

**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 27/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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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:

Documents for the 2026 annual general meeting of shareholders.

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 02, 2026

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness



**THE 2026 ANNUAL
GENERAL MEETING OF
SHAREHOLDERS**

April 25, 2026



**BICH CHI FOOD
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- **Date & Time:** 08:00 AM, April 25, 2026.
- **Location:** Office of Bich Chi Food Joint Stock Company
45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province.

| CHAIRPERSON | AGENDA | TIME |
|---|--|-------------|
| Organizing Committee | <ul style="list-style-type: none">- Welcoming delegates.- Registering attendees.- Distributing meeting materials and voting ballots to shareholders and delegates.- Compiling the list of shareholders attending the meeting. | 07:30-08:00 |
| MC | <ul style="list-style-type: none">- Opening the meeting: Introducing delegates and guests. | 08:00 |
| Mr. Tran Quang Minh Deputy General Director | <ul style="list-style-type: none">- Reporting on the validity check of the meeting. | 08:10-08:20 |
| Mr. Tran Quang Minh Deputy General Director | <ul style="list-style-type: none">- Approving the meeting regulations. | 08:20-08:30 |
| Mr. Tran Quang Minh Deputy General Director - Head of the VCC | <ul style="list-style-type: none">- Summarizing the voting results. | 08:30-08:45 |
| Mr. Mai The Khoi The Chairperson - Chairman of the BOD | <ul style="list-style-type: none">- Introducing the Secretariat of the meeting. | |
| Mr. Mai The Khoi The Chairperson - Chairman of the BOD | <ul style="list-style-type: none">- Report on the Activities of the Board of Directors in 2025 and for the 2021–2025 Term | 08:45-09:20 |
| Mr. Pham Hoang Thai Member of the BOD - Deputy General Director | <ul style="list-style-type: none">- Report on Business Performance in 2025 and the Business Plan for 2026. | |
| Mrs. Nguyen Thi Thu Thuy Head of the SB | <ul style="list-style-type: none">- Report of the Supervisory Board for 2025 and the 2021– 2025 Term | |

| | | |
|---|--|-------------|
| Ms. Nguyen Huong Lien Member of the BOD | <ul style="list-style-type: none"> • Approval of the following proposals: - Proposal on the selection of the auditing firm for the 2026 financial statements. - Proposal on the report on the use of the social charity fund in 2025 and the plan for its use in 2026. - Proposal on approval of the annual general meeting of shareholders of the plan for the third issuance of dividend payment shares in 2025. | |
| Mr. Pham Hoang Thai Member of the BOD - Deputy General Director | <ul style="list-style-type: none"> • Approval of the following proposals: - Proposal on the audited separate and consolidated financial statements for 2025. - Proposal on the profit distribution plan and fund appropriations for 2025. - Proposal on the settlement of remuneration for the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026. - Proposal on the election of members of the Board of Directors for the 2026–2030 term. - Proposal on the election of members of the Supervisory Board for the 2026–2030 term. | 09h20-10h15 |
| Mr. Pham Hoang Thai Member of the BOD - Deputy General Director | - Approval of the Regulations on the election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term. | |
| Mr. Mai The Khoi and The Presidium | <ul style="list-style-type: none"> - Discussion at the meeting. - Answering shareholders' questions. | 10:15-10:40 |
| Shareholders | - Voting on matters presented at the meeting. | |
| | - Conduct the election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term. | 10:40-11:00 |
| | - Break. | 11:00-11:10 |
| Mr. Tran Quang Minh Deputy General Director - Head of the VCC | - Announcement of the vote-counting results for the proposals and the election results. | |
| Ms. Luong Hoang Thuy Vu Secretary | - Reading the draft Minutes and Resolution of the Meeting. | |
| MC | - Inviting the Meeting to vote on the Minutes and Resolution. | 11:10-11:30 |
| Mr. Tran Quang Minh Deputy General Director - Head of the VCC | - Reporting the voting results on the Minutes and Resolution. | |
| Mr. Pham Hoang Thai | - Approval of the Minutes and Resolution of the General Meeting of Shareholders. | |

| | | |
|--|--|--|
| Member of the BOD - Deputy General Director | - Introduction of the members of the Board of Directors and the Supervisory Board for the 2026–2030 term. | |
| | - Closing and conclusion of the meeting. | |



DRAFT

WORKING REGULATIONS

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- 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 of Bich Chi Food Joint Stock Company;

- Pursuant to the Internal Corporate Governance Regulations of Bich Chi Food Joint Stock Company.

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of Regulation

This regulation stipulates the procedures, organization, and voting process for matters related to the 2026 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company (the "Meeting"), held on April 25, 2026.

Article 2. Applicable Subjects

- Shareholders and duly authorized representatives attending and voting at the Meeting.

- The Presidium, Vote Counting Committee, Secretariat, Delegate Eligibility Verification Committee, and individuals involved in the organization and voting process of the Meeting.

CHAPTER II. CONDITIONS FOR ATTENDANCE, RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTICIPANTS OF THE MEETING

Article 3. Conditions for Attending the Meeting

- Shareholders listed in the Company's shareholder register as of March 24, 2026, or their duly authorized representatives, are entitled to attend the Meeting.

- Guests or other individuals and organizations approved by the Organizing Committee.

Note: Shareholders or their authorized representatives must present a valid ID card/citizen identification card/other identification documents, an invitation letter, and a valid authorization letter (if applicable).

Article 4. Conditions for Convening the Meeting

- The General Meeting of Shareholders is convened when shareholders attending represent more than 50% of the total voting shares.

- If the required quorum is not met, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened following the procedures stipulated in the Company's Charter.

Article 5. Rights of Shareholders Attending the Meeting

- Shareholders' Rights at the General Meeting:

- + Attend in person, authorize another person in writing, or submit voting ballots via mail, fax, or email.
- + Be publicly informed about the content and agenda of the General Meeting.
- + Receive voting ballots after registering with the Delegate Eligibility Verification Committee.
- + Discuss and vote on matters within the authority of the General Meeting as stipulated in the Company's Charter and the Law on Enterprises.
- + Exercise other rights as prescribed by regulations.

Article 6. Obligations of Shareholders When Attending the General Meeting

- Obligations of Shareholders at the General Meeting:

- + Register for attendance as instructed by the Delegate Eligibility Verification Committee.
- + Comply with the rules, follow the Chairperson's instructions, behave respectfully, and avoid causing disruptions during the General Meeting.
- + Adhere to the law, the Company's Charter, and the General Meeting's regulations.

Article 7. The Presidium

- The Presidium of the General Meeting consists of two members: one Chairperson (the Chairman of the Board of Directors) and one member appointed by the Chairman of the Board.

- Duties:

- + Conduct the General Meeting according to the approved agenda.
 - + Guide discussions, present draft resolutions, and summarize conclusions for voting.
 - + Address requests from the General Meeting and resolve arising issues.
- Operate on the principles of collective leadership and democratic centralism, with decisions made by majority vote; in the event of a tie, the decision shall be made by the Chair of the General Meeting (Chairman of the BOD).

Article 8. The Secretariat

- The Secretariat of the General Meeting consists of two members appointed by the Chairperson, who are accountable to the Presidium and the General Meeting.

- Duties:

- + Assist in announcing documents, resolutions of the General Meeting, and notifications as required.
- + Receive, review shareholders' opinions, and forward them to the Presidium for responses.
- + Record and draft the meeting minutes and approved contents.
- + Perform other tasks as assigned by the Presidium.

Article 9. The Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee consists of four members: one Head and three Member, who are accountable to the Presidium and the General Meeting.

- Duties:

- + Verify the eligibility and number of shareholders or shareholder representatives attending the meeting.

- + The Head of the Committee reports to the General Meeting on the attendance status of shareholders. If the meeting has the required number of eligible shareholders representing more than 50% of the voting shares, the General Meeting of Shareholders shall proceed as scheduled.

Article 10. The Ballot Counting Committee

- The Ballot Counting Committee is nominated by the Chairperson and approved by the General Meeting. It consists of three members: one Head and two Members.

- Duties:

- + Prepare ballot boxes and provide instructions on voting principles and procedures.

Count the votes, prepare the ballot counting minutes, and be accountable to the Presidium and the General Meeting.

- + Accurately determine the voting results for each agenda item.

- + Report the ballot counting results to the Secretariat.

- + Review and report any violations of voting procedures or complaints to the General Meeting.

CHAPTER III. PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 11. Agenda and Working Content of the General Meeting

- The agenda and working content of the General Meeting must be approved at the opening session.

- Any changes to the agenda or working content must be approved by the General Meeting.

Article 12. Discussion and Questioning at the General Meeting

- The Chairperson selects an appropriate moderation method; shareholders may speak by raising their hands or submitting question forms.

- Shareholders must speak concisely, stay on topic, align with the General Meeting's agenda, and not violate the law or exceed the company's authority.

- The Chairperson has the right to remind and request participants to stay focused on the content to ensure the quality of the discussion.

Article 13. Voting on Resolutions at the General Meeting

13.1 Voting Principles:

- All meeting contents are discussed and voted on publicly using voting cards or ballots.

- The Company prints and distributes ballots to delegates after verifying their eligibility.

- Each delegate receives one ballot, which includes their delegate ID, full name, and the number of voting shares.

- The ballot is used to collect opinions on the matters presented in the Annual General Meeting of Shareholders (AGM) 2026 documents, published on the official website: www.bichchi.com.vn, and other issues under the authority of the AGM (if any).

13.2 Voting Procedures:

- Each ballot includes the shareholder's name, total voting shares, and the items to be voted on.
- Shareholders mark an “X” in the box for “Agree,” “Disagree,” or “Abstain” for each item.
- Voting for the Presidium, Ballot Counting Committee, and approval of the AGM Minutes and Resolutions is conducted by a show of hands.
- The Head of the Ballot Counting Committee announces the results before closing and submits the ballot counting minutes to the Chairperson.

13.3 Validity of Voting Cards:

A valid voting card must be an official printed form issued by the Organizing Committee. It must not contain erasures, alterations, damage, or any additional content beyond the specified fields. Furthermore, it must include the full handwritten signature and name of the attending delegate.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders

- The meeting minutes must fully record the discussions and proceedings of the General Meeting and be read by the Secretariat for approval before closing.
- The Secretariat compiles data from the meeting minutes and voting results to draft the Resolution, which is then submitted for approval by the General Meeting.
- The minutes, shareholder list, Resolutions, and accompanying documents are archived at the Company's headquarters.

CHAPTER IV. IMPLEMENTATION PROVISIONS

Article 15. Implementation Provisions

- This Regulation consists of 04 Chapters and 15 Articles, presented and voted on at the General Meeting. Upon approval, it becomes mandatory for all shareholders.
- The Chairperson conducts the General Meeting in accordance with this Regulation, and all shareholders and attendees are responsible for compliance.
- In case of conflicts or unregulated matters, the Company’s Charter, the Law on Enterprises, and relevant legal provisions shall apply.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully!

Sa Dec, March 30, 2026

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

Mai The Khoi



REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026 – 2030 TERM

- *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 of Bich Chi Food Joint Stock Company.*

In order to ensure that the election of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2026–2030 term at the 2026 Annual General Meeting of Shareholders complies with the current laws of Vietnam and adheres to the principles of fairness, transparency, and democracy, thereby safeguarding the legitimate rights and interests of all shareholders, the Company respectfully submits to the General Meeting of Shareholders for approval the “Regulations on the Election of Members of the Board of Directors and the Supervisory Board for the 2026–2030 Term”, with the following details:

1. The ballots:

- The ballots for the election of members of the BOD and the SB shall be pre-printed with the full names of the candidates, arranged in alphabetical order, and stamped with the seal of Bich Chi Food JSC at the upper left corner of the ballot.
- Each ballot shall include the shareholder’s full name, shareholder code (if any), number of shares owned, and the total number of voting rights.
- Each shareholder shall receive two ballots, including one ballot for the election of BOD members and one ballot for the election of SB members.

2. Principles for the Election of Members of the BOD and the SB:

The election of members of the BOD and the SB shall be conducted by secret ballot using the cumulative voting method. Accordingly, each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members to be elected to the BOD and the SB, specifically as follows:

2.1. Number of members to be elected to the BOD and the SB for the 2026 – 2030 term:

- Number of BOD members: 07 members.
- Number of SB members: 03 members.

2.2. Calculation of shareholders’ voting rights:

- Votes for the election of BOD members: equal to the number of shares owned by the shareholder multiplied by 07 (the number of BOD members to be elected).

- Votes for the election of SB members: equal to the number of shares owned by the shareholder multiplied by 03 (the number of SB members to be elected).

2.3. Voting method:

- Shareholders may allocate their votes to one or up to 07 candidates (for the BOD) and up to 03 candidates (for the SB) from the list of candidates shown on the ballot.

- Shareholders may choose one of the following voting methods:

+ Allocate all votes to a single candidate.

+ Distribute votes equally among all 07 candidates (for the BOD) and 03 candidates (for the SB).

+ Distribute votes among fewer candidates than the prescribed number (i.e., fewer than 07 for the BOD and fewer than 03 for the SB) with different vote allocations.

- Shareholders must ensure that the total number of votes cast on each ballot for the BOD and SB does not exceed their total voting rights as specified in Section 2.2.

- If a shareholder chooses not to vote for a candidate, the corresponding voting box for that candidate shall be left blank.

Example:

Shareholder Nguyen X holds (including owned and authorized shares) 2,000 voting shares. When participating in the election of the Board of Directors (BOD), the total number of votes will be calculated as: 2,000 shares \times 07 members = 14,000 votes

Shareholder Nguyen X may allocate these votes using the cumulative voting method as follows:

- Case 1: Allocate all 14,000 votes to a single candidate (e.g., allocating all votes to Nguyen Van C).

| No. | Candidate Full Name | Votes |
|------------|---|---------------|
| 1 | Nguyen Van A | |
| 2 | Nguyen Van B | |
| 3 | Nguyen Van C | 14.000 |
| 4 | Nguyen Van D | |
| 5 | Nguyen Van E | |
| 6 | Nguyen Van F | |
| 7 | Nguyen Van G | |
| | Total votes (not exceeding 14,000 votes) | 14.000 |

- Case 2: Shareholder Nguyen X distributes their votes among all 07 candidates as follows:

| No. | Candidate Full Name | Votes |
|-----|---|---------------|
| 1 | Nguyen Van A | 4.000 |
| 2 | Nguyen Van B | 2.000 |
| 3 | Nguyen Van C | 2.000 |
| 4 | Nguyen Van D | 1.000 |
| 5 | Nguyen Van E | 2.000 |
| 6 | Nguyen Van F | 3.000 |
| 7 | Nguyen Van G | |
| | Total votes (not exceeding 14,000 votes) | 14.000 |

Notes:

- If a shareholder chooses not to vote for a candidate, the corresponding voting box shall be left blank.

- Shareholders must ensure that the total votes allocated to BOD and SB candidates do not exceed their total voting rights (as specified in Section 2.2).

3. Invalid ballots:

Ballots shall be deemed invalid in the following cases:

- Ballots not in the prescribed form or without the Company's official stamp.
- Ballots with erasures, alterations, or additional names not included in the list of candidates approved by the General Meeting of Shareholders prior to voting.
- Ballots where the total votes allocated exceed the shareholder's total voting rights (as specified in Section 2.2).
- Ballots with no votes cast for any candidate or votes cast for more candidates than the permitted number.

Sa Dec, March 30, 2026

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



Mai The Khoi

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

BICH CHI FOOD JOINT STOCK COMPANY

REPORT OF THE BOARD OF DIRECTORS

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025



To the Shareholders of Bich Chi Food JSC.,

THE YEAR 2025

In 2025, our Company continued to record an efficient year of operations, with growth in both scale and profit quality.

Notable figures include:

- **Net revenue: VND 784 billion**, vs. VND 762 billion in 2024 (+3%)
- **Operating profit: VND 142 billion**, vs. VND 119 billion in 2024 (+19%)
- **Net profit after tax: VND 122 billion**, vs. VND 103 bn. in 2024 (+18%)
- **Dividend: 35%** (on charter capital of VND 380 billion), vs. 30% in 2024 (on VND 339 billion)
- **Equity: VND 443 billion**, compared to VND 395 billion in 2024 (+12%)
- **ROE: 29.1%**, compared to 27.6% in 2024 (+1.5 percentage points)

These figures indicate not only growth, but more importantly, the continued accumulation of the Company's intrinsic value—something Bich Chi consistently regards as one of its most important measures.

Overall, from the 2025 results, it can be observed that:

Firstly, revenue growth is accompanied by improved profitability

Revenue increased by approximately 3%, while profit after tax rose by 18%.

The Company does not pursue growth at all means, but instead focuses on the quality of revenue and profit margins.

In particular, cost management efficiency has improved significantly as (i) gross margin continued to increase for the third consecutive year, reaching **29% in 2025** (2024: 26%; 2023: 23%), and (ii) operating profit grew faster than revenue (+19% compared to +3%), with operating margin further improving to **18% in 2025** (2024: 16%; 2023: 12%).

In other words, each unit of revenue generates more profit than in the previous year.

This is the result of three key pillars:

- Effective cost control;
- A well-optimised product mix;
- And maintained discipline in operations and capital management.

Secondly, solid financial health

The Company maintains low reliance on leverage, with strong operating cash flow generation. Interest expenses remain at a low level (VND 2.7 billion). Although borrowings have increased to support investment in our new factory Bich Chi 2, debt levels remain prudent and within safe thresholds (D/E: 0.49), with interest coverage exceeding 50 times.

Having navigated periods of uncertainty, Bich Chi believes that the greatest risk lies not in short-term volatility, but in losing long-term resilience.

With our current financial strength, Bich Chi is well-positioned to withstand challenging cycles and possesses sufficient internal capability to emerge stronger after such adversities.

Third, the Company maintains a very high level of capital efficiency

An ROE of 29% - on average - is considered 'quite' high in the current context, and as mentioned, borrowings continue to be used prudently.

This level of efficiency also implies that:

1. Our Company possesses certain 'moats';
2. Our Company's reinvestment rate is 'quite satisfied'.

A DECADE OF PERFORMANCE

CHART 1: Revenue compounded by over 6% pa.

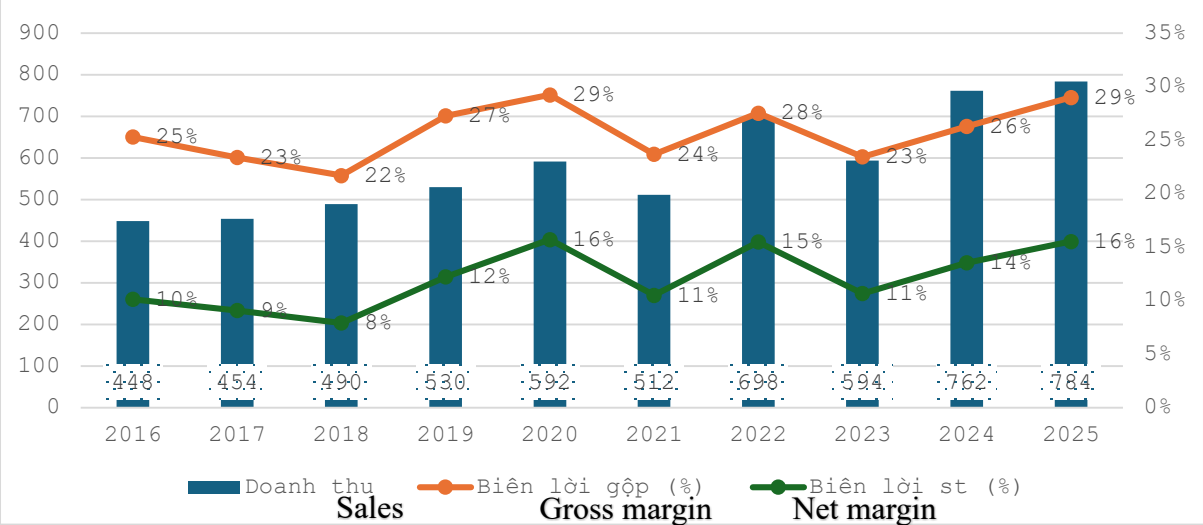


CHART 2: Net profit and a shift in higher cash dividends

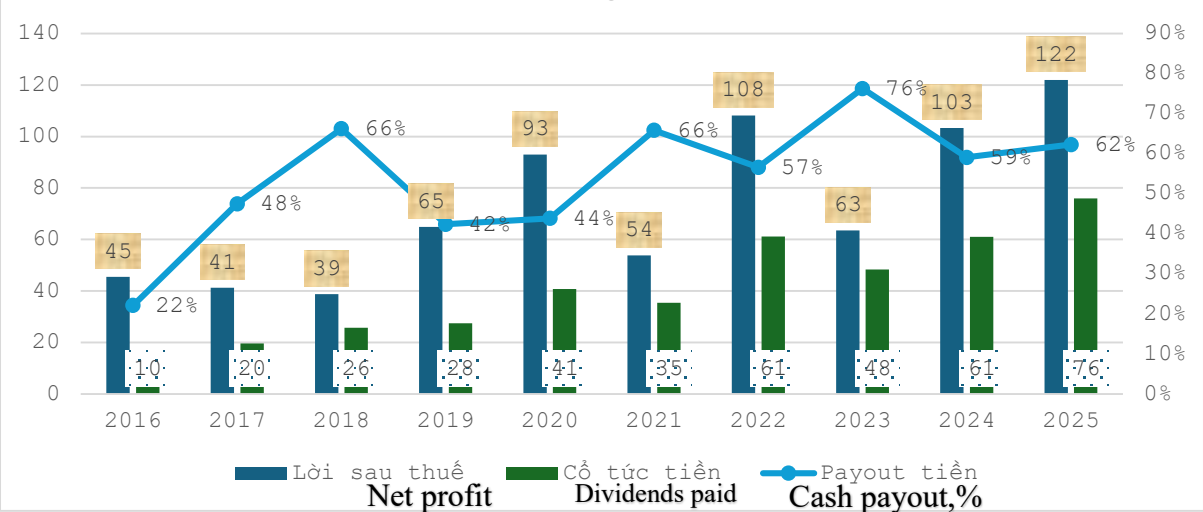
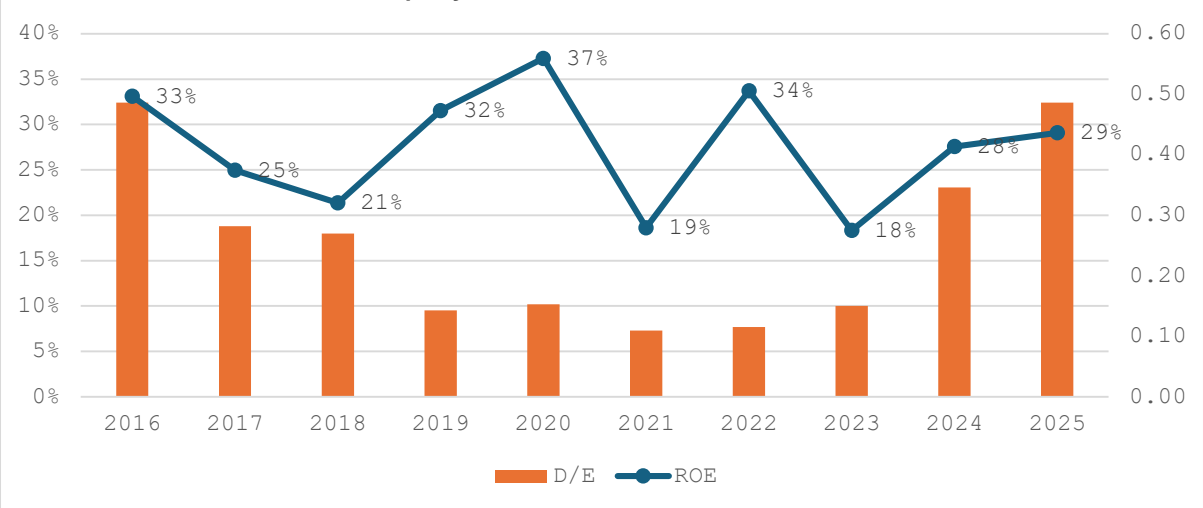


CHART 3: Return on Equity and Debt Levels



THE 2021–2025 PERIOD

One year's results show growth.

Five years reveal the quality of our business.

Firstly, Bich Chi has continued to be well-managed and has sustained growth in a challenging environment

The 2021–2025 period was marked by significant volatility, including:

- The COVID-19 pandemic;
- Supply chain disruptions;
- Sharp increases in input costs;
- Externally, geopolitical conflicts; internally, natural disasters and floods;
- Global inflation and rising interest rates.

Bich Chi has consistently:

- Maintained revenue growth with a compounded growth of 6% per annum (2016–2025);
- Delivered profit growth outpacing revenue, with a compounded growth of 12% per annum (2016–2025);
- Did not pursue growth at the expense of uncontrolled borrowing.

Second, the quality of earnings has improved

Compared to the 2016–2020 period:

- Profit margins improved, with more effective cost control; specifically, the average net profit margin reached 13.2%, compared to 11.0% in the previous five-year period.
- ROE remained at a high level, averaging 25%. Although lower than the previous period of 28%, maintaining a high ROE has become more challenging as the Company continues to expand in scale.

Third, capital discipline has been maintained

Throughout the period: (1) the Company did not pursue uncontrolled expansion, (2) did not use excessive leverage, and (3) remained focused on its core business — creating high value-added processed foods from rice, cassava, etc.— where it holds clear competitive advantages.

CHART 4:
Charter Capital Continues to Expand

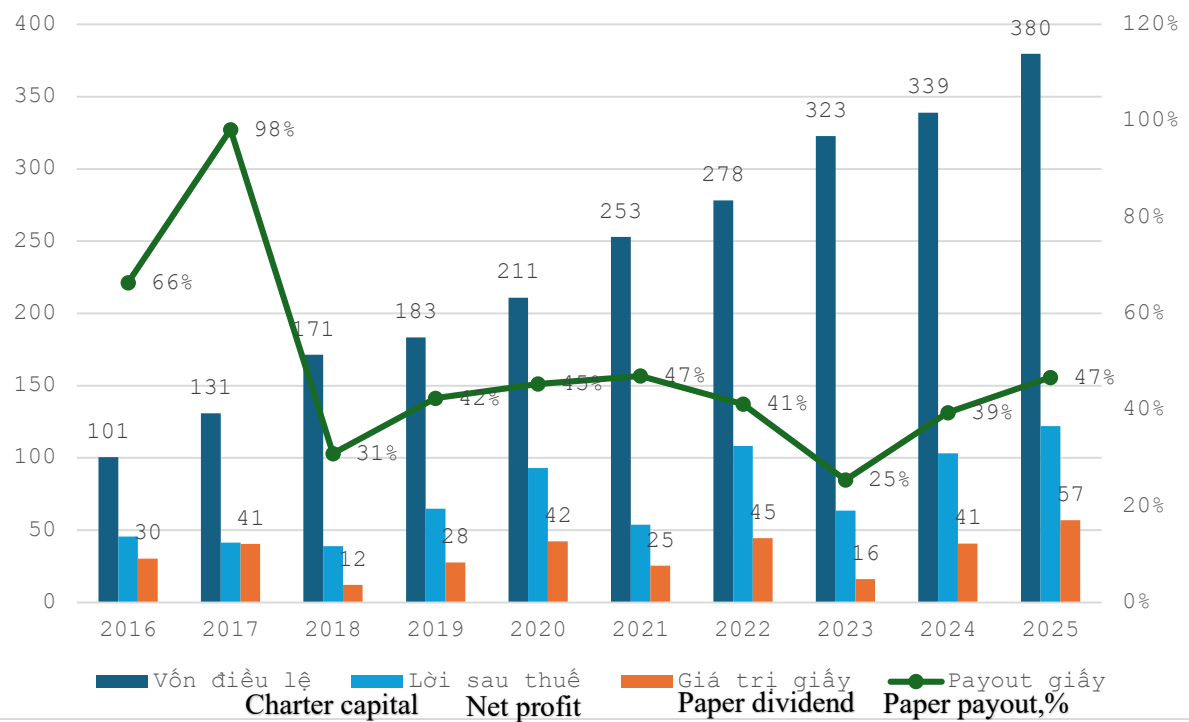
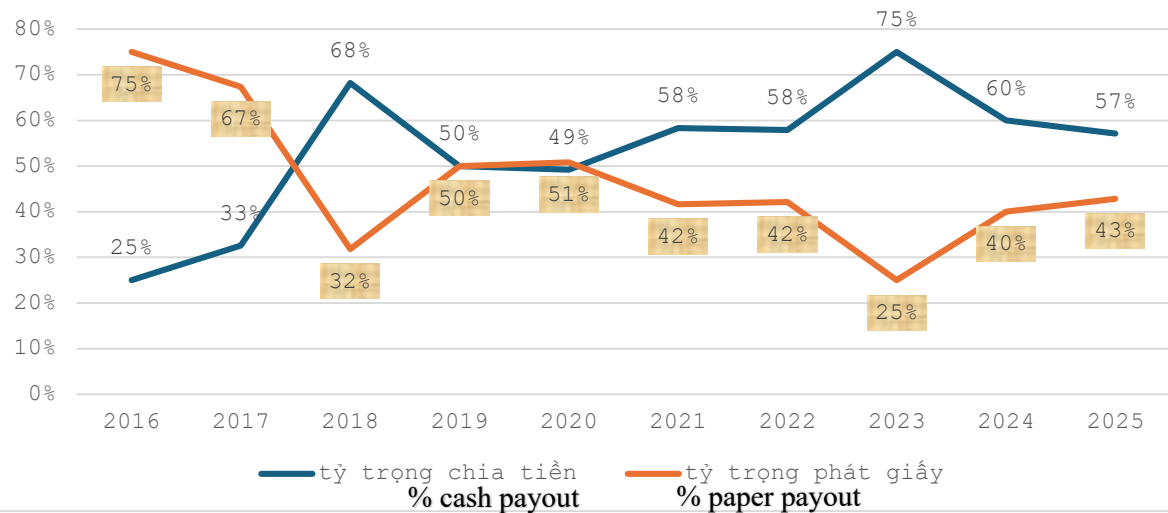


CHART 5:
A journey from Share Issuance to Cash Dividends



| | Equity* (VND billion) | Growth (%) |
|---|--|-------------------|
| 2016..... | 165 | - |
| 2017..... | 196 | 19% |
| 2018..... | 213 | 9% |
| 2019..... | 252 | 18% |
| 2020..... | 316 | 25% |
| 2021..... | 338 | 7% |
| 2022..... | 400 | 18% |
| 2023..... | 402 | 0% |
| 2024..... | 456 | 14% |
| 2025..... | 519 | 14% |
| Compounded Annual Gain - 2016-2025..... | 14% | |
| Overall gain - 2016-2025..... | 215% | |

** Equity includes cash dividends paid*

Value delivered to Shareholders

Compound interest is truly the eighth wonder of the world.

The Company's equity has delivered a compounded rate of 14% per annum since 2016. In addition, charter capital has nearly quadrupled over the past decade (from VND 101 billion to VND 380 billion, 2016–2025). Most importantly, shareholders have not been required to contribute any additional capital.

| | Period 2016–2020 | Period 2021–2025 |
|---|-------------------------|-------------------------|
| Total profit after tax | 283,422,174,563 | 543,580,926,768 |
| Cash-&-paper dividends distributed..... | 276,068,906,700 | 465,611,274,800 |
| | 97% | 86% |
| Total payout ratio (%)..... | | |
| Stock issuance ratio (%)..... | 55% | 39% |
| Cash dividend ratio (%)..... | 45% | 61% |

Due to its high capital efficiency, Bich Chi increased its retention ratio during the 2021–2025 period compared to the previous period. Specifically, the retention rate reached nearly 15% (excluding retained earnings from share issuance). In contrast, during 2016–2020, the Company distributed almost all of its earnings—out of every VND 100 earned, approximately 97% was paid out, with only 3% retained.

Regarding dividends, the rebalancing and maintenance of a balanced mix between share-based and cash dividends represent a strategic shift. During the 2021–2025 period, the Company reduced share-based distributions while increasing cash dividends. Specifically, on average, for every VND 100 of total dividends distributed, approximately 40% was paid in shares (down from 55% in 2016–2020), while the proportion of cash dividends increased to around 60% (from 45%)

It is also worth noting the role of share-based dividends. In our case, share dividends are an effective tool. Although they are non-cash in nature, they still carry real value when used appropriately - especially for a stock with a densely concentrated ownership structure like ours.

Key Priorities

The Board of Directors holds meetings on a monthly basis. During the past period, the Board has made numerous decisions. However, we believe the following three are the most significant:

1. First, a strong commitment to developing, trusting and preparing the next generation of leaders;
2. Second, the establishment of a Standing Committee of the Board working directly at the Company, continuing to leverage the valuable experience of our senior members;
3. Third, the completion and commissioning of the new Bich Chi 2 factory.

The People of Bich Chi

Behind all the figures and charts above are the efforts of all employees of the Company—whom we are proud to call the People of Bich Chi—as well as the indispensable leadership and guidance of the Executive Management Team.

Bich Chi's ownership structure is distinctive in that the majority of shares are held by Bich Chi people, representing the lifetime accumulation of most families.

Simply put, we eat our own cooking.

As these shares represent the savings of a lifetime, Bich Chi people are therefore deeply committed to protecting them, contributing wholeheartedly, and leading by example.

We sincerely thank our valued shareholders for your trust and look forward to seeing you at the General Meeting on April 25, 2026.

On behalf of the Board of Directors

Chairman



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No.: 17/BC.ĐHĐCĐ

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

Sa Dec, March 25, 2026

REPORT OF THE BOARD OF MANAGEMENT
On the business performance in 2025 and the business plan for 2026

I. KEY HIGHLIGHTS IN 2025:

1. Difficulties:

- Products made from flour and rice faced intense competition, with many food processing companies lowering prices to attract customers.
- Many trading companies outsourced production under private labels to strengthen brand promotion, resulting in direct competition with our own manufactured products.
- Due to increasing demand for technology innovation and development, the labor market in Sa Dec has faced a shortage of high-quality and automation-skilled workforce.
- The construction of Bich Chi 2 was delayed post-COVID, falling behind the planned schedule and encountering difficulties related to local licensing policies.

2. Advantages:

- Bich Chi's products have been manufactured locally for many years, resulting in strong brand recognition among consumers.
- The supply of raw materials is relatively stable in both quantity and price.
- The availability of unskilled labor is abundant and consistently meets production demands.

II. BUSINESS PERFORMANCE IN 2025:

1. Business results in 2025:

- Revenue from sales and service provision reached VND 798,165,689,872, an increase of approximately VND 25 billion compared to 2024.
- Profit after corporate income tax reached VND 120,985,757,177, up 12.8% year-on-year.
- Average employee income reached VND 9,248,000 per person per month, exceeding the target set by the General Meeting of Shareholders (GMS).

2. Evaluation of 2025 results:

a. Production activities:

- Production operations were maintained stably throughout 2025, ensuring sufficient and timely supply of goods to the market.

- Strict compliance with food safety and hygiene standards, fully meeting the stringent requirements of both domestic and international customers.

b. Sales and distribution activities:

- Domestic market:

- + Distribution activities were organized effectively, bringing Bich Chi's products into major supermarket chains nationwide.

- + Expanded the network of agents and distributors across the North, Central, and South regions.

- + Recruited and trained experienced sales personnel, especially those in charge of e-commerce platforms such as Shopee and TiktokShop, with annual revenue reaching nearly VND 2.2 billion.

- Export market:

- + Effectively leveraged existing markets while expanding into new potential markets across multiple continents.

- + Assigned personnel to participate in international food exhibitions in Dubai, China, Japan, Thailand, South Korea, France, Germany, etc., with the goal of continuously seeking partners and promoting the brand.

III. ORIENTATION FOR 2026:

1. Market outlook for 2026:

- The consumption market in 2026 is expected to remain challenging due to intense competition, particularly in the food industry, while global demand continues to face difficulties as purchasing power declines due to inflation.

- New products require time to stabilize quality and meet food safety standards (such as HACCP, BRC, EU codes), therefore additional time is needed before bringing them to market.

- The U.S. tariff situation remains unstable, with a rising trend that may adversely affect export markets.

- Ongoing geopolitical conflicts and global tensions continue to be complex and prolonged, leading to higher global fuel prices and consequently increasing input costs.

2. Business plan for 2026:

- In 2026, based on the direction of the Board of Directors of Bich Chi Food Joint Stock Company, the Board of Management sets out the following business plan:

- + Revenue: VND 720 – 800 billion.

- + Profit after tax: VND 80 – 100 billion.

- + Average income: VND 8.5 – 9.5 million per person per month.

- + Dividend payout ratio: 15% – 20% of charter capital.

3. Implementation measures for 2026:

- The Company will continue to increase investment in marketing to strengthen sales activities. In 2026, it plans to recruit an additional 100 – 150 sales staff nationwide to ensure timely product distribution, boost revenue growth, expand market coverage, and enhance sales efficiency. At the same time, it will reinforce and expand the domestic distribution network, increase the presence of agents and distributors nationwide, and intensify trade promotion activities and participation in international exhibitions to expand export markets.

- Continue to innovate technology and upgrade equipment to enhance competitiveness, improve yield efficiency, reduce production costs, and increase overall operational efficiency.

- Stabilize production at Bich Chi 2 and accelerate the commercialization of new products such as rice cakes and mung bean vermicelli...

- Invest in and develop facilities that meet food safety and hygiene standards, ensuring product quality in compliance with both domestic and international standards such as EU Code, HACCP, BRC, thereby enhancing competitiveness and meeting all international market requirements.

- Continue to improve employee welfare, promote clean, green, and circular production, and meet environmental protection standards.

- Actively participate in social and community activities, contributing to social welfare and poverty reduction in local areas.

- Focus on human resource development, enhancing professional qualifications and management skills of staff, creating favorable conditions to attract high-quality talent, and fostering continuous innovation in production. At the same time, develop a succession workforce plan to ensure the Company's sustainable development.

* **Recipients:**

- General Meeting of Shareholders;
- Archived.

**BICH CHI FOOD JOINT STOCK COMPANY
GENERAL DIRECTOR**



Pham Thanh Binh

**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No.: 18 /BC.BKS

Sa Dec, March 28, 2026

REPORT OF THE SUPERVISORY BOARD

(Re: Performance of supervisory functions over the Company's operations in 2025)

- Pursuant to the Charter of Bich Chi Food Joint Stock Company;
- Pursuant to the functions and duties of the Supervisory Board as stipulated in the Company's Charter;
- Pursuant to the 2025 financial statements audited by the Can Tho Branch of A&C Auditing and Consulting Co., Ltd.

In accordance with the functions, duties, and powers of the Supervisory Board as prescribed by law and the Company's Charter, in 2025 the Supervisory Board performed the following duties:

I. Activities of the Supervisory Board: The Supervisory Board consists of 03 members:

- Nguyen Thi Thu Thuy: Head of the Supervisory Board
- Nguyen Thi Thu Thao: Member
- Tran Manh Hung: Member
- Remuneration of the Supervisory Board:
 - + Head: VND 4,000,000/month
 - + Member: VND 3,000,000/month
- In 2025, the Supervisory Board held quarterly meetings (once per quarter) to review and supervise compliance with the Law on Enterprises and the Company's Charter in the management and operation of business activities and project investments.
 - Specifically:
 1. Reviewed the appropriateness of decisions made by the Board of Directors and the Board of Management, as well as the procedures and processes for issuing the Company's documents.
 2. Participated fully in monthly meetings of the Board of Directors and working sessions of the Board of Management regarding the development and implementation of business plans and investment strategies.

3. Reviewed quarterly financial statements and the 2025 annual financial statements before and after audit.

4. Received all relevant documents related to the direction and management activities of the Board of Directors and the Board of Management in implementing the orientations and resolutions of the General Meeting of Shareholders.

5. Reviewed the audit report issued by the Can Tho Branch of A&C Auditing and Consulting Co., Ltd.

II. Results of supervision over the activities of the Board of Directors and the Board of Management:

- Supervised the Board of Directors (BOD) in implementing the resolutions approved by the General Meeting of Shareholders (GMS), ensuring that objectives were carried out in accordance with regulations.

- Monitored monthly information provided by the Company through reports on business performance, reviewed data, and promptly requested adjustments to ensure accuracy and reasonableness in monthly reports.

- Reminded the accounting function regarding unreasonable account balances and requested clear explanations for related figures.

- Participated fully in monthly meetings of the BOD and working sessions of the Board of Management in formulating and implementing business plans and investment strategies, while assessing the transparency and accuracy of financial statements presented by the management.

III. Business performance of the Company in 2025:

- The Supervisory Board highly appreciates the efforts of the Board of Directors (BOD) and the Board of Management (BOM) in directing and managing the Company's business operations. In addition to continuously promoting the brand, the Company has strengthened and expanded its markets, met consumer demand, diversified products within its capabilities and available raw materials, and maximized the utilization of existing machinery and equipment capacity.

- The BOD and BOM have also implemented measures to reduce costs, raw material consumption, and energy usage, particularly by minimizing waste and scrap, thereby improving yield rates and optimizing profitability.

- Bich Chi 2 factory construction project. Total investment: VND 199.999 billion.

Including: + Owner's equity: VND 50 billion.

+ Loans from credit institutions: VND 149.999 billion.

IV. Results of supervision over the Company's financial situation in 2025:

- The Supervisory Board has received the Company's 2025 financial statements, which were reviewed based on audited data by the Can Tho Branch of A&C Auditing and Consulting Co., Ltd.

- In 2025, Bich Chi prepared its financial statements in compliance with the Vietnamese Accounting Regime and Standards.

- The financial statements fairly and accurately reflect the Company's financial position and accounting status.

- The financial statements were prepared in accordance with regulations, ensuring completeness, timeliness, and transparency of financial information to meet the requirements of relevant authorities and investors.

1. Key financial indicators for 2025:

| | |
|---|---------------------|
| - Net revenue from sales and service provision: | VND 784.218.466.710 |
| - Short-term receivables from customers: | VND 81.520.595.852 |
| - Short-term payables to suppliers: | VND 11.837.823.981 |
| - Short-term bank borrowings: | VND 85.279.826.115 |

Including:

| | |
|---------------------------------------|---------------------|
| + Vietcombank – Dong Thap Branch | VND 68.702.932.181 |
| + Nam A Bank – Dong Thap Branch. | VND 6.576.893.934 |
| - Total accounting profit before tax: | VND 151.028.036.315 |

Taxable income:

VND 151.028.036.315

Corporate income tax expense (20%): VND 31.240.319.888

Profit after corporate income tax: **VND 116.917.448.421**

+ Interim dividend payments (2 installments – 20%): VND 75.929.540.000

+ Contribution to social and charity fund: VND 500.000.000

Retained earnings for the year: VND 40.487.908.421

Earnings per share (EPS): VND 3.080/ share

2. Total assets:

VND 750.421.228.073

Including:

| | |
|---|---------------------|
| + Cash and cash equivalents: | VND 59.988.001.357 |
| + Short-term financial investments: | VND 105.571.000.000 |
| + Short-term receivables: | VND 95.880.104.018 |
| + Inventories: | VND 118.437.848.325 |
| + Other current assets: | VND 21.783.453.699 |
| + Tangible fixed assets (net book value): | VND 323.632.903.134 |
| + Intangible fixed assets (net book value): | VND 257.625.355 |
| + Construction in progress: | VND 23.147.398.650 |
| + Other non-current assets: | VND 1.722.893.535 |

3. Total equity and liabilities:

VND 750.421.228.073

Including:

| | |
|---|---------------------|
| + Short-term liabilities: | VND 182.016.559.752 |
| + Long-term liabilities: | VND 132.533.937.584 |
| + Charter capital (owner's equity): | VND 379.647.700.000 |
| + Development investment fund: | VND 13.982.553.207 |
| + Retained earnings brought forward: | VND 1.752.569.109 |
| + Retained earnings for the current year: | VND 40.487.908.421 |

V. Evaluation of the Supervisory Board's activities for the period 2021–2025:

- Having been entrusted by the General Meeting of Shareholders to serve a five-year term (2021–2025), the Supervisory Board has actively participated in meetings with the Board of Directors (BOD) and the Board of Management (BOM).

- Regularly monitored and provided necessary feedback on monthly reports, reviewing whether the reported figures were accurate and reasonable, and promptly requesting adjustments where necessary.

- Overall, the accounting data presented has been clear and compliant with accounting standards and regulations.

VI. Recommendations:

- The Company should continue to research and develop new products for market introduction to enhance business performance.

- Expand the distribution network both domestically and internationally to increase sales revenue.

- Strengthen human resource training, improve professional qualifications and management skills to align with the Company's development.

The above constitutes the Report of the Supervisory Board presented at the 2026 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company.

Respectfully wishing the Annual General Meeting of Shareholders every success.

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



Nguyen Thi Thu Thuy



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 19/TTr.DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Sa Dec, March 30, 2026

PROPOSAL

Re: Selection of the auditing firm for the 2026 financial statements

To: The 2026 Annual General Meeting of Shareholders

- 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders the proposal for selecting an independent auditing firm for the separate and consolidated financial statements of 2026.

I. List of auditing firms

1. AASC Auditing Firm Company Limited;
2. RSM Vietnam Auditing & Consulting Company Limited;
3. Deloitte Vietnam Company Limited;
4. Vietvalues Assurance & Consulting Co.,LTD;
5. Grant Thornton (Vietnam) Limited;
6. A&C Auditing and Consulting Co., Ltd.

2. Proposal for the General Meeting of Shareholders to approve the selection of an auditing firm

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval:

- The list of five auditing firms in Section I as the basis for selecting the auditing firm for the 2026 financial statements.
- Authorization for the Board of Directors to make the final selection and delegate the General Director to sign the contract with the selected auditing firm.

We respectfully request the General Meeting of Shareholders to review and approve.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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

Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 20/TTr.DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Sa Dec, March 30, 2026

PROPOSAL

Re: Report on the use of the social charity fund in 2025 and the plan for its use in 2026

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors of Bich Chi Food Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the report on the utilization of the Social Charity Fund in 2025.

- Beginning balance of the Social Charity Fund in 2025: 755.113.470 VND
- Allocated from profits to the Social Charity Fund in 2025: 500.000.000 VND
- Amount utilized: 913.530.416 VND
- Remaining balance: 341.583.054 VND

(In words: Three hundred forty-one million five hundred eighty-three thousand fifty-four VND.)

- Plan for 2026: We respectfully propose that the General Meeting of Shareholders approve an annual allocation of VND 1.000.000.000 from profits to the Social Charity Fund. The implementation results will be reported at the Annual General Meeting of Shareholders each year.

We respectfully submit this for the General Meeting of Shareholders' review and approval.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 21/TTr.ĐHĐCĐ

Sa Dec, March 30, 2026

PROPOSAL TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

Approval of the plan for the third share issuance for dividend payment in 2025

To: The 2026 Annual General Meeting of Shareholders

- 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 Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding certain regulations on securities offering, issuance, public tender offers, share buybacks, public company registration, and public company status cancellation;

- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors of Bich Chi Food Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for share issuance and listing. Specifically:

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.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for approval.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 22/TTr.ĐHĐCĐ

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

Sa Dec, March 30, 2026

PROPOSAL

Re: Audited Separate and Consolidated Financial Statements for 2025

To: The 2026 Annual General Meeting Of Shareholders

- 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 of Bich Chi Food Joint Stock Company;
- Pursuant to the audited separate and consolidated financial statements for 2025 of Bich Chi Food Joint Stock Company.

The Board of Directors of Bich Chi Food Joint Stock Company respectfully submits to the General Meeting of Shareholders for review and approval of the audited Separate and Consolidated Financial Statements for 2025. These reports have been audited by A&C Auditing and Consulting Co., Ltd. in accordance with applicable standards and have been disclosed as required, including the following contents:

1. Independent audit report: Issued an unqualified opinion.
2. Balance sheet as of December 31, 2025.
3. Income statement for the year 2025.
4. Cash flow statement for the year 2025.
5. Notes to the financial statements.

The detailed contents of the audited 2025 financial statements of Bich Chi Food Joint Stock Company have been published on the company's official website:
www.bichchi.com.vn.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 23/TTr.ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Sa Dec, March 30, 2026

PROPOSAL

Re: Profit distribution plan and fund appropriations for 2025

To: The 2026 Annual General Meeting Of Shareholders

- 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 of Bich Chi Food Joint Stock Company;

- Pursuant to the separate and consolidated financial statements for 2025 of Bich Chi Food Joint Stock Company, which have been audited by A&C Auditing and Consulting Co., Ltd..

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan and fund allocation for 2025 of Bich Chi Food Joint Stock Company, as detailed below:

(Unit: VND)

| No. | Description | Amount | Notes |
|------------|--|------------------------|------------------------|
| I | Profit before corporate income tax (CIT) in 2025 | 153.110.287.148 | |
| - | CIT payment | 31.240.319.888 | |
| II | Undistributed after-tax profit | 125.777.309.348 | |
| 1 | Carried forward from the previous year (2024) | 3.907.342.088 | |
| 2 | From 2025 (audited financial statements) | 121.869.967.260 | |
| III | Investment and development fund | 13.982.553.207 | |
| IV | Distributed after-tax profit | 133.376.695.000 | |
| 1 | First dividend payment in cash (Completed) | 30.371.816.000 | 8% of Charter Capital |
| 2 | Second dividend payment in cash (Completed) | 45.557.724.000 | 12% of Charter Capital |
| 3 | Third dividend payment in shares (Planned) | 56.947.155.000 | 15% of Charter Capital |
| 4 | Allocation to the Social Charity Fund in 2025 | 500.000.000 | |
| V | Undistributed after-tax profit carried forward to the next year | 6.383.167.555 | = II + III - IV |

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 24/TTr.ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Sa Dec, March 30, 2026

PROPOSAL

Re: The settlement of remuneration for the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration settlement for the Board of Directors and the Supervisory Board for the year 2025 and the remuneration payment plan for 2026, as follows:

1. 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.)

2. The plan for 2026, the Company will pay 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.

Respectfully submitted to the General Meeting of Shareholders for review and approval!

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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

Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

Số: 25/TTr.ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Sa Dec, March 30 , 2026

PROPOSAL

Re: The election of members of the Board of Directors for the 2026 – 2030 term

To: The 2026 Annual General Meeting of Shareholders

- 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;
- Pursuant to Notice No. 10/TB-HĐQT on the nomination and self-nomination of members of the Board of Directors and the Supervisory Board of Bich Chi Food Joint Stock Company for the 2026 – 2030 term.

The term of office of the incumbent Board of Directors (BOD) of Bich Chi Food Joint Stock Company (the “Company”) has expired. The BOD hereby reports to and submits to the General Meeting of Shareholders the proposal for the election of BOD members for the 2026 –2030 term as follows:

1. Approval of the number of BOD members for the 2026–2030 term: 07 members.
2. Approval of the list of candidates for election to the Board of Directors, as follows:

| No. | Full name | Year of birth | | Professional Qualifications | Position, Organization | Notes |
|-----|-----------|---------------|--------|-----------------------------|------------------------|-------|
| | | Male | Female | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

(The curriculum vitae of the candidates for the Board of Directors for the 2026 – 2030 term are attached)

The election of members of the Board of Directors shall be conducted by cumulative voting in accordance with the Law on Enterprises, the Company's Charter, and the Election Regulations of the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

* **Recipients:**

- General Meeting of Shareholders;
- Archived

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

The image shows a handwritten signature in blue ink, which appears to be 'Mai The Khoi', written over a red circular corporate stamp. The stamp contains the text 'CÔNG TY CP THỰC PHẨM BÍCH CHI' and 'ĐỒNG THÁP' at the bottom. The signature is written in a stylized, cursive manner.

Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

Số: 26/TTr.ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Sa Dec, March 30, 2026

PROPOSAL

Re: The election of members of the Supervisory Board for the 2026 – 2030 term

To: The 2026 Annual General Meeting of Shareholders

- 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 Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;
- Pursuant to Notice No. 10/TB-HĐQT on the nomination and self-nomination of members of the Board of Directors and the Supervisory Board of Bich Chi Food Joint Stock Company for the 2026 – 2030 term.

The term of office of the incumbent Supervisory Board (SB) of Bich Chi Food Joint Stock Company (the “Company”) has expired. The BOD hereby reports to and submits to the General Meeting of Shareholders the proposal for the election of SB members for the 2026 – 2030 term as follows:

1. Approval of the number of Supervisory Board members for the 2026 – 2030 term:
03 members.

2. Approval of the list of candidates for election to the Supervisory Board, as follows:

| No. | Full name | Year of birth | | Professional Qualifications | Position, Organization | Notes |
|-----|-----------|---------------|--------|-----------------------------|------------------------|-------|
| | | Male | Female | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

(The curriculum vitae of the candidates for the Supervisory Board for the 2026 – 2030 term are attached)

The election of members of the Supervisory Board shall be conducted by cumulative voting in accordance with the Law on Enterprises, the Company’s Charter, and the Election Regulations of the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

*** Recipients:**

- General Meeting of Shareholders;
- Archived

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /BB.DHĐCĐ

Sa Dec, March , 2026

DRAFT

MEETING MINUTES

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

Company Name: Bich Chi Food Joint Stock Company
Head Office: 45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province
Tel: 0277 3869 589 Fax: 0277 3864 674
Business Registration Number: 1400371184, Date of Issue: 20/11/2025,
Department of Finance of Dong Thap Province
Meeting time: 08:00 AM, April 25, 2026
Venue: Office of Bich Chi Food Joint Stock Company

PART I INTRODUCTION AND OPENING OF THE MEETING

3. Report on Delegate Eligibility Verification:

Mr. Tran Quang Minh - Position: Member of the Board of Directors, Head of the Delegate Eligibility Verification Committee, presents the Report on Delegate Eligibility Verification:

- Total number of shareholders invited to attend: All shareholders listed in the shareholder register as of March 24, 2026, who hold voting shares of Bich Chi Food Joint Stock Company.

- Shareholders Attending the General Meeting:..... Shareholders and shareholder representatives (present at 08:00), owning and representing a total of voting shares, accounting for % of the total voting shares of the Company.

According to the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company meets the conditions to be duly convened.

2. The General Meeting of Shareholders votes to approve the Presidium:

- Mr. Mai The Khoi: Chairman of the BOD Chairperson
- Mr. Pham Thanh Binh: Member of the BOD cum GD Member

➤ *The General Meeting voted with% agreement to approve the personnel of the Presidium.*

3. The Chairman introduces the Secretariat:

- Ms. Dam Nguyet Anh Position: Staff Secretary of the General Meeting

- Ms. Luong Hoang Thuy Vu Position: Staff Secretary of the General Meeting

4. The General Meeting votes to approve the Vote Counting Committee:

- Mr. Tran Quang Minh Position: Deputy GD Head of the VCC

- Mrs. Phan Thi Tuyet Suong Position: Staff Member of the VCC

- Mr. Nguyen Thanh Nhan Position: Staff Member of the VCC

➤ *The General Meeting voted with% agreement to approve the Vote Counting Committee.*

5. Approval of the Meeting Agenda:

➤ *The General Meeting voted with% agreement to approve the Meeting Agenda.*

6. Approval of the Working Regulations at the General Meeting:

Mr. Tran Quang Minh, a member of the Presidium, presented the Working Regulations of the General Meeting.

➤ *The General Meeting voted with% agreement to approve the Working Regulations.*

7. Mr. Pham Hoang Thai presented the Regulations on the election of members of the Board of Directors and the Supervisory Board for the 2026 – 2030 term.

➤ *The General Meeting voted with% agreement to approve the Regulations on the election of members of the Board of Directors and the Supervisory Board for the 2026 – 2030 term.*

PART II

CONTENT PRESENTED AT THE GENERAL MEETING

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

Presenter: Mr. Mai The Khoi – Chairman of the Board of Directors.

Content 02: Report of the Executive Board on business performance in 2025 and business plan for 2026.

Presenter: Mr. Pham Hoang Thai - Member of the BOD - Deputy General Director.

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

Presenter: Mrs. Nguyen Thi Thu Thuy - Head of the Supervisory Board.

Content 04: Approval of the proposal to select an audit firm for the 2026 financial statements.

Presenter: Mrs. Nguyen Huong Lien - Member of the BOD.

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

Presenter: Mrs. Nguyen Huong Lien - Member of the BOD.

Content 06: Proposal for the Annual General Meeting of Shareholders to approve the

plan for issuing shares to pay dividends for the third phase of 2025.

Presenter: Mrs. Nguyen Huong Lien - Member of the BOD.

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

Presenter: Mr. Pham Hoang Thai - Member of the BOD – Deputy General Director.

Content 08: Approval of the profit distribution plan and fund appropriation for 2025.

Presenter: Mr. Pham Hoang Thai - Member of the BOD – Deputy General Director.

Content 09: Approval of the remuneration settlement for the BOD and the SB in 2025 and the remuneration plan for 2026.

Presenter: Mr. Pham Hoang Thai - Member of the BOD – Deputy General Director.

Content 10: Approval for the election of members of the Board of Directors for the 2026 – 2030 term.

Presenter: Mr. Pham Hoang Thai - Member of the BOD – Deputy General Director.

Content 11: Approval for the election of members of the Supervisory Board for the 2026 – 2030 term.

Presenter: Mr. Pham Hoang Thai - Member of the BOD – Deputy General Director.

**PART III
DISCUSSION**

1. Shareholders:

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- Answer:

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2. Shareholders:

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- Answer:

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3. Shareholders:

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- Answer:

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PART IV

VOTING ON PRESENTED AND DISCUSSED MATTERS

Mr. Tran Quang Minh, Head of the Vote Counting Committee, announced the voting results on the matters presented at the General Meeting, as well as the results of the election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term

1. Voting results on presented and discussed matters:

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

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 1 has been approved.

Content 02: Report of the Executive Board on business performance in 2025 and business plan for 2026.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 2 has been approved.

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

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 3 has been approved.

Content 04: Approval of the proposal to select an audit firm for the 2026 financial statements.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 4 has been approved.

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

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 5 has been approved.

Content 06: Proposal for the Annual General Meeting of Shareholders to approve the plan for issuing shares to pay dividends for the third phase of 2025.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 6 has been approved.

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

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
|-----------------|---------------------|---------------|----------------------------|

| | | | |
|----------------|---------------------|---------------|----------------------------|
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 7 has been approved.

Content 08: Approval of the profit distribution plan and fund appropriation for 2025.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 8 has been approved.

Content 09: Approval of the remuneration settlement for the BOD and the SB in 2025 and the remuneration plan for 2026.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 9 has been approved.

Content 10: Approval of the election of members of the Board of Directors for the 2026 – 2030 term.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 10 has been approved.

Content 11: Approval of the election of members of the Supervisory Board for the 2026 – 2030 term.

- Voting Results:

| | | | |
|-----------------|---------------------|---------------|----------------------------|
| Votes in Favor: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Votes Against: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Abstentions: | - Number of Shares: | - Percentage: | % of Voting Shares Present |
| Invalid Votes: | - Number of Shares: | - Percentage: | % of Voting Shares Present |

Thus, Content 11 has been approved.

2. Results of the election of members of the Board of Directors and the Supervisory Board for the 2026–2030 term:

| No. | Members of the Board of Directors | Number of votes | Voting percentage |
|------------|--|------------------------|--------------------------|
| | | | |
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| No. | Members of the Supervisory Board | Number of votes | Voting percentage |
|------------|---|------------------------|--------------------------|
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PART V
APPROVAL OF THE MEETING MINUTES AND RESOLUTIONS OF THE
GENERAL MEETING

- Ms. Luong Hoang Thuy Vu, Secretary of the General Meeting, reads the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders.

- The General Meeting votes and unanimously approves the full text of the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders with% of votes in favor.

The General Meeting concludes at hours minutes on the same day.

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SECRETARIAT

**ON BEHALF OF THE
PRESIDIUM**

Đam Nguyet Anh

Luong Hoang Thuy Vu

Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /NQ.DHĐCĐ

Sa Dec, March , 2026

DRAFT

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.: ___/BB.DHĐCĐ 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: 33% of charter capital (18% 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. ___/TTr-ĐHĐCĐ dated March , 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 |
|-----|-----------|-----------------|--------------|
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2. List of members of the Supervisory Board for the 2026 – 2030 term:

| No. | Full name | Number of votes | Voting ratio |
|-----|-----------|-----------------|--------------|
| | | | |
| | | | |
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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