



Programs and content
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(At 13:30', April 18th, 2025)

No.	Time		Programs and content	Notes
	From	To		
1	13h30	14h00	Welcoming delegates and registering shareholders to attend the meeting	Organizing Committee
2	14h00	14h20	Opening Procedure	
			Salute the flag. Declaring of reasons. Introducing delegates. Report on the eligibility of shareholders to attend and conditions for conducting the General Meeting	Mr. Toan
			Introduction of the Presidium, Secretariat	
			Opening Speech	Mr. An
			Approval of the Congress Program and regulations	Mr. Quan
3			Contents submitted at the Congress	
			Report on production and business results in 2024 and production and business plan in 2025	Mrs. Anh
			Report on the performance results of the Directors Board in 2024 and the planned activities of the Directors Board in 2025	Mr. Quan
			Report on the the Supervisory Board activities in 2024 and the planned activities in 2025	Mr. Hai
			The proposal to approve the audited 2024 Financial Statements	Mr. Quan
			The proposal to report the plan to pay dividends, set up funds from after-tax profits in 2024	
			The proposal to report transactions with relevant parties	Mrs. Anh
			The proposal to amend some contents of the Regulation of PISICO Binh Dinh Corporation – Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021 for the 6th amendment on April 22 nd , 2021.	
			The proposal on salaries and remuneration of the Directors Board, Supervisory Board, Board of Directors for implementation in 2024 and plan in 2025	
			The proposal on the selection of the auditing company of the financial statements in 2025	
4	15h35	15h50	Discussion	Mr. An
5	15h50	16h00	Voting to approve the contents submitted at the Congress	Mr. An
6	16h00	16h20	Election of the Directors Board and Supervisory Board for the term 2025-2030	
			- Reporting the regulations of candidacy, nomination and election	Mr. Quan
			- Reporting the Proposal to introduce personnel for the election of the Directors Board and the Supervisory Board for the term 2025 – 2030	Mr. An
			- Introducing and report the Election Board	Mr. An
			- Distributing and voting votes, counting votes	Election Board
7	16h20	16h30	Break;	
8	16h30	16h35	Announcement of the election results of the Directors Board and Supervisory Board for the term 2025-2030	Election Board
9	16h35	16h40	The Directors Board have a meeting to elect the Chairman and Vice Chairman of the Directors Board, The Supervisory Board have a meeting to elect the Head of the Supervisory Board	Mr. Toan
10	16h40	16h45	The Directors Board and the Supervisory Board for the term 2025-2030 are introduced and give speeches to accept the tasks; giving flowers to The Directors Board who are not re-elected (if any)	New Chairman of The Directors Board
11	16h45	16h50	Reporting the draft Minutes and Resolutions	Ms. Phuong
12	16h50	16h55	Closing Speech	Mr. An
13	16h55	17h00	Flag salute, closing of the Congress	Mr. Toan

No.: 08/QC-HĐQT

Binh Dinh, April 18th, 2025

REGULATION
Annual General Meeting of Shareholders in 2025
PISICO Binh Dinh Corporation – Joint Stock Company

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

This Regulation is applied to the organization of the 2025 Annual General Meeting of Shareholders of PISICO (hereinafter referred to as the General Meeting), to specify the conditions and mode of conducting the General Meeting, the rights and obligations of the parties participating in the General Meeting;

Shareholders and parties participating in the General Meeting shall comply with the provisions of this Regulation.

CHAPTER II
CONDITIONS, RIGHTS AND OBLIGATIONS
OF THE PARTIES PARTICIPATING IN THE GENERAL MEETING

Article 2. Conditions for participation in the General Meeting

All shareholders owning shares of PISICO are named in the list prepared by the Vietnam Securities Depository as of the last registration date of 05/3/2025 or are duly authorized.

Article 3. Rights and obligations of shareholders attending the General Meeting

- To vote on all issues under the competence of the General Meeting of Shareholders specified in the Law on Enterprises, guiding legal documents, the Charter and the current PISICO Regulations.

- To authorize in writing a representative to attend and vote on their behalf at the General Meeting. Authorized people to attend the General Meeting shall not re-authorize others.

- To present and provide the following documents: Invitation letter to attend the General Meeting, ID card or personnel papers with photos of attendees, Power of Attorney (*in case authorized to attend the General Meeting*) to the Organizing Committee for checking before entering the General Meeting.

- After listening to the report on the contents to be approved, shareholders and shareholders' representatives will discuss and approve the vote in the form of holding up the issued ballot with the PISICO seal.

- Shareholders and shareholders' representatives have the right to give their opinions on the contents of the General Meeting at the discussion section under the management of the Presidium.

- Shareholders and representatives of shareholders attending the General Meeting must obtain the consent of the Presidium when they wish to express their opinions. The content is concise and focuses on the right content of the discussion, in accordance with the content of the approved program. The issues which others have stated are not re-stated to avoid duplication. Shareholders attending the General Meeting may write their opinions in the Feedback Form and send it to the Secretary of the General Meeting (*according to the attached form*).



- During the General Meeting, shareholders and shareholders' representatives must comply with the guidance of the Presidium, behave civilly, politely, and not cause disorder.

- Shareholders or authorized persons to attend after the General Meeting has opened; After completing the registration procedures, they are allowed to attend and vote on the remaining contents to be voted on according to the approved program. In this case, the validity of the votes that have been cast is not affected.

Article 4. Tasks of the Presidium:

a) The Presidium consists of 03 people approved by the General Meeting.

b) Tasks of the Presidium:

- Administering the General Assembly according to the approved program. Carry out the necessary work for the General Meeting to take place in an orderly manner, reflecting the wishes of the majority of shareholders and representatives of shareholders attending the General Meeting.

- Guiding the delegates and the the General Meeting to discuss.

- Submitting or authorizing the submission of drafts and necessary contents for the the General Meeting to vote.

- Answering questions requested by the the General Meeting.

- Deciding on the order, procedures and problems arising outside the General Meeting program.

Article 5. Duties of the Secretary of the the General Meeting

The Secretary consists of 02 people, approved by the General Meeting to perform the following tasks:

- Fully and truthfully record the contents of the General Meeting.

- Assist the Presidium in announcing the draft Minutes and Resolutions of the General Meeting and receive and transfer the opinions of shareholders (if any) to the Presidium. The minutes and resolutions adopted at the General Meeting are kept at PISICO.

Article 6. Duties of the Vote Counting Board and the Election Board

1. Vote counting committee: consisting of 5 people, introduced by the Organizing Committee for the General Meeting of Shareholders to perform the task of supervising voting and summarizing the number of voting shares according to each content so that the Presidium can announce the results at the General Meeting.

2. Election Committee: consisting of 5 people, introduced by the Presidium for the General Meeting to perform the task of electing members of the Directors Board for the third term (2025 – 2030) and members of the Control Board for the fourth term (2025-2030) according to the regulations on candidacy, nomination and election.

CHAPTER III

CONDUCT THE GENERAL MEETING

Article 7. Conditions for conducting the General Meeting

A meeting of the General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 51% of the total number of votes under Article 2 of this Regulation.

Article 8. Order of the General Meeting

- All Shareholders attending the General Meeting are dressed in polite attire.

- Shareholders attending the General Meeting must sit in the right position or area.

- Do not smoke during the Congress.

- Do not use your own working phone during the Congress.

Article 9. How to vote and approve issues at the General Meeting

9.1. Shareholders are allowed to hear all presented issues according to the proposed program;

9.2. Shareholders participate in the discussion of each issue in the program content. The voting shall be conducted in accordance with the current Law on Enterprises and the PISICO's governance regulations. Each shareholder or shareholder representative is only allowed to vote 01 time as "**approve**" or "**disapprove**" for an issue that needs to be voted. The results of the vote count were announced by the chairman just before the closing of the meeting.

9.3. The determination of the voting ratio for each issue at the General Meeting shall be based on the percentage of the vote number in favor of the total number of voting votes of all shareholders attending the meeting.

9.4. Conditions for the adopted resolution of the General Meeting: Article 21 of the current PISICO Charter shall be complied as follows:

a) A resolution on the following contents shall be adopted if approved by the number of shareholders representing 65% or more of the total number of votes of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises: Types of shares and total number of shares of each type; Change of trades and business fields; Changing the PISICO's organizational structure and management; Investment projects or sale of assets valued at 35% or more of the total value of assets recorded in PISICO's latest financial statements; Reorganize and dissolve PISICO.

b) Resolutions shall be passed when they are approved by the number of shareholders owning 51% or more of the total votes of all shareholders attending the meeting, except for the cases specified at Point a, Clause 9.4 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

c) Resolutions of the General Meeting of Shareholders passed equal to 100% of the total number of voting shares are legal and effective even if the order and procedures for convening a meeting and passing such resolutions violate the provisions of the Law on Enterprises and the company's Charter.

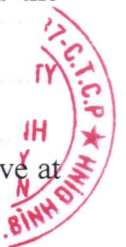
CHAPTER IV IMPLEMENTATION TERMS

This Regulation consists of 4 Chapters and 9 Articles, which are approved and effective at the 2025 Annual General Meeting of Shareholders of PISICO./.

ON BEHALF OF THE DIRECTOR BOARD



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SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

FEEDBACK FORM

AT THE 2025 PISICO ANNUAL GENERAL MEETING OF SHAREHOLDERS

Full names of shareholders:

SUGGESTIONS:

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Binh Dinh, April 18th, 2025

Shareholder

(Signed, clear full name)

** Please send this feedback to the Presidium of the 2025 PISICO Annual General Meeting of Shareholders of. Thank you very much, Shareholders!*

REPORT
RESULTS OF PRODUCTION AND BUSINESS IN 2024 AND
ORIENTATION IN 2025

In 2024, the world situation will continue to be complicated and unpredictable with many risk and uncertain factors: Military conflicts (Russia-Ukraine, Middle East), fierce geopolitical competition, trade wars, increased public spending and growth decreased in some economies, natural disasters, extreme weather... have seriously affected the socio-economy in many countries. In addition, the world economy also has favorable conditions such as inflation gradually decreasing, global trade in goods gradually improving...

In Vietnam, under the drastic and flexible leadership and direction of the state apparatus, many socio-economic regulatory policies such as finance, labor, inflation adjustment, trade balances, business support, ... have been implemented in accordance with the practical situation in the world.

Accordingly, the implementation of the 2024 business plan at PISICO also faces many challenges, difficulties and intertwined advantages and opportunities. By grasping the situation, the Board of Directors and the Executive Board of PISICO have been directing and operating timely and flexibly and along with the efforts of the leaders and all officers and employees in the entire PISICO system, the business results in 2024 have been very positive, continued to maintain growth over the same period, employees' incomes were improved and social security work was maintained with high efficiency.

I. Regarding production and business results in 2024:

1. At the parent company:

- Revenue: VND 209.62 billion, up 11.6% over the same period and reaching 83.6% of the plan.
- Profit: VND 43.88 billion, up 31.5% over the same period, up 9.7% compared to the plan.
- Average income of employees: 8.68 million VND/person/month, an increase of 2.1% compared to the Resolution of the Employee Conference.
- Contribution to the state budget and social contribution: 10.5 billion VND.

2. Results of the whole PISICO system:

- Revenue: VND 1,628.57 billion, reaching 96.7% over the same period and reaching 81.2% of the plan.



- Profit: VND 101.92 billion, up 5.9% over the same period and reaching 99% of the plan.

- Contribution to the state budget: 145.35 billion VND.

3. Specific business results at the units:

3.1. PISICO Export Forest Products Processing Enterprise: The organization of business activities continues to be maintained, management activities are stably organized; The enterprise has participated in many exhibitions to find markets, customers and output orders. However, due to the influence of objective factors from the export market, which has affected orders (the late order confirmation (8/2024) makes the unit unable to take the initiative in production plans) and selling prices (requests for discounts from customers and price competition between units in the same industry). Therefore, business activities in 2024 at the unit face many difficulties and challenges.

* Regarding business results: Revenue: VND 43.74 billion, up 10% over the same period and reaching 54.7% of the plan; Profits do not guarantee the plan, business results are inefficient.

3.2. PISICO Forestry Enterprise

- For service activities: The unit has implemented and successfully completed the assigned tasks, including activities such as: Monitoring forest exploitation of 755.66 hectares ~ 62,124.18 tons; taking care of 3,759.43 hectares of commercial forests and 365.03 hectares of economic forests to ensure the growth and development of crops; Management, Protection and Fire Prevention in the past year continued to maintain efficiency, related cases have been limited, ensuring the capacity and prestige of PISICO Company with QPFL Company.

- For self-trading activities: The unit has actively implemented and effectively ensured the construction plan, but the output is still not guaranteed: The slang wood trading only reached 44.4% of the plan ~ 4,441.96 tons.

* Business results are still low compared to the plan: Revenue reached VND 23.96 billion, Profit was 1.63 billion VND.

3.3. PISICO Infrastructure Business and Development Enterprise: Management and operation activities are still maintained, infrastructure and landscape ensure beauty, security and safety throughout the industrial park. The enterprise is still actively recovering overdue and bad debts from Van Dai Company, Hoa Phat Company, Hoang Gia Company, Thanh Luan Company, Trang Phuc Company, Thanh Thanh Company (until 31/12/2024: 2,613,919,896 VND).

* Achieved business results: Revenue: 4.48 billion VND; Profit: 1.25 billion VND; equivalent to the plan assigned by the Company.

3.4. The Corporation's Office: The results of business activities at the Corporation's Office are highly efficient compared to the plan; Specifically, as follows:

- Trading acacia slang wood (4,501.27 tons), FSC acacia wood (955.23 tons), supporting the purchase of 669,595 tons of Lao Teak wood.

- Exploiting 755.66 hectares ~ 62,124.18 tons of commercial forest timber, trading 11,271.13 tons of forest timber of the Qui Nhon woodchip Company, exploiting 61.61 hectares of economic forest and implementing activities related to reforestation for QPFL Company, the Qui Nhon woodchip Company.

- PISICO Social Housing Project: The application for environmental permits has been completed, the traffic connection has been approved and the legal procedures are continuing to be completed to apply for a construction permit and start the project.

- Anh Viet Residential Area Project (joint venture with Anh Viet Company): Completing legal documents for construction.

- Research and support units of projects: Vocational Training Center (HR PISICO Company); Investment in technical infrastructure of industrial parks (PISICO Corporation); Relocation of Nhon Binh Industrial Park (PBC Company); Supported completely investment in the Wood Chip Processing Factory and put into operation at PISCO Dak Lak Investment Joint Stock Company.

- * Business results: Revenue: VND 154.85 billion, up 15.1%; Profit: VND 43.37 billion, up 36.5% compared to the plan.

3.5. Quy Nhon Cable Television Co., Ltd.: Business activities continue to face difficulties, the number of analog subscribers continues to decline (-3,789)/(-3,000) ~ 126% of the plan, although the unit has implemented care policies to maintain customers.

- * Business results achieved: Revenue: 22.68 billion VND; Profit: 553 million VND.

3.6. PBC Infrastructure Development and Service Joint Stock Company: Operation continues to maintain stability. The unit mainly focuses resources on preparing for the relocation of the industrial park according to the policy of the Provincial People's Committee.

- * Business results meet the plan: Revenue: 6.43 billion VND; Profit: 1.37 billion VND.

3.7. Quy Nhon wood chip Co., Ltd.: The unit has exploited 185.85 hectares ~ 16,925.78 tons and has replanted the entire area mentioned above. Its efficiency is VND 5.32 billion, reaching 106.46% of the plan; wood chip business at the unit were still maintained well, reaching 101.87% of the plan.

- * Business results at the unit achieved: Revenue: 289.35 billion VND, reaching 68.3% of the plan; Profit: VND 15.63 billion, reaching 98.9% of the plan.

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3.8. HR PISICO One Member Co., Ltd.: The unit continues to face difficulties (output orders, cooperative partners), so business efficiency has not been improved.

3.9. PISICO Dak Lak Investment Joint Stock Company: It has been completed and started to operate, so business results have not yet arisen.

3.10. BIDINA Company: The preparation for production and business has gradually improved, so the business results have achieved: Revenue: 79.26 billion VND; Profit: 6.46 billion VND.

3.11. PISICO Ha Thanh Joint Stock Company: Despite being affected by many factors (output unit price, input, competition between units in the same industry), business activities at the unit continue to achieve high efficiency compared to the plan. Revenue: VND 306 billion; Profit: VND 11.08 billion.

3.12. Thanh Tam Interior Wood Processing Joint Stock Company: The unit continues to maintain stable and highly effective operations compared to the general difficulties of the market; Business results are equivalent to the plan: Revenue: 181,130 billion VND, Profit: 15.02 billion VND.

3.13. PISICO Quang Nam Forest Products Joint Stock Company: Production results at the unit are highly efficient and equivalent to the planned targets. Revenue: VND 533.89 billion, Profit: VND 10.5 billion.

II. Orientations, tasks and solutions for implementation in 2025

Forecasting in 2025, the global situation would continue to face many difficulties in terms of security, politics, economy, extreme weather, especially trade wars between countries will increase sharply; Besides, there are opportunistic and favorable factors such as gradual improving economic recovery, decreasing inflation gradually, labor recovery, etc. With difficulties and opportunities intertwined in 2025, this will really be a challenge in implement the production and business plan 2025 at PISICO.

In order to continue to maintain the achieved results and strive for growth in almost all targets in 2025, it is necessary to implement the following key tasks:

1. Regarding the direction of operation:

- To organize production and business with the goal of saving costs, capital safety and maintaining maximum business efficiency achieved and striving to grow most of the business targets in 2025.

- To maintain jobs for all employees in the PISICO system with the goal of improving their lives and fully implementing regimes and policies, as well as implementing social security to demonstrate PISICO's responsibility to the community.

- Researching, building and expanding the consumption market of PISICO's key products (wood, wood chips), output customers with high commercial value

with the goal of achieving high efficiency in business and sustainability in the following years.

- Actively balancing all resources of PISICO from time to time, to organize the construction and operation of projects with high economic value for PISICO. In addition, continue to study projects with PISICO's strengths to create a premise for implementation when conditions are favorable.

- To strive to successfully complete the business targets approved by the General Meeting of Shareholders, the Board of Directors, and the Board of Members.

2. Regarding business tasks in 2025

2.1. The entire PISICO system:

- Revenue of the whole system: 1.600 billion VND.

- Profit of the whole system: 89,19 billion VND.

- The average income of employees will increase by 5% compared to 2024.

Regimes for employees and social security work demonstrating the responsibility of enterprises to the community continue to be maintained.

- To pay the state budget correctly, sufficiently and in a timely manner as prescribed.

2.2. At PISICO Corporation (Parent company):

- Revenue of the parent company: 210 billion VND.

- Profit of the parent company: VND 34,49 billion.

- Dividend level: 9% or more of charter capital

3. Regarding solutions to be implemented in 2025:

3.1. Regarding the organization of production and business activities:

- Regularly updating the world and domestic economic situation to proactively propose optimal solutions in accordance with reality, supporting member units in production management and administration to ensure the highest business efficiency.

- To continue to look for management and production solutions to gradually remove difficulties for units facing difficulties, step by step overcome and achieve business efficiency in the coming time.

- To participate in domestic and international trade fairs, seek trade promotion opportunities, expand output markets, increase the number of new customers with orders with high economic value and sustainability.

- Implementing solutions to recover overdue and bad debts that have arisen in the past time.

3.3. Regarding human resources:

- Continuing to organize thematic classes and training courses to improve capacity, qualifications and professional skills for production, management and administration for officers, staffs and employees of the Corporation.



- Recruiting personnel, especially managerial personnel, to build a successor workforce in accordance with the Corporation's development process.

3.4. Regarding investment activities:

- To continue to complete legal procedures to start construction and put into operation the PISICO Social Housing project, Anh Viet Commercial Residential Area Project (An Viet Phat Company).

- To continue to study and complete legal procedures to implement the Cat Nhon Industrial Park expansion project – Phase 2.

3.5. Regarding research and support for projects:

- To continue to search for and register industrial park infrastructure investment projects in Binh Dinh province.

- To continue to support units to implement projects such as:

+ Relocation project of Nhon Binh Industrial Park - P.B.C PT DVHT Joint Stock Company;

+ It continues to support HR-PISICO Company in finding a cooperative union and recruiting workers to send abroad.

The report's content above is business results in 2024 and the PISICO's orientation of tasks 2025 in the coming time./.

Thank you very much!

GENERAL DIRECTOR



Đồng Thị Ánh

REPORT

Activities of the Director Board at the 2025 Annual General Meeting of Shareholders

I. Activities of the Director Board in 2024:

1. Results of supervision and monitoring of the Director Board over PISICO's business activities and affairs

Pursuant to Resolution No. 18/NQ-DHDCHD dated April 19th, 2024 of the 2024 Annual General Meeting of Shareholders, the Director Board has closely followed the approved contents for the most effective implementation; the results of the implementation of the resolutions and business targets in 2024 have just been reported by the General Director to the Congress. The Director Board activities in 2024 have made many efforts to remove difficulties, creating motivation to promote wood chip production and business activities and rubber latex exploitation to grow compared to the previous year. The Director Board evaluates the results of the parent company as follows:

- Business targets: revenue growth of 11.6%; profit before tax grew by 31.5% and accounting profit after tax grew by 11.8%
- The financial indicators of the total assets of the parent company increased by 16.3%; solvency targets; capital structure; operational capacity and profitability are both under good control.
- Regarding the implementation of 03 projects according to the Resolution: Dak Lak wood chip factory project; PISICO Social Housing project (directly implemented by PISICO Corporation); Anh Viet Residential Area Project (implemented by PISICO Corporation and Anh Viet Trading Co., Ltd. as a joint venture to establish An Viet Phat Co., Ltd.) has been presented in the report of the General Director.

2. Activities of the Director Board:

In 2024, the Director Board will hold 06 meetings and issue 29 management documents, including 06 resolutions, 04 decisions and 22 other documents (*with a list of Resolutions and Decisions of the Director Board issued in 2024 attached*). Board of Directors meetings are held in accordance with the Statute, Charter and internal regulations of PISICO governance. The resolutions of the Director Board are issued on the basis of unanimous approval by the members of the Director Board in an absolute proportion. Based on the Resolution of the General Meeting of Shareholders and the Resolution of the Director Board, the Chairman of the Board has concretized by a decision so that the Director Board organizes and manages production and business activities to achieve the best results.

Through the resolutions, decisions and policies of the Director Board, the Director Board has basically organized the implementation well; ensuring that employment and income for employees grow compared to the previous year.



The organization of the Annual General Meeting of Shareholders and information disclosure activities in accordance with regulations on public company governance ensure compliance with the law and have assigned the person in charge of management to perform the tasks as prescribed for public companies.

3. Activities of members of the Director Board:

Members of the Director Board have exercised their rights and obligations to ensure in accordance with PISICO's internal governance regulations and the regulations on the operation of the Director Board approved by the 2021 Annual General Meeting of Shareholders. Members of the Director Board always show a high sense of responsibility, participate in practical opinions, which has contributed positively to business results in 2024.

The Director Board meeting was seriously organized and fully attended by members as follows:

Stt	Member of the Director Board	Number of meetings attended by the Director Board	Meeting attendance rate	Reasons for not attending the meeting
1	Mr. Lam Dinh An	06	100%	
2	Mrs. Dong Thi Anh	06	100%	
3	Mr. Vu Hong Quan	06	100%	

4. Regarding the supervision of the CEO and other managers:

- Maintain the good implementation of production and business supervision and administration for the General Director and managers; Regularly monitor and grasp production and business management activities through periodic assessment of the situation, actual inspection, listening to feedback from shareholders and employees of PISICO; promptly direct the removal of difficulties and obstacles in accordance with reality and with high efficiency.

- Members of the Director Board who attended the meeting of the Executive Board; promptly resolved and gave direct direction for the General Director and other managers to deploy quickly, contributing to actively completing the tasks in 2024 as reported above.

- Directly lead and timely set out policies and orientations for some important issues arising in production and business administration.

5. Remuneration for members of the Director Board:

Stt	Member of the Director Board	Position	Amount of remuneration Year 2024
1	Mr. Lam Dinh An	Chairman of the Director Board	Dedicated

2	Mrs. Dong Thi Anh	Vice Chairman of the Director Board	84.000.000
3	Mr. Vu Hong Quan	Member of the Director Board	60.000.000

II. Plans and orientations of the Director Board in 2025

1. Regarding general objectives and orientations:

- Continue to adhere to the goal of building PISICO as a strong private economic group with brands and strategic products to compete with the international integration market; improve the value of shares in the market.

- Continue to complete the projects being implemented and put into operation as planned.

- Continue to implement the orientations: Transferring of shares in some companies with low capital ownership rates or not in advantageous fields, or inefficient and difficult to manage to concentrate investment capital in other projects according to the Corporation's orientation; Continuing to closely follow and propose People's Committee of Binh Dinh Province in transforming and investing in the Industrial Cluster project to replace the withdrawn Canh Vinh Industrial Cluster according to the decision of the People's Committee of Binh Dinh Province and Nhon Binh Industrial Park; expanding the area of planted forests of the Corporation; Increasing the charter capital according to each stage of the Corporation's development and moving the stock exchange from UPCOM to HOSE in an appropriate time.

2. Regarding the objectives in 2025:

a) Regarding production and business activities:

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

- Profit of the whole system: 89.19 billion VND; Profit before tax of the parent company: VND 34.49 billion.

- Strive for the average income target of employees in the whole system increase by 5% or more compared to the implementation in 2024, pay attention to the good implementation of regimes for employees in accordance with the law;

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

- Continue to maintain social security which demonstrate the enterprise's responsibility to the community.

- Dividend level: 9% of charter capital or more

b) Development investment projects:

- Focus on the effective implementation of approved projects under the set plan: PISICO social housing; Anh Viet Residential Area; stabilize the production of the Dak Lak wood chip processing factory and continue to invest in completing the necessary items for the factory.

- Continue to strengthen support for member units in researching legal procedures and policies to implement key projects at PISICO's units as presented by the General Director; in which the focus is on the project to relocate Nhon Binh Industrial Park out of Quy Nhon City of PBC Infrastructure Development Services Joint Stock Company;

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d) Principal solutions:

- Continue to study and develop mechanisms and policies on management, administration and administration in accordance with the requirements of enterprise development in order to strongly promote the low production and business activities of the Corporation. Focus on solving difficulties for production and business units that are and have solutions to handle units that are not PISICO's strengths.

- Regularly monitor, analyze, and assess the economic situation at home and abroad to set out the action program of the Director Board close to reality to direct the General Board of Directors of the Corporation's production and business to be more and more effective.

- Continue to maintain and develop industries and units that are operating stably, with good efficiency and many prospects for the Corporation's development. Continue to remove difficulties for units to promote production and business activities with high efficiency.

- Continue to consolidate the organization of the human resource apparatus commensurate with the scale of enterprise operations from time to time; implement reforms of mechanisms and policies to attract personnel to actively contribute to the construction and development of the Corporation's system. Study and formulate encouraging human resource management policies to attract high-quality and professional human resources, train and foster the successor team to promptly meet the development of the Corporation.

- Continue to maintain good relations with traditional customers; diversify products and markets through commercial activities, avoiding passivity when problems occur.

III. Proposals:

The General Meeting of Shareholders approves the targets, plans, projects and main solutions in 2025 as reported and submitted to the General Meeting by the Director Board and the Director Board.

Thank you very much!

Recipient:

- Member of the Director Board;
- Head of the Control Board;
- Save: VT, Board of Directors.

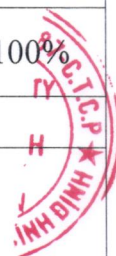
**ON BEHALF OF THE DIRECTOR BOARD
CHAIRMAN OF THE BOARD**



Lam Dinh An

Appendix 1: Resolutions/Decisions of the Director Board in 2024:

Stt	Number of Resolutions/Decisions	Day	Content	Adoption Rate
I	Resolutions			
1	02/NQ-HDQT	18/01/2024	Approval of the appointment of Mr. Lam Duy Viet to hold the position of Deputy General Director of PISICO Binh Dinh Corporation – Joint Stock Company	100%
2	08/NQ-HDQT	19/02/2024	Agreed to organize the 2024 Annual General Meeting of Shareholders of PISICO Binh Dinh Corporation - Joint Stock Company	100%
3	20/NQ-HDQT	23/04/2024	Agreed to approve the settlement of the salary and remuneration fund to be implemented in 2023	100%
4	23/NQ-HDQT	27/4/2024	Agreed to approve the salary and remuneration plan in 2024	100%
5	26/NQ-HDQT	28/5/2024	Approval of PISICO's loan and transaction at Joint Stock Commercial Bank for Foreign Trade of Vietnam - Binh Dinh Branch (or at other credit institutions)	100%
6	28/NQ-HDQT	13/6/2024	Agreed on the policy of selecting an independent audit unit in 2024	100%
II	Decisions			
1	03/QD-HDQT	18/01/2024	Appointed Mr. Lam Duy Viet to hold the position of Deputy General Director of PISICO Binh Dinh Corporation – Joint Stock Company	
2	06/QD-HDQT	30/01/2024	Salary of Mr. Lam Duy Viet - Deputy General Director of PISICO Binh Dinh Corporation – Joint Stock Company	
3	21/QD-HDQT	23/04/2024	Decision on approval of salaries and remuneration to be implemented in 2023	
4	23/QD-HDQT	27/4/2024	Decision on approving salaries and remuneration in the 2024	





THE SUPERVISORY BOARD REPORT OF ACTIVITIES IN 2024, PLAN OF ACTIVITIES IN 2025

To: Annual General Meeting of Shareholders in 2025

Pursuant to the Charter of organization and operation of PISICO Binh Dinh Corporation - Joint Stock Company (PISICO);

Based on the functions, tasks and powers of the PISICO Supervisory Board;

Pursuant to the 2024 Financial Statements of PISICO audited by FAC Auditing Co., Ltd.

The Supervisory Board shall report to the 2025 Annual General Meeting of Shareholders the following contents:

1. Activities of the Supervisory Board in 2024:

The 2020 Annual General Meeting of Shareholders on June 24th, 2020 elected the Supervisory Board for the third term (2020-2025) consisting of 3 members and the Supervisory Board held the first session to elect Mr. Nguyen Hoang Hai as the Head of the Supervisory Board, the members of the Supervisory Board include:

- | | |
|-----------------------------|---------------------|
| - Mr. Nguyen Hoang Hai | -Head of Department |
| - Mr. Nguyen Tan Bao Toan | -Member |
| - Mrs. Dong Thi Quynh Huong | -Member |

In 2024, the Supervisory Board has held 02 meetings with the full participation of members to agree on the implementation plan and has implemented the supervision of production and business activities, supervision of the activities of the Board of Directors and the Executive Board, appraisal of the 2024 financial statements audited by FAC Auditing Co., Ltd. In addition, members of the Supervisory Board regularly exchange work via email and phone,... to grasp the production and business situation of PISICO.

The salary and remuneration of the Supervisory Board is in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders, the Resolution of the Board of Directors and the Salary Payment Regulation of PISICO with a total amount of VND 427,561,975.

Members of the Supervisory Board have seriously exercised their powers and responsibilities in their assigned tasks in an honest and objective manner with the spirit of serving the interests of shareholders in accordance with the provisions of PISICO's charter and current laws.

2. Report on the working results of the Control Board:

2.1. Supervision of the implementation of the Resolution of the General Meeting of Shareholders in 2024:

In 2024, PISICO issued 01 Resolution of the Annual General Meeting of Shareholders No. 18/NQ-DHDCD dated April 19th, 2024. The Board of Directors



and the Executive Board have implemented relatively fully the plans approved by the General Meeting of Shareholders with a number of main contents:

- Agree on the Parent Company's General Financial Statements and the Consolidated Financial Statements for 2023 audited by FAC Auditing Co., Ltd . and agree the results of production and business activities in 2023.

- Set aside funds from after-tax profits in 2023.
- Pay remuneration to the Board of Directors and Supervisory Board.
- Finalize the salary and remuneration fund in 2023.
- Select auditing units for financial statements in 2024.
- Through transactions with related parties

2.2 PISICO's operating and financial situation:

- Supervise the Board of Directors and the Executive Board in implementing the business orientation and plan for 2024 approved by the General Meeting of Shareholders.

- Discuss and coordinate with professional departments in internal inspection and supervision of the development and implementation of PISICO norms, regulations and regulations.

- PISICO's Board of Directors complies with the Resolution of the General Meeting of Shareholders, policies and resolutions of the Board of Directors to implement and administrate production and business activities.

- Some financial targets in 2024:

STT	Targets	Units	31/12/2023	31/12/2024
1	Asset Structure			
	Short-Term Assets/ Total Assets	%	34,9%	28,6%
	Long-Term Assets/ Total Assets	%	65,1%	71,4%
2	Structure of capital sources			
	Liabilities / Total Capital	%	34,6%	37,8%
	CSH Capital/ Total Capital	%	65,4%	62,2%
3	Solvency			
	Quick Solvency (Short-Term Debt - Inventory)/ Short-Term Debt	Times	1,38	0,9
	Short-term solvency (Short-term Debt / Short-term Debt)	Times	1,81	1,15
4	Performance			
	LNST/TTS (ROA)	%	11,0%	8,2%
	Profit Ratio/Capital (ROE)	%	7,2%	5,1%

The Supervisory Board did not notice any signs in PISICO's business administration activities. The activities of the Board of Directors and the Board of Directors during the year have strictly complied with the Law on Enterprises, PISICO's Charter, relevant regulations and strictly complied with the Resolution of the General Meeting of Shareholders.

2.3 Supervision of activities between the Supervisory Board and the Board of Directors and the Executive Board of PISICO:

In 2024, the Supervisory Board appointed representatives to attend all meetings of the Board of Directors and gave opinions at Board of Directors meetings.

- The Board of Directors of PISICO has held 06 meetings and issued 06 Resolutions within the scope, functions and powers of the Board of Directors. The meetings of the Board of Directors strictly comply with the operating regulations of the PISICO Board of Directors, in accordance with the Law on Enterprises and the PISICO Charter.

- The Board of Directors has worked with a high sense of responsibility, closely directing all production and business activities of PISICO in accordance with the practical situation the set orientation.

- The Executive Board has based on the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors to organize the implementation of production and business activities in 2024. In the context of the complicated world situation, the Board of Directors has been very active, resolute and has many solutions in the management of production and business activities; regularly inspect, supervise and promptly direct the management and administration of production and business activities for affiliated units as well as throughout the PISICO system. At the same time, regularly report promptly on the management and administration of production and business activities, financial and personnel situation,... to the Board of Directors so that the Board of Directors can make policies and issue decisions to manage and administer production and business activities in 2024.

- The Supervisory Board agrees with the evaluations in the 2024 business results report and the direction and tasks in 2025 of PISICO's Executive Board.

- The periodic disclosure of information regularly ensures compliance with the current law of the securities market.

2.4. Results of appraisal of financial statements in 2024

- The financial statements for 2024 are prepared in accordance with current Vietnamese accounting standards and regimes and have honestly and reasonably reflected the financial situation as of December 31st, 2024.

- The financial statements for 2024 are fully and promptly prepared in accordance with the guidance form of the Ministry of Finance, the financial situation is clearly and concretely explained to meet the needs of governance and relevant agencies. The submission of financial statements is on time prescribed by relevant agencies and in accordance with regulations on information disclosure on the securities market.

- The Supervisory Board agrees with the financial statements in 2024 audited by the independent audit unit, FAC Auditing Co., Ltd.

- At the end of the fiscal year, PISICO Office and its affiliated units all compare and confirm debts with customers, banks, inventory assets and make inventory reports to be submitted on time.

- The minutes of appraisal of the financial statements for the whole year are agreed upon by the Executive Board and the Supervisory Board to make the report and send it to the Board of Directors.

3. Coordination between the activities of the Supervisory Board and the Board of Directors and the Executive Board of PISICO:

- During the operation, the Supervisory Board received the coordination and support of the Board of Directors, the Executive Board as well as the PISICO Operations Departments to help the Supervisory Board perform the tasks assigned by the General Meeting of Shareholders.

- The Supervisory Board is fully and promptly provided by the Board of Directors with Resolutions, decisions and a number of guiding documents of the Board of Directors; PISICO's Board of Directors and professional departments have facilitated and supported the provision of full information, documents, accounting books, vouchers, and financial statements on the situation of production and business activities during the Supervisory Board's supervision of the business situation. appraisal of the financial statements between the year and the whole year as well as upon request.

4. Operation plan of the Supervisory Board in 2025

In order to perform well the inspection and supervision. The Supervisory Board develops a plan to implement tasks in 2025 as follows:

- Supervise the observance of the Charter and the implementation of the Resolution of the General Meeting of Shareholders and the Board of Directors; To supervise the activities of the Board of Directors and the Executive Board in the management and administration of business activities in accordance with the Resolution of the General Meeting of Shareholders and other relevant provisions of law.

- Inspect, review and appraise PISICO's operational reports and financial statements on a 6-monthly and annual basis according to the functions and tasks of the Supervisory Board.

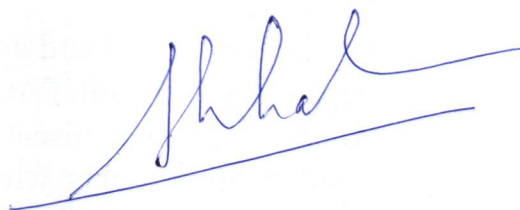
- Conduct periodic or irregular inspections at the request of shareholders or the Board of Directors during the operation process, in order to prevent risks and ensure that PISICO operates in accordance with the provisions of law and PISICO's charter.

Above is the entire content of the report on operating results, the report on supervision and appraisal of PISICO's financial statements in 2024 and the operation plan of the Supervisory Board in 2025.

Respectfully and respectfully submit to the General Meeting of Shareholders for consideration and approval./.

I wish you good health and success. I wish the Congress a great success.

**ON BEHALF OF CONTROL BOARD
THE HEAD**



Nguyen Hoang Hai

**PROPOSAL ON THE APPROVAL
SEPARATE FINACIAL STATEMENTS
AND CONSOLIDATED FINANCIAL STATEMENT
THE 2024 FINANCIAL STATEMENTS OF PISICO HAVE BEEN AUDITED**

To: Shareholders of PISICO Binh Dinh Corporation Joint stock company

Pursuant to the Charter of Pisico Binh Dinh Corporation - Joint Stock Company.

Based on Separate finacial statements and Consolidated finacial statement in 2024 of PISICO, Audited by FAC Auditing Co., Ltd - Nha trang branch.

The Board of Directors respectfully submitted to the General Meeting of Shareholders for approval the Finacial statements for year 2024 of PISICO, which have been audited, specifically as follows:

1/Audited Separate financial statements for the fiscal year ended at 31 December 2024:

- Separate balance sheet
- Separate income statement
- Separate cash flow statement
- Notes to the separate financial statements

2/Audited Consolidated financial statements for the fiscal year ended at 31 December 2024:

- Consolidated balance sheet
- Consolidated income statement
- Consolidated cash flow statement
- Notes to the consolidated financial statements

Detailed information view at Wesite: <http://www.pisico.vn> → *shareholder relations*
→ *published information*.

Kindly submit the proposal to the General Meeting of Shareholders for consider through!

**ON BEHALF OF THE BOARD OF DIRECTIONS
CHAIRMAN**



Lam Dinh An