Tuong Long		0	0,00%	Brother
6.06	Nguyen Tuong Lan		0	0,00%	Brother
6.07	Nguyen Thi Lan		0	0,00%	sister
6.08	Nguyen Tuong Lien		0	0,00%	Brother
6.09	Phan Thi Thu Huong		0	0,00%	Sister-in-law
6.10	Nguyen Thi To Tran		0	0,00%	Sister-in-law
6.11	Lam Binh Thanh		0	0,00%	Brother-in-law
6.12	Pham Thi Thao		0	0,00%	Sister-in-law
7	Nguyen Hoang Lam	Chief Accountant	6.700	0,02%	

Appendix 4:

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
7	Nguyen Hoang Lam	Chief Accountant	6.700	0,02%	
7.01	Nguyen Hoang Long		0	0,00%	Father
7.02	Nguyen Hoang Son		0	0,00%	Brother
7.03	Ho Thi Thu Thao		0	0,00%	Wife
7.04	Nguyen Hoang Le Trang		0	0,00%	Children
7.05	Nguyen Hoang Tung		0	0,00%	Children
7.06	Thi Nai Port Joint Stock Company		0	0,00%	
8	Nguyen Ngoc Minh	Head of The Control Board	0	0,00%	
8.01	Thi Nai Port Joint Stock Company		0	0,00%	
8.02	Bui Pham Tu Uyen		0	0,00%	Wife
8.03	Nguyen Ngoc Bao Quyen		0	0,00%	Children
8.04	Nguyen Ngoc Uyen Nhi		0	0,00%	Children
8.05	Nguyen Hoang Quan		0	0,00%	Children
9	Nguyen Tan Bao Toan	Member of the Control Board	5.000	0,02%	
9	Nguyen Tan Bao Toan		5.000	0,02%	
9.01	Nguyen Tan Chuong		0	0,00%	Father
9.02	Nguyen Thi Sang		0	0,00%	Mother
9.03	Ngo Thi Dao		0	0,00%	Wife
9.04	Nguyen Ngo Tan Loc		0	0,00%	Children
9.05	Nguyen Ngo Tan Hien		0	0,00%	Children
9.06	Nguyen Thi Truan Chuyen		0	0,00%	Sister

**List of insiders and related parties of
insiders (Attached with the governance
report in 2025, No. 02/BC-HĐQT dated
Jan. 30th, 2026)
(Abridged)**

Appendix 4:

No.	Name	Company's position (If any)	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period.	Note
9.07	Nguyen Thi Anh Duyen		0	0,00%	Sister
9.08	Nguyen Thi Thuy Truyen		0	0,00%	Sister
9.09	Nguyen Tan Viet Tu		0	0,00%	Brother
9.10	Nguyen Thi Thuy Van		0	0,00%	Sister
9.11	Nguyen Thi Thuy Trinh		0	0,00%	Sister
9.12	Nguyen Thi Thuy Quynh		0	0,00%	Sister
9.13	Nguyen Tan Viet Tin		0	0,00%	Brother
9.14	Nguyen Luong Hoai Thuong		0	0,00%	Sister
9.15	Nguyen Hoai Nam		0	0,00%	Brother-in-law
9.16	Nguyen Van Hung		0	0,00%	Brother-in-law
10	Dong Thi Quynh Huong	Member of the Control Board	0	0,00%	
10.01	Thi Nai Port Joint Stock Company		0	0,00%	
10.02	Phan Thanh Binh		0	0,00%	Husband
10.03	Phan Dong Boi Giang		0	0,00%	Children
10.04	Phan Dong Nam Son		0	0,00%	Children
10.05	Nguyen Thi Huong		0	0,00%	Mother
10.06	Dong Thanh		0	0,00%	Brother
10.07	Dong Tuan Cuong		0	0,00%	Brother
10.08	Le Thi Ngoc Kieu		0	0,00%	Sister-in-law



Appendix 5:

Transactions of insiders and the related parties of PISICO's stock
(Attached with the governance report in 2025, No. 02/BC-HĐQT dated Jan. 30th, 2026)

No	The trader	Relationship with insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease (purchase, sale, conversion, bonus ...)
			Number of share	Percentage	Number of share	Percentage	
1	Anh Vy Company Limited		26.627.000	96,83%	24.097.000	87,63%	Sell
2	Lam Duy Viet	Vice Chairman of the Board of Directors /Vice General Director	0	0,00%	1.265.000	4,60%	Buy
3	Lam Anh Vy	1/Dong Thi Anh - Chairwoman of the Board of Directors / Legal Representative 2/Lam Duy Viet - Vice Chairman of the Board of Directors /Vice General Director ; 3/Vu Hong Quan-Member of the Board of Directors 4/Lam Dinh An-Administration Manager;	0	0,00%	1.265.000	4,60%	Buy