

**BICH CHI FOOD
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 33 /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

Phone: (+84) 277 3861 910 Fax: (+84) 277 3864 674

Information Disclosure Officer: Pham Thanh Binh

Mobile Phone: (+84) 918 301 759

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:

Annual report year 2025 of Bich Chi Food Joint Stock Company.

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 16, 2026

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Pham Thanh Binh

Appendix IV
ANNUAL REPORT

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020
of the Minister of Finance)*

BICH CHI FOOD
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 32/BC-BCF

Sa Dec, April 10, 2026

ANNUAL REPORT
YEAR 2025

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

I. GENERAL INFORMATION

1. General information:

- Trading name: **BICH CHI FOOD COMPANY**
- BRC No.: 1400371184
- Charter capital: 379,647,700,000 VND
- Owner's capital: 379,647,700,000 VND
- Address: 45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province
- Phone number: 0277.3861910
- Fax: 0277.3864674
- Website: www.bichchi.com.vn
- Stock code: BCF (HNX)

Establishment and development process:

- Bich Chi Food Joint Stock Company (hereinafter referred to as the "Company" or "Bich Chi") was established in 1966, originally as a state-owned enterprise. It was transformed into a joint stock company under Decision No. 968/QĐ.UB.HC dated October 18, 2000, issued by the Dong Thap Provincial People's Committee, and has officially operated as a joint stock company since 2001.

- The State Securities Commission approved the company's application to become a public company on January 3, 2010.

- During the period from 2010 to 2020, the Company invested in an additional rice paper production line, expanded its factory to increase shrimp chip production capacity, and expanded facilities for rice vermicelli and pho production to meet market demand.

- In 2025, the Company amended its Enterprise Registration Certificate for the 25th



time on November 20, 2025. The initial charter capital was VND 2,794,000,000, and the current charter capital is VND 379,647,700,000.

2. Business lines and locations of the business:

- Business lines: The Company operates in the field of food production and processing, and engages in the import and export of food products, serving both domestic and international markets.

- Operating areas: The Company's products are widely distributed in the domestic market through a network of agents, distributors, and supermarket chains nationwide. In addition, the Company actively promotes export activities, with its products present in over 40 countries across multiple continents, including the United Kingdom, France, the United States, Japan, South Korea, and many others.

3. Information on the corporate governance model, business organization, and management structure:

3.1 Corporate governance model:

The Company adopts a governance and operational model in accordance with Point a, Clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14, comprising:

- **General Meeting of Shareholders (GMS):** The highest decision-making body of the Company, as stipulated in Article 14 of the Company's Charter. The GMS has the authority to elect, dismiss, remove, and replace members of the Board of Directors and the Supervisory Board in accordance with Clause 1, Article 15 of the Charter.

- **Board of Directors (BOD):** The management body of the Company, having full authority on behalf of the Company to decide and exercise all rights and obligations of the Company, except those falling under the authority of the GMS.

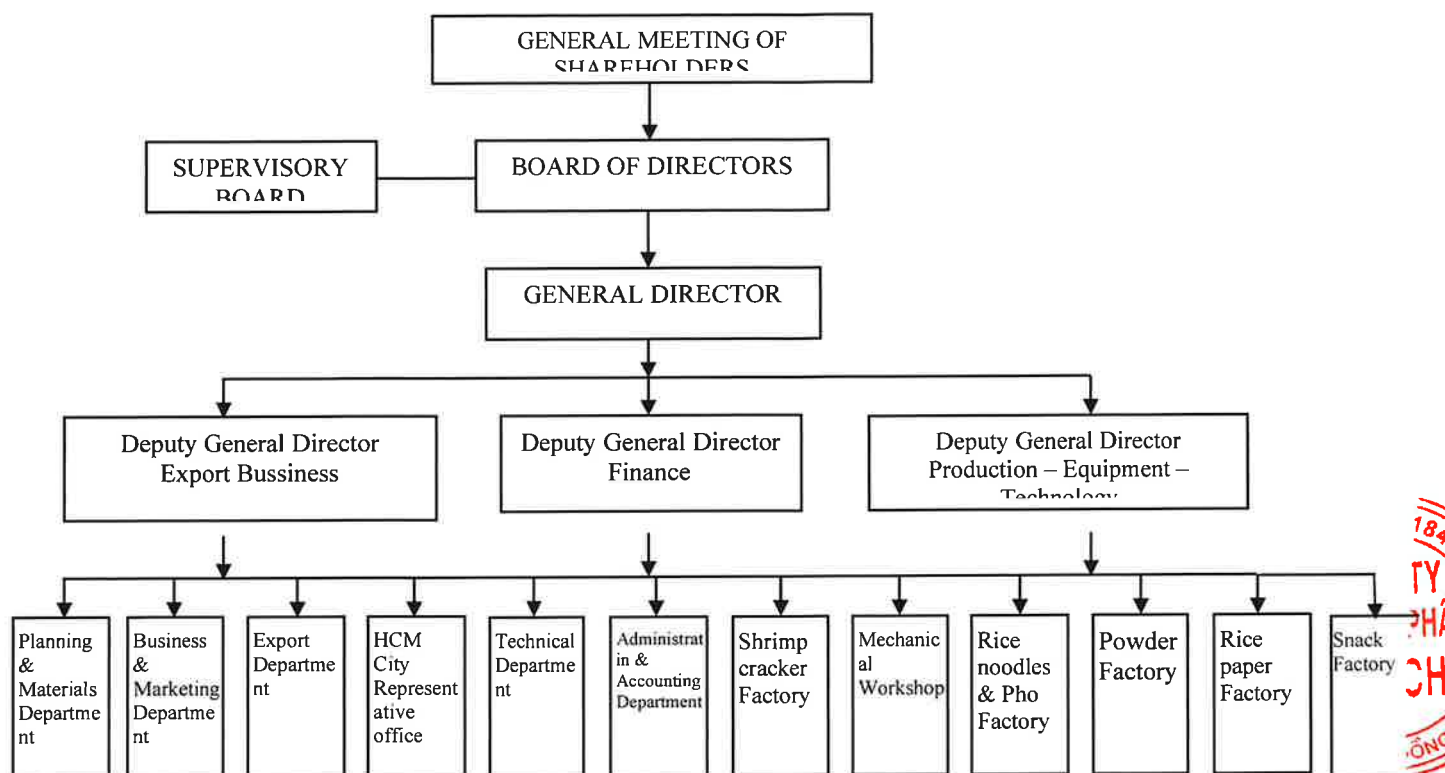
- **Supervisory Board (SB):** The body representing shareholders to supervise all business operations, governance, and management activities of the Company.

- **Executive Board (General Director and Deputy General Director):** Responsible for the day-to-day operations of the Company, under the supervision of the Board of Directors, and accountable to the Board of Directors and the law for the performance of assigned rights and duties.

3.2 Management structure:

The Company comprises 06 functional departments under the office division and 05 production and processing workshops under the operations division.

a. Organizational chart of Bich Chi Food Joint Stock Company:



b. List of specialized departments and factories:

	Department/Branch	Address
Specialized Departments:	1. Administration & Accounting Department 2. Business & Marketing Department 3. Planning & Materials Department 4. Import - Export Department 5. Technical Department	45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province.
Representative Office:	6. Ho Chi Minh City Representative Office	81-83-85-87, Road No.2, Tan Nhut Commune, HCMC
Factories:	7. Shrimp Cracker Factory 8. Rice Noodle Factory 9. Rice Paper Factory 10. Powder Factory 11. Snack Factory 12. Mechanical Workshop	45x1 Nguyen Sinh Sac, Sa Dec Ward, Dong Thap Province.

3.3 Subsidiary company:

Company name	Address	Charter Capital
Bich Chi 2 Food Company Limited	Cai Tau Ha Industrial Cluster, Phu Huu Commune, Dong Thap Province	100,000,000,000 VND

Bich Chi 2 Food Co., Ltd. has completed the acceptance and finalization of the entire project in accordance with the approved plan. Following the investment, construction, and equipment installation phases, the factory has gradually achieved stable operations.

Currently, the Company has commissioned two key production lines, namely the rice cake and vermicelli lines, equipped with modern technology and strictly controlled production processes to ensure product quality, food safety and hygiene, and compliance with both domestic and export standards.

In the coming period, Bich Chi 2 Food Co., Ltd. will continue to optimize production activities, enhance operational efficiency, and continuously improve technology to better meet the increasingly demanding needs of customers, while striving toward sustainable and long-term development.

4. Development orientation:

4.1 Key objectives of the Company:

- ***Sustainable growth in revenue and profit:*** The Company aims to maintain a reasonable growth rate based on improving operational efficiency, optimizing costs, and enhancing value per unit of product. At the same time, it will gradually strengthen its competitive position, with the goal of becoming a leading enterprise in the food processing industry in the Mekong Delta, while expanding its presence nationwide and in international markets.

- ***Enhancement of product quality and customer service:*** The Company identifies product quality as the core foundation of its development strategy. Accordingly, it will continue to invest in improving its quality management system in line with international standards, ensuring strict compliance with food safety and hygiene regulations. In parallel, the Company will promote environmentally friendly production processes to meet the growing trend of green consumption and enhance customer experience. The Company will maintain and further develop international certifications such as ISO 22000, HALAL, and BRC to strengthen its reputation and competitiveness in both domestic and international markets.

- ***Comprehensive human resource development:*** The Company focuses on building a professional and stable working environment, ensuring employee welfare and career development opportunities. At the same time, it will strengthen training programs to develop a highly capable workforce with innovative thinking and strong adaptability to technological and market changes. The Company's development goals are closely aligned with shareholders' interests and contribute positively to local socio-economic development.

4.2 Medium- and long-term development strategy:

- The Company will continue to upgrade production lines toward modernization, applying automation and digital transformation in operations management to ensure product consistency and stability.

- Promoting research and development (R&D): Focus on improving packaging design in line with environmentally friendly trends and consumer preferences. At the same time, the Company will maintain and enhance the quality of existing product lines while developing new high value-added products targeting potential markets..

- **Cost optimization and operational efficiency improvement:** The Company will research and implement comprehensive cost management solutions, strictly control input materials, minimize production losses, and optimize production line efficiency. These initiatives are aligned with the Company's sustainable development orientation and efficient resource utilization.

- **Human resource development:** The Company will strengthen training and development programs to enhance professional qualifications and management skills of its workforce, while creating favorable conditions to attract high-quality talent to foster continuous innovation in production. In parallel, it will develop a succession planning strategy to ensure long-term and sustainable growth.

4.3 Sustainable development objectives (environmental, social and community) and related short- and medium-term programs:

- The Company is committed to fully complying with all applicable regulations on environmental protection, occupational safety, and business operations, while ensuring that all environmental-related financial obligations are fulfilled in a transparent and timely manner.

- The Company will continue to invest in and upgrade its wastewater treatment, emission control systems, and boiler facilities in accordance with current standards to minimize environmental impact. At the same time, it will coordinate with the Dong Thap Environmental Monitoring Center to conduct periodic monitoring, ensuring that environmental indicators remain within permitted limits and that timely corrective measures are implemented when necessary.

- The Company actively participates in education and human resource development initiatives. Through cooperation with universities and colleges, it provides students with opportunities for internships and practical experience. These training and mentoring programs not only enhance students' knowledge and professional skills but also contribute to the development of a high-quality workforce for society.

5. Risks:

- **Intensifying competition:** The food processing industry continues to experience increasing competition from both domestic enterprises and international brands with strong capabilities in finance, technology, and distribution systems. Competitive pressure arises not only in pricing but also in product quality, food safety standards, innovation capacity, and market access, which may affect the Company's market share, profit margins, and long-term growth prospects.

- **Volatility in input and logistics costs:** Prices of raw materials, packaging, and transportation are subject to unpredictable fluctuations due to macroeconomic factors such as natural disasters and geopolitical conflicts, which may disrupt global supply chains. These fluctuations can increase production costs and directly impact product pricing and business performance if not effectively managed through cost control and supply chain optimization measures.

- **Technology and equipment risks:** The Company's production operations are significantly dependent on machinery and technological systems. Aging equipment,



technical failures, or delayed technology upgrades may lead to production disruptions, reduced productivity, and increased maintenance costs. In addition, slow adoption of new technologies may weaken competitiveness in an industry with growing demands for automation and quality standards.

- **Evolving market and consumer trends:** Consumer preferences are continuously changing, particularly toward health-conscious, environmentally friendly, and convenient products. Failure to promptly adapt through product innovation and appropriate marketing strategies may adversely affect product consumption and the Company's market position.

II. BUSINESS OPERATIONS DURING THE YEAR

1. Business and production performance:

Table 01. Business and production performance results for the year

(Unit: VND)

Items	2025	2024
1. Revenue from sales of merchandise and services rendered	798,165,689,872	773,292,152,622
2. Revenue deductions	16,945,648,393	11,403,916,298
3. Net revenue from sales of merchandise and services rendered	781,220,041,479	761,888,236,324
4. Costs of goods sold	553,027,988,616	561,553,532,153
5. Gross profit from sales of merchandise and services rendered	228,192,052,863	200,334,704,171
6. Revenue from financing activity	18,735,106,185	14,808,975,570
7. Financial expenses	15,847,338,289	5,636,979,188
- Of which: Interest expense	3,388,230,385	2,755,199,594
8. Selling expenses	57,169,757,227	50,574,300,672
9. General administration expenses	23,455,083,637	30,324,454,039
10. Net profit from operating activity	150,454,979,895	128,607,945,842
11. Other income	3,372,091,652	3,728,890,301
12. Other expenses	716,784,399	314,974,308
13. Other profit	2,655,307,253	3,413,915,993
14. Total accounting profit before tax	153,110,287,148	132,021,861,835
15. Current corporate income tax expense	31,240,319,888	26,538,403,834
16. Deferred corporate income tax expense	0	0
17. Profit after corporate income tax	121,869,967,260	105,483,458,001
18. Earnings per share	-	-

(Source: Audited Separate Financial Report of Bich Chi Food Joint Stock Company, 2025)

1.1 Changes and fluctuations: None

1.2 Performance compared to plan:

(Unit: VND)

Items for 2025	Planned	Actual	Achievement rate (%)
Total revenue	700,000,000,000	798,165,689,872	114.02%
Profit before tax	100,000,000,000	153,110,287,148	153.11%

1.3 Performance compared to the previous year:

- According to the business performance results in Table 01, key items in 2025 increased compared to 2024. Specifically:

(Unit: VND)

Items	2025	2024	Growth rate (%)
Total revenue	798,165,689,872	773,292,152,622	103.22%
Profit before tax	153,110,287,148	132,021,861,835	115.97%
Average monthly income per employee	9,248,000	8,500,000	108.8%

- **Reason:** The Company's business performance in 2025 recorded positive growth compared to 2024, primarily driven by the steady increase in revenue from sales and service provision throughout the year. This improvement partly reflects the effectiveness of the Company's sales policies, market expansion efforts, and enhanced distribution capabilities. In addition, input material prices in 2025 remained relatively stable, contributing to reduced pressure on production costs. The Company also strengthened its cost management practices, optimized production processes, and improved resource utilization efficiency, thereby enhancing profit margins and overall operational performance.

2. Organization and personnel:

2.1 List of Executive Board Members:

1. Mr. Pham Thanh Binh: Member of the Board of Directors & General Director	
- Shares held:	5,482,520 shares (par value: VND 10,000/share)
- Gender:	Male
- Year of birth:	1953
- Nationality:	Vietnamese
- Ethnicity:	Kinh
- Address:	117 Ton That Dam Street, Sai Gon Ward, Ho Chi Minh City
- Educational level:	10/10
- Professional qualifications:	Bachelor of Economics
1.1 Work Experience:	
- Dec 1970 – Oct 1980:	Military service.
- Dec 1980 – Mar 1993:	Head of Organization Department – MSG Factory.
- 1993 – 2003:	Self-employed business.
- Nov 2003 – now:	Working at Bich Chi Food JSC.
- Current position:	General Director of Bich Chi Food JSC.
- Legal violations:	None
- Conflicts of interest (COI)	None

with the Company:	
2. Mr. Tran Quang Minh: Deputy General Director	
- Shares held:	23,840 shares (par value: VND 10,000/share)
- Gender:	Male
- Year of birth:	1976
- Nationality:	Vietnamese
- Ethnicity:	Kinh
- Address:	116 Nguyen Thai Binh Street, Sa Dec Ward, DT
- Educational background:	12/12
- Professional qualifications:	Engineer in Food Technology
2.1 Work Experience:	
- June 10, 2007 – now:	Working at Bich Chi Food JSC.
- Current position:	Deputy General Director of Bich Chi Food JSC.
- Legal violations:	None
- COI with the Company	None
3. Ms. Bui Thi Ngoc Tuyen: Deputy General Director	
- Shares held:	322,948 shares (par value: VND 10,000/share)
- Gender:	Female
- Year of birth:	1981
- Nationality:	Vietnamese
- Ethnicity:	Kinh
- Address:	338 Dinh Cong Trang, Sa Dec Ward, Dong Thap
- Educational level:	12/12
- Professional qualifications:	Bachelor of Economics
3.1 Work Experience:	
- June 1, 2012 – now:	Working at Bich Chi Food JSC.
- Current position:	Deputy General Director of Bich Chi Food JSC.
- Legal violations:	None
- COI with the Company:	None
4. Mr. Pham Hoang Thai: Member of the Board of Directors & Deputy General Director	
- Shares held:	2,679,015 shares (par value: VND 10,000/share)
- Gender:	Male
- Year of birth:	1984
- Nationality:	Vietnamese
- Ethnicity:	Kinh
- Address:	117 Ton That Dam Street, Sai Gon Ward, Ho Chi Minh City
- Educational level:	12/12
- Professional qualifications:	Bachelor of Economics
4.1 Work Experience:	

- 2008 - 2010:	Sales Manager at Vien Dong Insurance Company.
- 2010 - 2012:	Sales Manager at Fubon Insurance Co., Ltd.
- 2012 - now:	Working at Bich Chi Food JSC.
- Current position:	Deputy General Director of Bich Chi Food JSC.
- Legal violations:	None
- COI with the Company:	None
5. Mr. Tran Van Thieu: Chief Accountant	
- Shares held:	0 share
- Gender:	Male
- Year of birth:	1979
- Nationality:	Vietnamese
- Ethnicity:	Kinh
- Address:	627/1 Phu Hoa, Tan Duong Commune, DT
- Educational level:	12/12
- Professional qualifications:	Bachelor of Accounting
5.1 Work Experience:	
- 2001 - 2007:	Chief Accountant – Toan Cau C&T Co., Ltd
- 2008 - 2010:	Chief Accountant at Dong Hung JSC.
- 2011 - 2015:	Chief Accountant at Luc Duc Hung T&S Co., Ltd.
- 2017 - now:	Working at Bich Chi Food JSC.
- Current position:	Chief Accountant of Bich Chi Food JSC.
- Legal violations:	None
- COI with the Company:	None

2.1 Changes in the Executive Board: None

2.2 Number of employees:

a. Total workforce:

(Unit: person)

No.	Position	Number of employees
1	Board of Directors	07
2	Supervisory Board	03
3	Chief Accountant	01
4	Management Staff	25
5	Specialized and Administrative Staff	66
6	Direct Production and Business Employees	667
7	Seasonal Workers	90
Total		859

b. Employee policies:

The Company consistently recognizes that human resources are a core factor playing a vital role in its sustainable development. Accordingly, it focuses on developing and implementing comprehensive employee policies in compliance with legal regulations, while enhancing the material and spiritual well-being of its employees.

- Working hours: The Company applies a working schedule of 48 hours per week in accordance with prevailing regulations. Office staff work during standard administrative hours from Monday to Saturday. For production employees, work is organized in shifts, arranged on a rotational basis to ensure sufficient working hours while maintaining a balance between work and rest. Shift scheduling is implemented flexibly, in line with production requirements and with due consideration for employees' health and safety.

- Leave and insurance policies: The Company fully complies with statutory regulations on public holidays, annual leave, and personal leave as prescribed by the Labor Code. In addition, mandatory insurance contributions, including social insurance (SI), health insurance (HI), and unemployment insurance (UI), are fully and timely fulfilled for all employees in accordance with applicable regulations.

- Bonus and allowance policies: To recognize and encourage employee contributions, the Company provides bonuses on major occasions such as Reunification Day (April 30) and National Day (September 2), as well as mid-year bonuses (based on first-half performance) and Lunar New Year (Tet) bonuses in line with business results. Furthermore, the Company provides meal allowances to support employee health and applies a monthly attendance allowance to encourage stable performance and long-term commitment.

3. Investment activities and project implementation::

a. Major financial investments:

In 2025, Bich Chi Food Joint Stock Company made an additional capital contribution of VND 50,000,000,000, increasing its total investment to VND 100,000,000,000 in its subsidiary, Bich Chi 2 Food Co., Ltd.

b. Subsidiaries:

Bich Chi 2 Food Co., Ltd., located at Cai Tau Ha Industrial Cluster – An Nhon, Phu Huu Commune, Dong Thap Province, has commenced operations with two main production workshops: rice cake and vermicelli.

4. Financial Situation:

4.1 Financial Situation:

Table 02.

(Unit: VND)

Items	2024	2025	% increase/decrease
Total assets	533,900,727,611	610,828,985,262	14.40%
Net revenue	761,888,236,324	781,220,041,479	2.54%
Operating profit	128,607,945,842	150,454,979,895	16.99%
Other profit	3,413,915,993	2,655,307,253	-22.22%

Profit before tax	132,021,861,835	153,110,287,148	15.97%
Profit after tax	105,483,458,001	121,869,967,260	15.53%

4.2 Key Financial Ratios:

Table 03.

	Ratio	2024	2025	Notes
1. Short-term solvency ratio	+ Current Ratio: Current Assets / Current Liabilities	2.62	2.13	
	+ Quick Ratio: $\frac{\text{Current Assets} - \text{Inventories}}{\text{Current Liabilities}}$	1.79	1.50	
2. Capital structure	+ Debt / Total Assets Ratio:	0.26	0.27	
	+ Debt / Equity Ratio:	0.34	0.38	
3. Operational efficiency	+ Inventory Turnover Ratio: Cost of Goods Sold / Average Inventory	4.98	5.20	
	+ Total Asset Turnover Ratio: Net Revenue / Average Total Assets	1.43	1.28	
4. Profitability	+ Net Profit After Tax / Net Revenue	0.14	0.16	
	+ Net Profit After Tax / Equity Ratio (ROE)	26.53%	27.51%	
	+ Net Profit After Tax / Total Assets (ROA)	19.75%	19.95%	
	+ Operating Profit / Net Revenue	0.17	0.19	

5. Shareholder structure and changes in owner's investment capital:

5.1 Shares:

Stock name	Stock code	Stock type	Outstanding shares		
			State shareholders	Other shareholders	
				Freely transferable shares	Restricted shares
Bich Chi Food Joint Stock Company	BCF	Common	0	37,964,770	0
Total				37,964,770	

5.2 Shareholder structure:

Table 04.

Shareholder type	Number of Shareholders	Shares Owned	% Charter Capital
1. Domestic shareholders		37,964,770	100%
State shareholders	0	0	0
Shareholders holding $\geq 5\%$ of	06	21,578,834	56.839%

charter capital			
Shareholders holding < 5% of charter capital	348	16,356,501	43.083%
Institutional shareholders	01	29,435	0.078%
2. Foreign shareholders	0	0	0
Total	355	37,964,770	100%

(Based on the list of securities holders prepared by VSDC as of March 24, 2026)

5.3 Changes in Owner's Investment Capital: Capital increase phases since the Company's establishment.

Phase 1: Capital increase from VND 2,794,000,000 to VND 3,284,000,000 according to the General Meeting of Shareholders' Resolution No. 02A/NQ-HĐQT dated January 21, 2003.

- Issuance method: Private placement (Offering shares to existing shareholders, employees, and their relatives; issuing bonus shares to existing shareholders and key personnel).
- Issuance completion date: 20/03/2003
- Charter capital before issuance: VND 2,794,000,000
- Charter capital after issuance: VND 3,284,000,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 2: Capital increase from VND 3,284,000,000 to VND 6,000,000,000 according to the General Meeting of Shareholders' Resolution No. 19/NQ-HĐQT dated March 16, 2006.

- Issuance method: Private placement (Offering shares to existing shareholders, employees, and their relatives; issuing bonus shares to existing shareholders and key personnel).
- Issuance completion date: 20/04/2006
- Charter capital before issuance: VND 3,284,000,000
- Charter capital after issuance: VND 6,000,000,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 3: Capital increase from VND 6,000,000,000 to VND 10,200,000,000 as per the General Meeting of Shareholders' Resolution No. 36/NQ-ĐHĐCĐ dated May 31, 2007.

- Issuance method: Private placement
- Issuance completion date: 20/06/2007
- Charter capital before issuance: VND 6,000,000,000
- Charter capital after issuance: VND 10,200,000,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 4: Capital increase from VND 10,200,000,000 to VND 13,260,000,000 according to the General Meeting of Shareholders' Resolution No. 91-NQ/ĐHĐCĐ dated May 16, 2008.

- Issuance method: Private placement (Offering shares to existing shareholders, employees, and their relatives; issuing bonus shares to existing shareholders and key personnel).
- Issuance completion date: 04/06/2008
- Charter capital before issuance: VND 10,200,000,000
- Charter capital after issuance: VND 13,260,000,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 5: Capital increase from VND 13,260,000,000 to VND 20,022,600,000 according to the General Meeting of Shareholders' Resolution No. 95A-NQ/ĐHĐCĐ dated November 2, 2009.

- Issuance method: Private placement (Offering shares to existing shareholders, employees, and their relatives; issuing bonus shares to existing shareholders and key personnel).
- Issuance completion date: 10/11/2009
- Charter capital before issuance: VND 13,260,000,000
- Charter capital after issuance: VND 20,022,600,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 6: Capital increase from VND 20,022,600,000 to VND 30,033,900,000 according to the General Meeting of Shareholders' Resolution (GMS) by written opinion No. 17/NQ-HĐQT dated March 7, 2012.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 16/04/2012
- Charter capital before issuance: VND 20,022,600,000
- Charter capital after issuance: VND 30,033,900,000
- Issuance approval authority: Department of Planning & Investment of DT province

Phase 7: Capital increase from VND 30,033,900,000 to VND 40,245,420,000 according to GMS Resolution No. 27/NQ/ĐHĐCĐ dated April 15, 2012.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 19/07/2012
- Charter capital before issuance: VND 30,033,900,000
- Charter capital after issuance: VND 40,245,420,000
- Issuance approval authority: State Securities Commission Of Vietnam

Phase 8: Capital increase from VND 40,245,420,000 to VND 50,306,770,000 according to GMS Resolution by written opinion No. 95/NQ.ĐHĐCĐ dated December 3, 2012.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 21/01/2013
- Charter capital before issuance: VND 40,245,420,000
- Charter capital after issuance: VND 50,306,770,000

- Issuance approval authority: State Securities Commission Of Vietnam

Phase 9: Capital increase from VND 50,306,770,000 to VND 100,613,540,000 according to GMS Resolution No. 04/NQ-ĐHĐCĐ dated March 10, 2015:

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 02/05/2015
- Charter capital before issuance: VND 50,306,770,000
- Charter capital after issuance: VND 100,613,540,000
- Issuance approval authority: State Securities Commission Of Vietnam

Phase 10: Capital increase from VND 100,613,540,000 to VND 130,797,230,000 according to GMS Resolution No. 07-NQ/ĐHĐCĐ dated April 16, 2017.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 16/05/2017
- Charter capital before issuance: VND 100,613,540,000
- Charter capital after issuance: VND 130,797,230,000
- Issuance approval authority: State Securities Commission Of Vietnam

Phase 11: Capital increase from VND 130,797,230,000 to VND 171,343,870,000 according to GMS Resolution No. 03-NQ/ĐHĐCĐ dated April 22, 2018.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 25/05/2018
- Charter capital before issuance: VND 130,797,230,000
- Charter capital after issuance: VND 171,343,870,000
- Issuance approval authority: State Securities Commission Of Vietnam

Phase 12: Capital increase from VND 171,343,870,000 to VND 183,337,360,000 according to GMS Resolution No. 03-NQ/ĐHĐCĐ dated April 21, 2019.

- Issuance method: Bonus shares to existing shareholders
- Issuance completion date: 25/05/2019
- Charter capital before issuance: VND 171,343,870,000
- Charter capital after issuance: VND 183,337,360,000
- Issuance approval authority: State Securities Commission Of Vietnam

Phase 13: Capital increase from VND 183,337,360,000 to VND 210,837,250,000 according to GMS Resolution No. 13- NQ/ĐHĐCĐ dated June 19, 2020.

- Issuance method: Dividend stock issuance
- Issuance completion date: 10/08/2020
- Charter capital before issuance: VND 183,337,360,000
- Charter capital after issuance: VND 210,837,250,000

- Issuance approval authority: State Securities Commission Of Vietnam

Phase 14: Capital increase from VND 210,837,250,000 to VND 253,004,230,000 according to GMS Resolution No. 03/NQ-ĐHĐCĐ dated April 28, 2021.

- Issuance method: Dividend stock issuance

- Issuance completion date: 15/07/2021

- Charter capital before issuance: VND 210,837,250,000

- Charter capital after issuance: VND 253,004,230,000

- Issuance approval authority: State Securities Commission Of Vietnam

Phase 15: Capital increase from VND 253,004,230,000 to VND 278,304,120,000 according to GMS Resolution No. 09/NQ-ĐHĐCĐ dated April 27, 2022.

- Issuance method: Dividend stock issuance

- Issuance completion date: 15/06/2022

- Charter capital before issuance: VND 253,004,230,000

- Charter capital after issuance: VND 278,304,120,000

- Issuance approval authority: State Securities Commission Of Vietnam

Phase 16: Capital increase from VND 278,304,120,000 to VND 322,831,800,000 according to GMS Resolution No. 06/NQ-ĐHĐCĐ dated April 27, 2023.

- Issuance method: Dividend stock issuance

- Issuance completion date: 26/06/2023

- Charter capital before issuance: VND 278,304,120,000

- Charter capital after issuance: VND 322,831,800,000

- Issuance approval authority: State Securities Commission Of Vietnam

Đợt 17: Capital increase from VND 322,831,800,000 to VND 338,972,130,000 according to GMS Resolution No. 03/NQ.ĐHĐCĐ dated April 28, 2024.

- Issuance method: Dividend stock issuance

- Issuance completion date: 25/06/2024

- Charter capital before issuance: VND 322,831,800,000

- Charter capital after issuance: VND 338,972,130,000

- Issuance approval authority: State Securities Commission Of Vietnam

Đợt 18: Capital increase from VND 338,972,130,000 to VND 379,647,700,000 according to GMD Resolution No. 07/NQ.ĐHĐCĐ dated April 25, 2025:

- Issuance method: Dividend stock issuance

- Issuance completion date: 28/05/2025

- Charter capital before issuance: VND 338,972,130,000

- Charter capital after issuance: VND 379,647,700,000



- Issuance approval authority: State Securities Commission Of Vietnam

5.4 Treasury stock transactions: None

5.5 Other securities: None

6. Report on the Company's environmental and social impacts:

6.1 Environmental impact: None

6.2 Management of raw materials:

a. Total amount of raw materials used for the production and packaging of the organization's main products during the year:

Table 05.

	Raw materials	Unit	Quantity
Production materials:	Wheat flour	tons	12,108.8
	Rice	tons	6,234
	Rice flour	tons	126
	Cereals (various beans, sesame, etc.)	tons	379
Packaging materials:	Paper packaging (carton boxes)	tons	1,700
	Nylon packaging	tons	2,500

b. Report on the percentage of recycled materials used in the production of the organization's main products and services: None

6.3 Energy consumption:

a. Direct and indirect energy consumption:

Table 06.

	Energy consumption	Unit	Quantity
	Electricity	kWh	6,670,000
Fuels	Rice husk	tons	22,700
	DO oil	tons	3
	GAS	tons	1
	Coal	tons	13.1
	Gasoline	tons	0.3

b. Energy saved in 2025 through energy efficiency initiatives: None

c. Reports on energy-saving initiatives: None

6.4 Water consumption:

a. Water sources and total water usage for the year:

Table 07.

Water Source	Unit	Quantity
Water supplied by the Water Supply Company	m ³	9,649
River water extracted at the Company	m ³	180,000

b. Percentage and total amount of recycled and reused water: None

6.5 Compliance with environmental protection laws:

a. Number of violations and fines for non-compliance with environmental laws and regulations: None

b. Total amount of fines for non-compliance with environmental laws and regulations: None

6.6 Labor-related policies:

a. Number of employees and average salary:

Total Employees	Female Employees	Male Employees	Average Monthly Income (VND)
848	469	379	9 triệu đồng

b. Labor policies ensuring employees' health, safety, and welfare:

The Company has developed and strictly implemented regulations outlined in the Labor Rules and the Collective Labor Agreement to ensure employees' health, occupational safety, and welfare. Each year, the Company implements practical policies to care for the well-being and rights of employees, including:

- Conducting annual health check-ups for all employees to detect and prevent health issues early, ensuring a safe working environment.

- Regularly organize occupational safety and hygiene training sessions, issue safety hygiene certificates, and provide full personal protective equipment to employees.

- Fully execute labor contracts and comply with social insurance, health insurance, and unemployment insurance regulations. The Company also promptly implements benefits such as sick leave, maternity leave, and hardship allowances, and organizes visits for weddings and funerals to support employees' personal lives.

- Ensuring timely and full salary payments, along with periodic bonuses for major holidays such as Lunar New Year, Reunification Day (April 30), and Vietnam National Day (September 2).

c. Employee training activities:

Each year, the Company arranges for staff and employees to attend specialized training courses to acquire new knowledge and enhance their professional skills. Workers are also sent to participate in vocational training courses to improve their technical expertise.

6.7 Report on corporate social responsibility to the local community:

Throughout the year, the Company actively contributed to various funds, including road and bridge construction, housing support for underprivileged families, the "For the Poor" fund, and other social activities based on local government proposals. The total amount donated and supported in 2025 exceeded 300 million VND.

6.8 Report on Green Capital Market Activities as per SSC Guidelines: None

III. REPORT AND EVALUATION BY THE BOARD OF GENERAL DIRECTORS:

1. Evaluation of business performance:

1.1 General analysis:

- Based on the financial statements for 2025 and the Company's business performance (summarized in Section II, Item 1: Business and Production Performance), the Company has successfully achieved and exceeded the targets set by the Annual General Meeting of Shareholders (AGM) 2025. The Board of Management provides the following key assessments:

Items	Plan to 2025 (Increase)	In 2024 (Increase)
Total Revenue	114.02%	103.22%
Profit Before Tax	153.11%	115.97%
Average Income Per Employee	108.8%	108.8%

- *Reason:* Business performance in 2025 improved compared to 2024, driven by the steady increase in revenue from sales and service provision throughout the year. This improvement partly reflects the effectiveness of the Company's sales policies, market expansion efforts, and enhanced distribution capabilities. In addition, input material prices in 2025 remained relatively stable, thereby helping to ease pressure on production costs.

1.2 Achievements of the Company:

- Production and sales 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.

+ *Domestic market:*

- Distribution activities were effectively organized, bringing Bich Chi 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, particularly those responsible for e-commerce platforms such as Shopee and TikTok Shop, 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 objective of continuously seeking partners and promoting the brand.

- Corporate governance:

+ The leadership team has continuously focused on reviewing, consolidating, and updating the Company's internal governance framework in compliance with applicable laws and aligned with practical conditions, thereby strengthening financial management and

control.

+ Gradually improved the quality of human resources through training, workshops, and professional development programs, enhancing both professional expertise and political awareness, while maximizing employees' existing capabilities.

2. Financial performance:

2.1 Aset overview:

Table 08.

No.	Assets	2024		2025		Value Difference	
		Value	%	Value	%	Value	%
A	B	1	2	3	4	5=(3-1)	6=(5/1)*100
A	CURRENT ASSETS	356,460,098,358	66.77%	357,144,193,712	58.47%	684,095,354	0.19%
I	Cash and cash equivalents	93,476,308,218	17.51%	49,527,629,042	8.11%	-43,948,679,176	-47.02%
II	Short-term financial investment	74,920,000,000	14.03%	105,571,000,000	17.28%	30,651,000,000	40.91%
III	Receivable	71,083,186,281	13.31%	92,391,934,871	15.13%	21,308,748,590	29.98%
IV	Inventories	112,840,859,551	21.14%	106,275,200,810	17.40%	-6,565,658,741	-5.82%
V	Other short-term assets	4,139,744,308	0.78%	3,378,428,989	0.55%	-761,315,319	-18.39%
B	NON-CURRENT ASSETS	177,440,629,253	33.23%	253,684,791,550	41.53%	76,244,162,297	42.97%
I	Long-term Receivables	45,200,000,000	8.47%	81,137,472,430	13.28%	35,937,472,430	79.51%
II	Fixed assets	70,668,186,488	13.24%	61,662,509,704	10.09%	-9,005,676,784	-12.74%
III	Long-term assets in progress	11,365,777,716	2.13%	21,534,895,814	3.53%	10,169,118,098	89.47%
IV	Long-term financial investments	50,000,000,000	9.37%	88,435,912,082	14.48%	38,435,912,082	76.87%
V	Other long-term assets	206,665,049	0.04%	914,001,520	0.15%	707,336,471	342.26%
	TOTAL ASSETS	533,900,727,611	100%	610,828,985,262	100%	76,928,257,651	14.41%

(Source: Audited Separate Financial Statements of Bich Chi Food Joint Stock Company, 2025)

2.2 Liabilities overview:

Table 09.

No.	Items	2024		2025		Value Difference	
		Value	%	Value	%	Value	%
A	B	1	2	3	4	5=(3-1)	6=(5/1)*100
C	LIABILITIES	136,363,132,316	25.54%	167,850,962,707	27.48%	31,487,830,391	167.71%
I	Current liabilities	136,158,012,316	25.50%	167,629,842,707	27.44%	31,471,830,391	159.91%
1	Short-term trade payables	21,194,588,334	3.97%	14,596,601,424	2.39%	-6,597,986,910	-31.13%
2	Short-term prepayments from customers	3,933,289,672	0.74%	4,738,101,780	0.78%	804,812,108	20.46%
3	Taxes and other payable to State budget	4,405,976,502	0.83%	8,187,902,975	1.34%	3,781,926,473	85.84%
4	Payable to employees	13,259,127,632	2.48%	14,773,396,763	2.42%	1,514,269,131	11.42%
5	Short-term accrued expense	471,288,762	0.09%	528,024,545	0.09%	56,735,783	12.04%
6	Other short-term payables	36,025,278,908	6.75%	45,037,497,835	7.37%	9,012,218,927	25.02%

7	Short-term borrowings and finance lease liabilities	51,956,323,236	9.73%	75,279,826,115	12.32%	23,323,502,879	44.89%
8	Bonus and welfare funds	4,912,139,270	0.92%	4,488,491,270	0.73%	-423,648,000	-8.62%
II	Non-current liabilities	205,120,000	0.04%	221,120,000	0.04%	16,000,000	7.80%
1	Other long-term payables	205,120,000	0.04%	221,120,000	0.04%	16,000,000	7.80%
D	OWNER'S EQUITY	397,537,595,295	74.46%	442,978,022,555	72.52%	45,440,427,260	22.69%
I	Owner's equity	397,537,595,295	74.46%	442,978,022,555	72.52%	45,440,427,260	22.69%
1	Contributed capital	338,972,130,000	63.49%	379,647,700,000	62.15%	40,675,570,000	12.00%
2	Development and investment fund	13,982,553,207	2.62%	13,982,553,207	2.29%	0	0.00%
3	Other fund of owner's equity	-	-	-	0.00%	0	0.00%
4	Retained earnings	44,582,912,088	8.35%	49,347,769,348	8.08%	4,764,857,260	10.69%
	TOTAL CAPITAL	533,900,727,611	100%	610,828,985,262	100%	76,928,257,651	190.40%

(Source: Audited Separate Financial Statements of Bích Chi Food Joint Stock Company, 2025)

- Asset structure:

+ Total assets in 2025 increased by VND 76.93 billion, equivalent to 14.41% compared to 2024. Current assets remained relatively stable (slightly up 0.19%) but their proportion decreased from 66.77% to 58.47%, while non-current assets rose significantly by VND 76.24 billion (+42.97%), increasing their share from 33.23% to 41.53%.

+ Cash and cash equivalents decreased sharply by VND 43.95 billion (-47.02%), mainly due to utilization for investment activities.

+ Financial investments (both short-term and long-term) increased significantly (+40.91% and +76.87%), indicating a strategy to optimize cash flow.

+ Receivables increased (+29.98% short-term; +79.51% long-term), reflecting business expansion but also requiring attention to potential credit risk.

+ Inventories decreased by 5.82%, indicating improved inventory management efficiency.

- Capital structure:

+ Total liabilities in 2025 increased by VND 31.49 billion, equivalent to approximately 23.11% compared to 2024, resulting in the debt ratio rising from 25.54% to 27.48%. Short-term liabilities increased by VND 31.47 billion (+23.11%), mainly due to a rise in short-term borrowings and finance lease liabilities (+VND 23.32 billion; +44.89%), along with increases in other payables.

+ Long-term liabilities remained relatively stable and accounted for a very small proportion.

+ The Company did not incur any bad debts payable during the year.

3. Improvements in organizational structure, policies, and management:

- In 2025, the Board of Management effectively implemented the resolutions of the General Meeting of Shareholders as well as the resolutions and decisions of the Board of Directors, ensuring smooth operations and the achievement of the Company's set objectives.

- Strengthened the marketing team, promoting market development activities both domestically and internationally. At the same time, the Company placed strong emphasis on training and human resource development, enabling management staff to participate in professional development programs and update their knowledge to enhance work performance.

- Continued to review, amend, and improve the system of internal regulations and policies, while optimizing management processes to enhance professionalism and operational efficiency across the Company.

4. Future development plan:

- Develop medium- and long-term strategies for the overall growth of the Company, with a focus on expanding key product lines while introducing new products to meet evolving market demand.

- Continue to strengthen marketing investments to drive sales growth. In 2026, the Company plans to recruit an additional 100–150 sales personnel nationwide, ensuring timely product distribution, increasing revenue, expanding market coverage, and enhancing sales efficiency. At the same time, efforts will be made to strengthen and expand the domestic distribution network, while actively promoting trade activities and participating in international exhibitions to further develop export markets..

- Continue to invest in technology and equipment upgrades to enhance competitiveness, improve yield efficiency, reduce production costs, and increase overall operational efficiency.

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

5. Management's explanation regarding the auditor's opinion: None.

6. Report on the Company's environmental and social responsibilities:

6.1 Environmental performance indicators (water, energy consumption, emissions, etc.):

- As a company operating in the food processing industry, the Company places strong emphasis on environmental protection, compliance with occupational health and safety standards, and ensuring food safety and hygiene for consumers.

- The Company regularly coordinates with the Environmental Monitoring Center under the Department of Natural Resources and Environment to conduct environmental monitoring, analysis, and assessment of air quality, water quality (surface water and wastewater), and soil conditions, as well as industrial waste. Quarterly sampling and testing of wastewater, dust emission levels, and noise measurements are conducted. Monitoring results consistently remain within permissible limits.

- In terms of energy usage, the Company promotes a strong sense of responsibility and a culture of energy efficiency and conservation, contributing to overall environmental protection goals.

6.2 Employee-related responsibilities:

- To retain a stable and committed workforce, the Company prioritizes the effective implementation of employee policies as a key objective. Labor relations are managed in full compliance with the Collective Labor Agreement, internal labor regulations, and applicable legal provisions.

- The Company places continuous focus on improving employees' living conditions and income levels. Employees are provided with stable employment and are entitled to full benefits in accordance with the Labor Code, including salary, bonuses, sick leave, maternity benefits, occupational accident coverage, and hardship support. In addition, regular training programs are organized to enhance professional qualifications and technical skills.

6.3 Community responsibilities:

- The Company actively participates in social and charitable activities at the local level, contributing to funds such as the Gratitude Fund, Fund for the Poor, Trade Union Shelter Fund, and Local Child Protection Fund.

- In the field of education and training, the Company maintains ongoing cooperation with universities, colleges, and vocational training centers in Dong Thap, An Giang, Can Tho, and Vinh Long. It regularly provides internship opportunities for students, assigning dedicated staff to guide and support them. This enables students to gain practical experience, complement their academic knowledge, and build confidence for future employment.

IV. BOARD OF DIRECTORS' REPORT ON COMPANY OPERATIONS:

1. Board of Directors' evaluation of the Company's operations, including environmental and social responsibility:

- In 2025, the Board of Directors (BOD) operated in strict compliance with the Company's Charter and the Law on Enterprises. Meetings were held regularly in accordance with established procedures and regulations. The BOD closely monitored the Company's actual performance and promptly implemented the resolutions of the General Meeting of Shareholders (GMS), thereby contributing to positive business results with stable and sustainable growth.

a. Production activities: The factory system and production lines operated stably, ensuring sufficient supply to meet market demand. The Company continued to upgrade technology, improve product quality, and optimize production costs. In addition, stricter control over input materials and the application of food safety standards were maintained to ensure high-quality products.

b. Business activities: Revenue achieved positive growth, driven by market expansion strategies and product portfolio diversification. The distribution network was strengthened and expanded, enabling broader market reach. The Company maintained a stable domestic market share while also achieving encouraging results in export market development.

c. Environmental responsibility: Alongside maintaining efficient business operations, the Company paid close attention to its environmental and social responsibilities. It implemented sustainable production solutions to minimize environmental impact through the use of environmentally friendly materials, optimization of production processes, and reduction of industrial waste. Systems for wastewater and emission treatment were also

established and operated to handle outputs generated from business activities.

d. Social responsibility: The Company continued to implement community support programs, ensure a safe working environment, and provide competitive employee welfare. It also actively contributed to charitable activities. These commitments not only enhance the Company's brand reputation but also affirm its role in sustainable development.

2. Board of Directors' evaluation of the Board of General Directors' performance:

During the year, within its roles, authority, and responsibilities, the Board of Directors (BOD) actively led, directed, and closely monitored the activities of the General Director and the Management team, promptly addressing issues within its authority to facilitate effective executive operations. This created a solid foundation for the Company to achieve impressive business results, maintain stable growth, and fulfill key targets set by the General Meeting of Shareholders (GMS) at the beginning of the year. The BOD highly appreciates the efforts and effective management of the Management team in the following aspects:

- Successfully implemented business strategies, enabling the Company to achieve higher revenue and profit than planned.
- Strengthened production management, ensuring product quality while optimizing costs.
- Maintained effective financial management, ensuring stable capital resources for production and development investments.
- Applied sound cost control policies, contributing to improved operational efficiency and enhanced profit margins.

3. Future plans and directions of the Board of Directors:

- The BOD recognizes and values the proactiveness and flexibility of the Management team in adapting to market conditions and proposing appropriate development strategies. Going forward, the BOD expects the Management team to continue strengthening its leadership role, promoting innovation, expanding markets, and improving operational efficiency to ensure sustainable development and enhance value for shareholders and stakeholders.

- Based on the current business context, the BOD has set out key orientations and solutions for 2026 as follows:

3.1 Key business targets:

- Revenue: VND 720 – 800 billion.
- Profit after tax: VND 80 – 100 billion.
- Average income: VND 8.5 – 9.5 million/person/month.
- Dividend payout ratio: 15% – 20% of charter capital.
- Tax payment to the state budget: In full compliance with legal regulations.

3.2 Key tasks and strategic solutions:

- Direct the implementation of measures to ensure absolute safety in production and business operations as a top priority; strengthen inspection and supervision of fire prevention and fighting, environmental protection, and workplace security and safety.

- Oversee the synchronized implementation of solutions to achieve and exceed business plan targets.

- Direct and enhance market and customer development activities, improve service quality and efficiency, and strengthen procurement operations to reduce costs while increasing output and labor productivity.

- Continue to improve the corporate governance system in line with advanced practices to meet the Company's growing scale and development requirements.

- Perform functions in strict compliance with the roles, authority, and responsibilities of the Board of Directors as stipulated in the Company's Charter and relevant internal regulations.

V. CORPORATE GOVERNANCE:

1. Board of Directors (Term 2021 – 2025):

1.1 Members and structure of the Board of Directors:

1. Mr. Mai The Khoi – Chairman of the Board	
- Voting shares:	3,680,554 shares (9.69%)
- Gender:	Male
- Nationality:	Vietnamese
- Year of birth:	1991
- Native place:	Binh Duong
- Education level:	12/12
- Professional qualification:	Master's degree in Capital Management
1.1 Work Experience:	
- 2017 – 2021:	Member of the BOD – Bich Chi Food JSC
- Current Position:	Chairman of the Board – Bich Chi Food JSC
- Mgmt position at other companies:	Legal representative at: + BFIW Investment JSC; + ECO Giong JSC; + Bagang Technology JSC; + Victory Water JSC.
2. Mr. Pham Thanh Binh: Member of the Board of Directors & General Director (Details in Section II, 2.2.1: Executive Board List)	
3. Mr. Bui Van Sau: Non-Executive Board Member	
- Voting shares:	3,799,586 shares (10.008%)
- Gender:	Male
- Nationality:	Vietnamese
- Year of birth:	1959

- Native place:	Dong Thap
- Education level:	12/12
3.1 Work Experience:	
- 1975 - 2022:	Worked at Bich Chi Food JSC
- Since 2019:	Retired
- Current position:	Member of the BOD
- Mgmt position at other companies:	None
4. Mr. Trang Si Duc: Permanent Non-Executive Board Member	
- Voting shares:	1,719,721 shares (4.53%)
- Gender:	Male
- Nationality:	Vietnamese
- Year of birth:	1959
- Native place:	Dong Thap
- Education level:	12/12
- Professional qualification:	CEO Certificate (HCM City Institute of Edu and Train Development)
4.1 Work Experience:	
- Until 2019:	Worked at Bich Chi Food JSC
- Since 2019:	Retired
- Current position:	Member of the BOD
- Mgmt position at other companies:	None.
5. Mr. Pham Hoang Thai: Board Member & Deputy General Director (Details in Section II, 2.2.1: Executive Board List)	
6. Mr. Nguyen Ngoc Tieu: Permanent Non-Executive Board Member	
- Voting shares:	1,854,150 shares (4.88%)
- Gender:	Male
- Nationality:	Vietnamese
- Year of birth:	1957
- Native place:	Dong Thap
- Education level:	12/12
- Professional qualification:	Bachelor's degree in Economics & Law, University of Finance and Accounting
6.1 Work Experience:	
- Until 2017:	Worked at Bich Chi Food JSC
- Since 2017:	Retired
- Current position:	Member of the BOD
- Mgmt position at other companies:	None
7. Mrs. Nguyen Huong Lien: Non-Executive Board Member	



- Voting shares:	3,692,146 shares (9.72%)
- Gender:	Female
- Nationality:	Vietnamese
- Year of birth:	1991
- Native place:	Ha Noi
- Education level:	12/12
- Professional qualification:	Bachelor's degree in Finance – Accounting
7.1 Work Experience:	
- 2012- 2015:	Senior Strategy Consultant at Ipsos Business Consulting Vietnam.
- 2015- 2018:	Strategy Consultant at Binh Duong Production – Import & Export JSC.
- Since 2019:	Member of the BOD – Bich Chi Food JSC
- Mgmt position at other companies:	None.

1.2 Committees under the Board of Directors:

In 2021, the Board of Directors (BOD) established the Standing Committee of the Board of Directors, consisting of three members:

- **Mr. Mai The Khoi** – Chairman of the BOD – Head of the Committee: Responsible for overseeing the overall activities of the Standing Committee.

- **Mr. Nguyen Ngoc Tieu** – Non-Executive Board Member, in charge of:

+ Developing coordination regulations between the BOD and the executive management.

+ Supervising to prevent conflicts of interest.

+ Monitoring, supporting, and urging the General Director in financial and accounting management, as well as organization, personnel, and salary administration.

+ Supervising and evaluating the implementation of strategic projects; monitoring and assisting the Executive Board in the investment, construction and operation of Bich Chi 2 Factory.

- **Mr. Trang Si Duc** – Non-Executive Board Member, in charge of:

+ Assisting the General Director in external relations.

+ Supervising and supporting the Executive Board in the company's business activities.

+ Overseeing, assisting, and urging the General Director in general procurement, including purchasing raw materials, goods, supplies, and investment assets

**The principles of operation and the assignment of responsibilities within the Standing Committee of the BOD at Bich Chi Food Joint Stock Company were issued on December 21, 2021. For more details, please refer to: <https://bichchi.com.vn/> (Shareholder/ Shareholder Information).*

1.3 Activities of the Board of Directors:

- The Board of Directors (BOD) meets monthly, ensuring a timely understanding of the company's business operations and providing necessary support to the Executive Board to fulfill the shareholders' expectations and safeguard their interests.

- These monthly meetings serve as a platform to evaluate business performance, discuss and agree on key strategic decisions related to production organization, investment in manufacturing equipment, and market expansion strategies to drive revenue growth. The key topics covered include:

+ The General Director presents a monthly report on the company's business performance and overall operational status to the BOD.

+ Discussion and implementation of development strategies and plans for the upcoming months.

+ The BOD collaborates with the Supervisory Board to monitor the company's operations and propose recommendations to assist the Executive Board in achieving its objectives.

+ Tracking progress towards annual business targets.

+ Appointing management and executive personnel in accordance with corporate governance regulations.

+ Addressing other matters within the BOD's jurisdiction.

Table 10. BOD Meetings

No.	BOD Member	Meetings Attended	Attendance Rate	Reason for Absence
1	Mai The Khoi	20/21	95.23%	Authorized to attend
2	Pham Thanh Binh	21/21	100%	/
3	Bui Van Sau	21/21	100%	/
4	Nguyen Ngoc Tieu	21/21	100%	/
6	Trang Si Duc	21/21	100%	/
7	Nguyen Huong Lien	17/21	80.95%	Authorized to attend

1.4 Activities of Independent Board Members: None

1.5 List of Board Members with Corporate Governance Certification: None

2. Supervisory Board:

2.1 Members and structure of the Supervisory Board:

Table 11: Information on Supervisory Board members

No.	Member	Position	Start Date as a Member	Professional qualification
1	Nguyen Thi Thu Thuy	Head of the Board	28/04/2021	Bachelor's in Finance - Accounting
2	Tran Manh Hung	Member	28/04/2021	Bachelor's in Economics
3	Nguyen Thi Thu Thao	Member	28/04/2021	Bachelor's in Finance - Accounting

Table 12: Shareholding Ratio

No.	Full name	Position	Voting shares			Owner ratio %
			Total	In there		
				Personal	State-owned	
1	Nguyen Thi Thu Thuy	Head of the Board	93,884	93,884	/	0.25%
2	Tran Manh Hung	Member	223,350	223,350	/	0.59%
3	Nguyen Thi Thu Thao	Member	26,621	26,621	/	0.07%

2.2 Activities of the Supervisory Board:

In 2025, the Supervisory Board actively participated in monthly meetings of the Board of Directors (BOD) and quarterly review sessions to perform its key duties. The Company fully complied with the provisions of the Company Charter, internal governance regulations, and applicable laws. The BOD effectively fulfilled its role in directing and overseeing the Company's production and business activities.

- Supervised the management and execution of business operations, ensuring compliance with State regulations and effective implementation of plans and tasks approved by the General Meeting of Shareholders (GMS).

- Reviewed and verified financial data, assessing the accuracy and transparency of the Company's financial statements.

- Supervised the following activities:

- + Investment in new assets and upgrades of production equipment to support business development.

- + Regular inspections of organizational operations at Bich Chi 2 Food Co., Ltd., including supervision of the rice cake and vermicelli workshops to ensure production efficiency, while closely monitoring sales and distribution performance.

Table 13: Supervisory Board meetings in 2025

No.	Member	Number of Meetings Attended	Attendance Rate (%)	Voting Rate (%)	Reason for Absence
1	Nguyen Thi Thu Thuy	04	4/4	100%	/
2	Tran Manh Hung	04	4/4	100%	/
3	Nguyen Thi Thu Thao	04	4/4	100%	/

3. Transactions, remuneration, and benefits of the Board of Directors, Executive Board, and Supervisory Board:

3.1 Salaries, bonuses, remuneration, and benefits:

Table 14.

(Unit: VND)

Full name	Position	Salary	Bonus	Remuneration	Total income
Mai The Khoi	Chairman of the BOD		7,500,000	60,000,000	67,500,000

Pham Thanh Binh	BOD Member General Director	1,278,750,000	128,200,000	48,000,000	1,454,950,000
Bui Van Sau	BOD Member Project BC2 Manger	420,000,000	60,700,000	48,000,000	528,700,000
Pham Hoang Thai	BOD Member Deputy General Director	735,525,000	98,200,000	48,000,000	881,725,000
Trang Si Duc	BOD Member	120,000,000	22,200,000	48,000,000	190,200,000
Nguyen Ngoc Tieu	BOD Member	120,000,000	22,200,000	48,000,000	190,200,000
Nguyen Huong Lien	BOD Member		6,000,000	48,000,000	54,000,000
Bui Thi Ngoc Tuyen	Deputy General Director	733,025,000	92,200,000		825,225,000
Tran Quang Minh	Deputy General Director	499,525,000	61,000,000		560,525,000
Nguyen Thi Thu Thuy	Head of the SB		6,000,000	48,000,000	54,000,000
Tran Manh Hung	Member of the SB		4,500,000	36,000,000	40,500,000
Nguyen Thi Thu Thao	Member of the SB		4,500,000	36,000,000	40,500,000
Total		3,906,825,000	513,200,000	468,000,000	4,888,025,000

3.2 Insider Stock Transactions:

Table 15.

No.	The transaction person	Relationship to Insider	Shares Owned at Beginning		Shares Owned at End		Reason for increase, decrease (buy, sell, convert, reward...)
			Shares	Tỷ lệ	Shares	Tỷ lệ	
01	Bui Thi Ngoc Tuyen	Deputy General Director	285,847	0.843%	288,347	0.851%	Purchased Shares
			288,347	0.851%	322,948	0.851%	The share issuance for the third dividend payment in 2024
02	Pham Hoang Thai	BOD Member – Deputy General Director	2,228,764	6.575%	2,469,215	6.575%	The share issuance for the third dividend payment in 2024
			2,469,215	6.575%	2,517,015	6.629%	Purchased Shares
			2,517,015	6.629%	2,652,015	6.985%	Purchased Shares
			2,652,015	6.985%	2,679,015	7.056%	Purchased Shares
03	Nguyen Thi Thanh	Mother-in-law of Mr. Mai The Khoi –	318,512	0.937%	356,733	0.936%	The share issuance for the third dividend

		Chairman of the BOD					payment in 2024
			356,733	0.936%	526,307	1.386%	Purchased Shares

3.3 Contracts or Transactions with Insiders: None

3.4 Evaluation of corporate governance compliance:

During its operations, the Company adhered to the Internal Corporate Governance Regulations approved by the General Meeting of Shareholders, ensuring compliance with corporate governance principles aimed at:

- Protecting shareholders' rights.
- Ensuring fair treatment among shareholders.
- Recognizing and safeguarding the roles of stakeholders related to the Company.
- Maintaining transparency in corporate activities.

VI. AUDITED FINANCIAL STATEMENTS:

1. Auditor's opinion:

“In our opinion, the Separate Financial Statements give a true and fair view, in all material respects, of the financial position of Bich Chi Food Company as at 31 December 2025, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Separate Financial Statements.”

(Excerpt from Document No. 4.0179/26/TC-AC dated March 26, 2026 issued by A&C Auditing and Consulting Co., Ltd. – Southwest Region Branch)

2. Audited Financial Statements:

The audited financial statements were conducted by A&C Auditing and Consulting Co., Ltd. – Southwest Region Branch on March 26, 2026. The report was submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange. Additionally, it was published on the Company's official website www.bichchi.com.vn on March 28, 2026.

Recipients:

- SSC;
- HNX;
- Archived.

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name, and company seal)



Mai The Khoi