

**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 41 /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, Ward 2, Sa Dec City, 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:

Documents of the 2025 Annual General Meeting of Shareholders.

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

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

Sa Dec city, April 2, 2025

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Pham Thanh Binh

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness



Since 1966

**THE 2025 ANNUAL
GENERAL MEETING OF
SHAREHOLDERS**

April 25, 2025



BICH CHI FOOD JOINT STOCK COMPANY

Address: 45x1 Nguyen Sinh Sac Street, Ward 2, Sa Dec City, Dong Thap Province
Phone: (0277) 3869589 Fax: (0277) 3864674
Email: ir@bichchi.com.vn Website: www.bichchi.com.vn
Business Registration Code:: 1400371184

INVITATION LETTER TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders

Serial Number:

Number of Shares Owned:

The Board of Directors of Bich Chi Food Joint Stock Company respectfully invites you to attend the 2025 Annual General Meeting of Shareholders.

1. Time: 08:00 AM, Friday, April 25, 2025.

2. Venue: Bich Chi Food Joint Stock Company Office.

(45x1 Nguyen Sinh Sac, Ward 2, Sa Dec City, Dong Thap Province).

3. Participants: Shareholders holding BCF shares as recorded in the shareholder list on March 21, 2025 (Record Date).

4. Documents: The meeting materials, including the agenda, working regulations, and documents related to voting matters, will be available on the company's website www.bichchi.com.vn in the "Shareholder Information" section before April 3, 2025.

5. Attendance Procedures:

- Shareholders attending the meeting must bring the ID card.
- If a shareholder authorizes another person to attend, please fill out the authorization form (attached to the invitation) and bring the original copy.

6. Other Information:

To facilitate smooth event organization, kindly confirm your attendance or authorization by mail, phone, or email at:

- Bich Chi Food Joint Stock Company
- Phone: 0277.3869589
- Email: ir@bichchi.com.vn

Sincerely!

*** Attached Documents:**

- Registration Form for Meeting Attendance
- Authorization Letter for Meeting Attendance.

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



Mai The Khoi

(* *Note: Shareholders must bring the invitation letter when attending the 2025 Annual General Meeting of Shareholders*)



**BICH CHI FOOD
JOINT STOCK COMPANY**



SOCIALIST REPUBLIC OF VIETNAM
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AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- **Date & Time:** 08:00 AM, April 25, 2025.

- **Location:** Office of Bich Chi Food Joint Stock Company

45x1 Nguyen Sinh Sac, Ward 2, Sa Dec City, Dong Thap Province.

CHAIRPERSON	AGENDA	TIME
Organizing Committee	<ul style="list-style-type: none">- Welcoming delegates.- Registering attendees.- Distributing meeting materials and voting ballots to shareholders and delegates.- Compiling the list of shareholders attending the meeting.	07:30-08:00
MC	<ul style="list-style-type: none">- Opening the meeting: Introducing delegates and guests.	08:00
Mr. Bui Van Sau Member of the BOD	<ul style="list-style-type: none">- Reporting on the validity check of the meeting..	08:10-08:20
Mr. Nguyen Ngoc Tieu Member of the BOD	<ul style="list-style-type: none">- Approving the meeting regulations.	08:20-08:30
Mr. Tran Quang Minh Head of the VCC	<ul style="list-style-type: none">- Summarizing the voting results.	08:30-08:45
Mr. Mai The Khoi The Presidium - Chairman of the BOD	<ul style="list-style-type: none">- Introducing the Secretariat of the meeting.	
Mr. Mai The Khoi The Presidium - Chairman of the BOD	<ul style="list-style-type: none">- Board of Directors Report On the Governance Performance in 2024 and Governance Orientation for 2025	08:45-09:15
Mr. Pham Thanh Binh Member of the BOD - General Director	<ul style="list-style-type: none">- Report of the board of general directors on business Performance in 2024 and Development Plan for 2025.	
Mrs. Nguyen Thi Thu Thuy Head of the SB	<ul style="list-style-type: none">- Report of the Supervisory Board on the Performance of the Company's Oversight Functions in 2024.	
Mr. Pham Hoang Thai Member of the BOD - Deputy General Director	<p>Approval of the submission:</p> <ul style="list-style-type: none">- Submission on the audited separate and consolidated financial statements for 2024.- Submission on the profit distribution plan and fund	09:15-10:00

	<p>appropriation for 2024.</p> <ul style="list-style-type: none"> - Submission on the settlement of remuneration for the Board of Directors (BOD) and Board of Supervisors (BOS) for 2024 and the remuneration payment plan for 2025. - Submission on the selection of an independent audit firm for the 2025 financial statements. - Submission on the report on the utilization of the social charity fund in 2024 and the plan for 2025. - Submission for the annual general meeting of shareholders approval of the plan for the third issuance of dividend payment shares in 2024 	
Mr. Mai The Khoi The Presidium - Chairman of the BOD	<ul style="list-style-type: none"> - Discussion at the meeting. - Answering shareholders' questions. 	10:00-10:30
Shareholders	- Voting on matters presented at the meeting.	10:30-10:50
	- Break.	10:50-11:00
Mr. Tran Quang Minh Head of the VCC	- Announcing the voting results of the proposals.	 11:00-11:30
Mrs. Pham Thi Tuyet Mai Secretary	- Reading the draft Minutes and Resolution of the Meeting.	
MC	- Inviting the Meeting to vote on the Minutes and Resolution.	
Mr. Tran Quang Minh Head of the VCC	- Reporting the voting results on the Minutes and Resolution.	
Mr. Pham Hoang Thai Member of the BOD - Deputy General Director	- Approval of the Minutes and Resolution of the General Meeting of Shareholders.	
	- Closing and conclusion of the meeting.	



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WORKING REGULATIONS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of Regulation

This regulation stipulates the procedures, organization, and voting process for matters related to the 2025 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company (the “Meeting”), held on April 25, 2025.

Article 2. Applicable Subjects

- Shareholders and duly authorized representatives attending and voting at the Meeting.
- The Presidium, Vote Counting Committee, Secretariat, Delegate Eligibility Verification Committee, and individuals involved in the organization and voting process of the Meeting.

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

Article 3. Conditions for Attending the Meeting

- Shareholders listed in the Company's shareholder register as of March 21, 2025, or their duly authorized representatives, are entitled to attend the Meeting.
- Guests or other individuals and organizations approved by the Organizing Committee.

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

Article 4. Conditions for Convening the Meeting

- The General Meeting of Shareholders is convened when shareholders attending represent more than 50% of the total voting shares.
- If the required quorum is not met, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened following the procedures stipulated in the Company's Charter.

Article 5. Rights of Shareholders Attending the Meeting



- Shareholders' Rights at the General Meeting:

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

Article 6. Obligations of Shareholders When Attending the General Meeting

- Obligations of Shareholders at the General Meeting:

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

Article 7. The Presidium

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

- Duties:

- + Conduct the General Meeting according to the approved agenda.
 - + Guide discussions, present draft resolutions, and summarize conclusions for voting.
 - + Address requests from the General Meeting and resolve arising issues.
- Operates based on the principles of collective leadership, democratic centralism, and majority decision-making.

Article 8. The Secretariat

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

- Duties:

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

Article 9. The Delegate Eligibility Verification Committee

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

- Duties:

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

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attending the meeting.

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

Article 10. The Ballot Counting Committee

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

- Duties:

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

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

+ Accurately determine the voting results for each agenda item.

+ Report the ballot counting results to the Secretariat.

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

CHAPTER III. PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 11. Agenda and Working Content of the General Meeting

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

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

Article 12. Discussion and Questioning at the General Meeting

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

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

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

Article 13. Voting on Resolutions at the General Meeting

13.1 Voting Principles:

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

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

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

- The ballot is used to collect opinions on the matters presented in the Annual General Meeting of Shareholders (AGM) 2025 documents, published on the official website: www.bichchi.com.vn, and other issues under the authority of the AGM (if any).

13.2 Voting Procedures:

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

13.3 Validity of Voting Cards:

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

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

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

CHAPTER IV. IMPLEMENTATION PROVISIONS

Article 15. Implementation Provisions

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

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

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



Mai The Khoi





**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 32/BC.ĐHĐCĐ

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

Sa Dec City, March 25, 2025

BOARD OF DIRECTORS REPORT

On the Governance Performance in 2024 and Governance Orientation for 2025

I. RESULTS 2024

1. BUSINESS PERFORMANCE:

- In 2024, Bich Chi achieved strong business results despite global economic challenges and prolonged geopolitical conflicts. Specifically:
 - + Net revenue grew by 28%, reaching VND 762 billion (2023: VND 594 billion), marking the highest revenue in Bich Chi's history (previous record: VND 698 billion in 2022).
 - + Net profit after tax increased by 63%, reaching VND 103 billion (2023: VND 63 billion). This growth was driven by two main factors: (i) revenue growth in both export and domestic markets, and (ii) stable input material costs compared to the previous year.
 - + Return on Equity (ROE) reached 26%, a significant improvement from 18% in 2023.
- With this level of profitability and approximately 34 million outstanding shares, each share generated VND 3,046 in earnings for shareholders. If approved by the General Meeting of Shareholders, the company may distribute a 30% dividend for 2024, broken down as follows: First installment: 8% (VND 27 billion); Second installment: 10% (VND 34 billion); Third installment: 12%, planned as a stock dividend (VND 41 billion) to be reinvested in the Bich Chi 2 Food Factory (BC2) project.

2. BICH CHI 2 FACTORY PROJECT:

- The factory is expected to commence operations in 2025, providing a foundation for sustainable growth and long-term development for Bich Chi.
- As of the end of 2024, Bich Chi's long-term debt stood at VND 85 billion, primarily used to finance the BC2 investment. This marks the first time in many years that the company has incurred long-term borrowings.
- Overall, with the strong 2024 performance, Bich Chi has successfully met its business targets as entrusted by the General Meeting of Shareholders (Revenue: VND 620 – 720 billion, Profit: VND 80 – 100 billion, Dividend: 16% – 20%).

3. GOVERNANCE ACTIVITIES:



A. Board of Directors' Meetings:

Bich Chi's Board of Directors (BOD) maintains a regular monthly meeting schedule to ensure timely oversight of the company's operations. This approach allows the Board to make well-informed decisions that safeguard the company's best interests. In 2024, the Board passed resolutions on the following matters:

No.	Resolution/Decision No.	Date	Content	Approval rate
01	01/NQ.HĐQT	23/02/2024	Resolution of the BOD on the organization of the 2024 Annual General Meeting of Shareholders	100%
02	04/QĐ.HĐQT	06/05/2024	Decision of the BOD on the Dismissal of Mr. Truong Thanh Nhiem from the Position of Deputy General Director	100%
03	05/QĐ.HĐQT	07/05/2024	Decision of the BOD on the Appointment of Mr. Tran Quang Minh as Deputy General Director	100%
04	07/NQ.HĐQT	08/05/2024	Resolution of the BOD on the Implementation of the Share Issuance Plan for the Third Dividend Payment in 2023	100%
05	09/NQ.HĐQT	13/06/2024	Resolution of the BOD on the Determination of the Final Registration Date for the Third Dividend Payment in 2023	100%
06	11/NQ.HĐQT	10/07/2024	Resolution of the BOD on Approving Amendments to the Company Charter and Adjustments to the Business Registration Certificate and Securities Registration with the Hanoi Stock Exchange	100%
07	12/NQ.HĐQT	19/07/2024	Resolution of the BOD on interim cash dividend payment for the first of 2024	100%
08	14/NQ.HĐQT	22/07/2024	Resolution of the BOD on Approving the Loan for the Subsidiary Company, Bich Chi 2 Food Co., Ltd., at the Vietnam Joint Stock Commercial Bank for Foreign Trade	100%

B. Board of Directors' Subcommittees:

The BOD established the Standing Committee of the BOD consisting of three members with the purpose of supervising and supporting the Executive Board in managing the Company. The specific assignments are as follows:

- Mr. Mai The Khoi – Chairman of the Board – Head of the Committee:
 - + Overall responsibility for the activities of the Standing Committee.
- Mr. Nguyen Ngoc Tieu – Non-Executive Member of the BOD, responsible for:
 - + Supervising, supporting, and urging the CEO in financial and accounting management, as well as in organizational, personnel, and salary matters.
 - + Overseeing and evaluating the implementation of strategic projects; supervising and assisting the Executive Board in investing in and constructing Bich Chi Food Co., Ltd. Factory 2.
 - + Developing coordination regulations between the BOD and the Executive Management.
 - + Monitoring to prevent conflicts of interest.
- Mr. Trang Si Duc – Non-Executive Member of the BOD, responsible for:
 - + Assisting the CEO in external affairs.
 - + Supervising, assisting, and urging the CEO in the Company's general procurement activities, including the purchase of raw materials, goods, supplies, asset investments, machinery, and equipment, etc.
 - + Supervising and supporting the Executive Board in the Company's business operations. .

C. Supervision and Evaluation of the Board of General Directors:

- The BOD carries out continuous and regular supervision and supports the executive work of the Board of General Directors. They ensure compliance with the Charter and safeguard the highest interests of Bich Chi.
- The BOD holds regular monthly meetings, and the presence of the Standing Committee of the BOD provides an opportunity for the BOD to be more involved in management, advising, and providing timely support to the Board of General Directors.
- The Board of General Directors has performed well in managing the company, delivering high efficiency and fulfilling the targets set by the General Meeting.

D. Remuneration and Salary:

- The total remuneration for the members of the Board of Directors and the Supervisory Board in 2024 is 612,000,000 VND. The detailed remuneration for each member is as follows:

Full Name	Position	Total Remuneration
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Mai The Khoi	Chairman of the Board	60,000,000
Pham Thanh Binh	Member of the Board CEO	48,000,000
Bui Van Sau	Member of the Board	48,000,000
Pham Hoang Thai	Member of the Board - Deputy CEO	48,000,000
Trang Si Duc	Member of the Board, Member of the Standing Committee	120,000,000
Nguyen Ngoc Tieu	Member of the Board, Member of the Standing Committee	120,000,000
Nguyen Huong Lien	Member of the Board	48,000,000
Nguyen Thi Thu Thuy	Head of Supervisory Board	48,000,000
Tran Manh Hung	Member of the Supervisory Board	36,000,000
Nguyen Thi Thu Thao	Member of the Supervisory Board	36,000,000
Total:		612,000,000

The total remuneration and income for the four members of the Board of General Directors in 2024 is 3,414,207,000 VND.

II. MANAGEMENT DIRECTION FOR 2025

- Short-term Goals: The operation of the BC2 factory in 2025 will bring about an increase in costs, such as depreciation, interest expenses, and personnel costs, while revenue will experience a delay. This means that the existing BC1 factory will need to support BC2 in its initial operational phase.
 - The goal for BC2 this year is to ensure the factory operates safely, efficiently, and meets the highest standards of the food industry. At the same time, the company will address output issues to ensure revenue and profit growth.
 - Continue to enhance and modernize the existing BC1 factory.
 - Continue research on new products that align with market preferences.
 - Develop a strategy and pursue green production goals.
- Long-term Goals: The Board of Directors remains committed to building and developing Bích Chi more efficiently, aiming for sustainable growth year after year.
- Business Plan for 2025:
 - Total revenue: 700 - 800 billion VND.
 - Pre-tax profit: 100 - 140 billion VND.

- Dividend payout ratio: 20% - 30% of charter capital.
 - Average income per employee: 8 – 8.5 million VND/month.
 - Contribution to the state budget: in accordance with legal regulations.
- Respectfully presented to Shareholders!

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi





REPORT OF THE BOARD OF GENERAL DIRECTORS
Business Performance in 2024 and Development Plan for 2025

I. SIGNIFICANT HIGHLIGHTS OF 2024:

- The consumer market continues to expand compared to 2023; however, competition is becoming increasingly intense across all product lines of Bich Chi.
- The cost of raw materials remains high. Specifically, the current price of rice fluctuates around 14,000 VND/kg, while wheat flour reaches 13,000 VND/kg.
- Additionally, the labor market is experiencing significant fluctuations, with a strong trend of workforce mobility. The demand for jobs among workers has increased compared to the previous year, creating challenges in recruitment and employee retention.

II. BUSINESS PERFORMANCE RESULTS IN 2024:

1. Business Performance in 2024:

- Revenue from sales and service provision reached VND 773,292,152,622, an increase of approximately VND 170 billion compared to the same period in 2023, representing a 28% growth.
- Net profit after corporate income tax amounted to VND 105,483,458,001, marking a 65% increase compared to the previous year.
- The average income of employees reached 9,099,000 VND/person/month, an increase of 21% compared to 2023.

2. Evaluation of 2024 Performance:

a. Production Activities:

- The production process was maintained steadily throughout 2024, ensuring sufficient and timely supply of goods to the market.
- Strict compliance with food hygiene and safety standards, fully meeting the stringent requirements of both domestic and international customers.

b. Sales & Distribution:

- Domestic Market:
 - + Distribution activities were effectively managed, successfully introducing Bich Chi's products into major supermarket chains nationwide.
 - + Expanded the network of agents and distributors across all three regions: North, Central, and South.
 - + Recruited and trained experienced sales personnel, particularly in e-commerce



operations on platforms such as Shopee and TikTok.

- Export Market:

+ Effectively capitalize on existing markets while expanding into numerous new potential markets across continents.

+ Assigned personnel to participate in international food exhibitions in China, Japan, Thailand, South Korea, France, Germany, etc., with the goal of strengthening partnerships and enhancing brand visibility.

III. DIRECTIONS FOR 2025:

1. Market Outlook for 2025:

- The consumer market in 2025 is forecasted to slow down, especially in the food industry, as global demand continues to face numerous challenges. Factors such as rising inflation, surging gold and US dollar prices, and the depreciation of the Vietnamese dong will significantly impact market stability.

- The prices of raw materials such as rice and wheat are at risk of fluctuation due to the impact of weather conditions, as well as conflicts in the Middle East and Europe.

- Another objective factor is the election of President Donald Trump, with the trend of increasing import taxes on the US market. This will have a general impact on Vietnam's export market to the world.

- The issue of labor and employment continues to be complicated, affected by income and living costs, affecting workers' lives as well as the ability to maintain a stable human resource.

2. Business Plan for 2025:

- In 2025, based on the Board of Directors' opinions, the Executive Board of Bich Chi Food Joint Stock Company has set the following business targets:

+ Revenue: VND 700 – 800 billion;

+ Net Profit after Tax: VND 80 – 140 billion;

+ Average Employee Income: VND 7.5 – 8.5 million per person per month;

+ Dividend Payout Ratio: 20 – 30% of charter capital.

3. Implementation Measures for 2025:

- Completion and commissioning of Bich Chi 2 Factory, equipped with modern machinery and technology to enhance production capacity, driving revenue and profit growth.

- Investment in infrastructure and compliance with food safety standards, ensuring that facilities meet both domestic and international quality requirements.

- Strengthening and expanding the domestic distribution network, increasing the presence of agents and distributors nationwide. Simultaneously, promoting international trade by participating in global exhibitions to expand export markets.

- Prioritizing environmental protection, focusing on sustainable production solutions to

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minimize environmental impact. Actively engaging in social initiatives and contributing to local welfare programs, including poverty reduction efforts.

- Human resource training and development, enhancing professional skills and management capabilities for the workforce. Additionally, implementing succession planning to ensure the company's long-term sustainable growth.

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Phạm Thanh Bình



No: 34/BC.BKS

Sa Dec, March 25, 2025

SUPERVISORY BOARD REPORT

(Re: Implementation of the Company's operational supervision in 2024)

- Pursuant to the Charter of Bich Chi Food Joint Stock Company.
- Pursuant to the functions and duties of the Supervisory Board as stipulated in the Company's Charter.
- Pursuant to the 2024 financial statements audited by AASC Auditing Company Limited.

In accordance with the functions, duties, and powers of the Supervisory Board as stipulated by law and the Company's Charter, the Supervisory Board carried out the following tasks in 2024:

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

- Nguyen Thi Thu Thuy – Head of the Supervisory Board
- Nguyen Thi Thu Thao – Member of the Supervisory Board
- Tran Manh Hung – Member of the Supervisory Board
- Remuneration for the Supervisory Board: + Chairwoman: 4,000,000 VND/month
+ Member: 3,000,000 VND/month
- In 2024, the Supervisory Board held quarterly meetings to review and oversee compliance with the Enterprise Law, the Company's Charter, and the management, business operations, and investment projects.
- Specific activities:
 1. Reviewed the appropriateness of decisions made by the Board of Directors and the Executive Board regarding management, control, and the issuance of company documents.
 2. Attended all periodic meetings of the Board of Directors and the Executive Board to contribute to the development and implementation of business and investment strategies.
 3. Examined the quarterly financial reports and the 2024 annual financial report before and after auditing.
 4. Received and reviewed all documents issued by the Board of Directors and the Executive Board regarding the implementation of the company's strategic directions and resolutions of the General Meeting of Shareholders.
 5. Evaluated the independent audit report issued by the external auditing firm.



II. Results of Supervisory Activities on the Operations of the Board of Directors and the Executive Board:

- The management and operation of the Board of Directors and the Executive Board in production and business activities have been timely and closely coordinated.
- The convening and organization of the Annual General Meeting of Shareholders complied with legal regulations.
- The company's information disclosure has been timely and legally compliant. The contents of meetings and resolutions issued by the Board of Directors are aligned with the actual business situation, ensuring timeliness and maximum effectiveness.
- The Board of Directors and the Executive Board have strictly complied with the regulations of the Enterprise Law, Securities Law, Tax Law, and Labor Law applicable to joint-stock companies.
- During the execution of its duties, the Supervisory Board has received close coordination and favorable conditions from the Board of Directors and the Executive Board, ensuring an objective, transparent, and mutually respectful working relationship.

III. Business and Production Activities of the Company in 2024:

- The Supervisory Board highly appreciates the efforts of the Board of Directors and the Executive Board in directing, managing, and operating the company's production and business activities. In addition to continuously promoting the brand, consolidating and expanding the market, meeting consumer demands, and diversifying products within the company's capabilities, available raw materials, and existing machinery, the company has maximized equipment efficiency.
- The Board of Directors and the Executive Board have also implemented cost-saving measures, optimizing raw materials and energy usage, particularly by minimizing waste and defective products to increase the yield of finished products and maximize profits.
- Construction of the Bích Chi 2 Factory:
 - + Total investment capital: 199.999 billion VND
- In there:
 - + Owner's equity contribution: 50 billion VND
 - + Loans from credit institutions: 149.999 billion VND

IV. Results of Financial Supervision in 2024:

- The Supervisory Board has received the company's 2024 financial statements, which were audited by AASC Auditing Firm Co., Ltd.
- In 2024, Bích Chi prepared financial reports in compliance with Vietnamese accounting standards and regulations.

- The financial reports fairly and accurately reflect Bích Chi's financial and accounting situation.

- The financial statements were properly prepared, complete, and timely, ensuring transparency and meeting the requirements of regulatory agencies and investors.

1. Key Indicators for 2024:

- Net revenue from sales and service provision:	761.888.236.324 VND
- Short-term accounts receivable from customers:	64.813.821.824 VND
- Short-term payables to suppliers:	51.196.688.531 VND
- Short-term bank loans:	84.814.450.983 VND

Including:

+ Loans from Vietcombank	84.814.450.983 VND
- Total accounting profit before tax:	129.289.161.148 VND

Taxable income: **129.289.161.148 VND**

Corporate income tax expense (20%): 26.038.594.663 VND

Profit after corporate income tax: **103.250.566.485 VND**

+ Interim dividend payment in 2 installments (18%): 61.014.983.400 VND

+ Allocation to the social charity fund: 500.000.000 VND

Undistributed profit after tax for the year: 41.735.583.085 VND

Basic earnings per share: 3.046 VND/share

2. Total Assets **646.644.764.210 VND**

Including:

+ Cash and cash equivalents: 93.488.227.698 VND

+ Short-term financial investments: 74.920.000.000 VND

+ Short-term receivables: 108.333.241.605 VND

+ Inventories: 112.840.859.551 VND

+ Other short-term assets: 17.140.449.826 VND

+ Tangible fixed assets (net value): 70.438.186.488 VND

+ Intangible fixed assets (net value): 264.688.651 VND

+ Construction in progress: 168.367.289.158 VND

+ Other long-term assets: 851.821.233 VND

3. Total Liabilities and Equity: **646.644.764.210 VND**

Including:

+ Short-term liabilities: 166.242.370.911 VND

+ Long-term liabilities: 85.019.570.983 VND

+ Owner's equity: 338.972.130.000 VND

+ Development investment fund: 13.982.553.207 VND

+ Retained earnings from previous periods: 692.556.024 VND

+ Retained earnings for the current period: 41.735.583.085 VND

V. Recommendations:

- Complete the construction of Bich Chi 2 Food Co., Ltd. (Bich Chi 2) and put it into production.
- Continue researching and developing new products for market expansion to enhance business efficiency.
- Expand the distribution network both domestically and internationally to increase sales revenue.
- Train and develop human resources, improving professional expertise and management skills to align with the company's current growth.

This report is presented by the Supervisory Board at the 2025 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company.

Wishing the meeting great success.

ON BEHALF OF THE SUPERVISORY BOARD

CHAIRWOMAN

CÔNG TY
CP THỰC PHẨM
BÍCH CHI
SA ĐÉC CÔNG THƯƠNG
M.S.D.N.H. 0927
C.T.C.P

Nguyễn Thị Thu Thủy





**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 35 /TTr.ĐHĐCĐ

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

Sa Dec City, March 25, 2025

SUBMISSION

Re: Audited Separate and Consolidated Financial Statements for 2024

To: The Annual General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;
- Pursuant to the audited separate and consolidated financial statements for 2024 of Bich Chi Food Joint Stock Company.

The Board of Directors of Bich Chi Food Joint Stock Company respectfully submits to the General Meeting of Shareholders for review and approval of the audited Separate and Consolidated Financial Statements for 2024. These reports have been audited by the AASC Auditing Firm Limited in accordance with applicable standards and have been disclosed as required, including the following contents:

1. Independent audit report: Issued an unqualified opinion.
2. Balance sheet as of December 31, 2024.
3. Income statement for the year 2024.
4. Cash flow statement for the year 2024.
5. Notes to the financial statements.

The detailed contents of the audited 2024 financial statements of Bich Chi Food Joint Stock Company have been published on the company's official website:
www.bichchi.com.vn.

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

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS



Mai The Khoi



No: 36 /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

SUBMISSION

Re: Profit Distribution Plan and Fund Allocation for 2024

- **To:** The Annual General Meeting of Shareholders 2025
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company;
- Pursuant to the separate and consolidated financial statements for 2024 of Bich Chi Food Joint Stock Company, which have been audited by the AASC Auditing Firm Company Limited.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan and fund allocation for 2024 of Bich Chi Food Joint Stock Company, as detailed below:

(Unit: VND)

No.	Description	Amount	Notes
I	Profit before corporate income tax (CIT) in 2024	132,021,861,835	
-	CIT payment	26,538,403,834	
II	Undistributed after-tax profit	106,097,895,488	
1	Carried forward from the previous year (2023)	614,437,487	
2	From 2024 (audited financial statements)	105,483,458,001	
III	Distributed after-tax profit	102,191,639,000	
1	First dividend payment in cash (Completed)	27,117,770,400	8% of Charter Capital
2	Second dividend payment in cash (Completed)	33,897,213,000	10% of Charter Capital
3	Third dividend payment in shares (Planned)	40,676,655,600	12% of Charter Capital
4	Allocation to the Social Charity Fund in 2024	500,000,000	
IV	Undistributed after-tax profit carried forward to the next year	3,906,256,488	= II - III

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

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 37 /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

SUBMISSION

Re: Settlement of Remuneration for the Board of Directors and Supervisory Board in 2024 & Remuneration Plan for 2025

To: Annual General Meeting of Shareholders 2025

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

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration settlement for the Board of Directors and the Supervisory Board for the year 2024 and the remuneration payment plan for 2025, as follows:

1. In 2024, the company paid remuneration to the members of the Board of Directors and the Supervisory Board as follows:

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

(In 2024, the Chairman of the Board of Directors did not receive remuneration for the Standing Committee of the Board of Directors.)

2. The plan for 2025, the Company will pay remuneration to the members of the Board of Directors and the Supervisory Board as follows::

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

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

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 38 /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

SUBMISSION

Re: Selection of Audit Firm for the 2025 Financial Statements

- **To:** The Annual General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders the proposal for selecting an independent auditing firm for the separate and consolidated financial statements of 2025.

1. List of auditing firms

1. AASC Auditing Firm Company Limited;
2. RSM Vietnam Auditing & Consulting Company Limited;
3. Deloitte Vietnam Company Limited;
4. Vietvalues Assurance & Consulting Co.,LTD;
5. A&C Consulting Company Limited.

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

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

- The list of five auditing firms in Section 1 as the basis for selecting the auditing firm for the 2025 financial statements.

- Authorization for the Board of Directors to make the final selection and delegate the General Director to sign the contract with the selected auditing firm.

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

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: 39 /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

SUBMISSION

*Re: Report on the utilization of the Social Charity Fund in 2024
and the planned utilization of the Social Charity Fund in 2025*

To: The Annual General Meeting of Shareholders in 2025

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

The Board of Directors of Bich Chi Food JSC respectfully submits to the General Meeting of Shareholders for approval the report on the utilization of the Social Charity Fund in 2024.

- Beginning balance of the Social Charity Fund in 2024: 999,867,865 VND
- Allocated from profits to the Social Charity Fund in 2024: 500,000,000 VND
- Amount utilized: 744,754,395 VND
- Remaining balance: 755,113,470 VND

(In words: Seven hundred fifty five million one hundred thirteen thousand and four hundred seventy VND.)

- Plan for 2025: We respectfully propose that the General Meeting of Shareholders approve an annual allocation of VND 500,000,000 from profits to the Social Charity Fund. The implementation results will be reported at the Annual General Meeting of Shareholders each year.

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

*** Recipients:**

- General Meeting of Shareholders;
- Archived.

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



Mai The Khoi



**BICH CHI FOOD
JOINT STOCK COMPANY**

No: 40 /TTr.ĐHĐCĐ

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

Sa Dec City, March 25, 2025

**SUBMISSION FOR THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
Approval of the plan for the third issuance of dividend payment shares in 2024**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding certain regulations on securities offering, issuance, public tender offers, share buybacks, public company registration, and public company status cancellation;
- Pursuant to the Charter of Bich Chi Food Joint Stock Company.

The Board of Directors of Bich Chi Food Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the Plan for Share Issuance and Listing. Specifically:

I. THE PLAN FOR THE THIRD ISSUANCE OF DIVIDEND PAYMENT SHARES IN 2024:

1. Stock Name: Bich Chi Food Joint Stock Company Shares
2. Type of Shares: Common Shares
3. Par Value per Share: 10,000 VND
4. Total Outstanding Shares: 33,897,213 shares
5. Total Treasury Shares: 0
6. Issuance Subjects: Existing shareholders listed on the record date who are entitled to receive dividends in shares. The record date for shareholder listing is authorized by the General Meeting of Shareholders for the Board of Directors to determine.
7. Number of Shares Expected to be Issued: 4,067,665 shares
8. Total Par Value of Issuance: 40,676,650,000 VND
9. Issuance Ratio (Number of Shares Expected to be Issued / Total Outstanding Shares): 100:12. This means that for every 100 shares owned, shareholders will receive 12 newly issued shares.
10. Handling of Fractional Shares: The number of issued shares will be rounded down to the nearest whole number. Any fractional shares arising from the issuance will be canceled and not issued.

Example: Shareholder A holds 47,999 shares on the record date. With an issuance ratio of



100:12, they will be entitled to receive an additional 5,759.88 new shares. According to the rounding principle, the 0.88 fractional share will be canceled and not issued. Thus, Shareholder A will receive 5,759 new shares.

11. Source of Capital: The issuance will be funded from undistributed after-tax profits as of December 31, 2024, based on the audited financial statements for the year 2024.

12. Estimated Charter Capital After Issuance: 379,648,780,000 VND

13. Issuance Timing: After obtaining approval from the State Securities Commission (SSC).

14. Depository and Additional Listing: The actual number of shares issued under the approved plan (as determined in the Report on the Share Issuance Results submitted to the State Securities Commission of Vietnam after the issuance is completed) will be registered for additional listing on the Hanoi Stock Exchange (HNX) and deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) after the issuance is finalized.

II. AUTHORIZATION:

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

- Determine the record date for exercising the right to receive stock dividends and make decisions on related tasks and procedures for the third tranche of the 2024 stock dividend distribution in accordance with legal regulations.
- Carry out necessary procedures related to the additional listing of the actual number of newly issued shares on the Hanoi Stock Exchange and the additional depository registration with the Vietnam Securities Depository and Clearing Corporation after the issuance is completed.
- Implement procedures for charter capital adjustment, amend provisions on charter capital in the Company's Charter, and update the Company's Enterprise Registration Certificate after the issuance is finalized.

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

* Recipients:

- General Meeting of Shareholders;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Mai The Khoi





**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No: /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

DRAFT

**MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
BICH CHI FOOD JOINT STOCK COMPANY**

Company Name: Bich Chi Food Joint Stock Company
Head Office: 45x1 Nguyen Sinh Sac, Ward 2, Sa Dec City, Dong Thap Province
Tel: 0277 3869 589 Fax: 0277 3864 674
Business Registration Number: 1400371184, Date of Issue: 17/07/2024,
Department of Planning and Investment of Dong Thap Province
Meeting time: 08:00 AM, April 25, 2025
Venue: Office of Bich Chi Food Joint Stock Company

**PART I
INTRODUCTION AND OPENING OF THE MEETING**

1. Report on Delegate Eligibility Verification:

Mr. Bui Van Sau - Position: Member of the Board of Directors, Head of the Delegate Eligibility Verification Committee, presents the Report on Delegate Eligibility Verification:

- Total number of shareholders invited to attend: All shareholders listed in the shareholder register as of March 21, 2025, who hold voting shares of Bich Chi Food Joint Stock Company.

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

According to the Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company meets the conditions to be duly convened.

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

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

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

3. The Chairman introduces the Secretariat:

- Mrs. Pham Thi Tuyet Mai Position: Staff Secretary of the General Meeting
- Ms. Dam Nguyet Anh Position: Staff Secretary of the General Meeting

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

- Mr. Tran Quang Minh Position: Deputy GD Head of the VCC
 - Ms. Luong Hoang Thuy Vu Position: Staff Member of the VCC
 - Mr. Le Trung Tin Position: Staff Member of the VCC
- *The General Meeting voted with% agreement to approve the Vote Counting Committee.*

5. Approval of the Meeting Agenda:

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

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

Mr. Nguyen Ngoc Tieu, a member of the Presidium, presented the Working Regulations of the General Meeting.

- *he General Meeting voted with% agreement to approve the Working Regulations.*

PART II

CONTENT PRESENTED AT THE GENERAL MEETING

Content 01: Report of the Board of Directors on the Governance Performance in 2024 and Governance Orientation for 2025

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

Content 02: Report of the Executive Board on business performance in 2024 and business plan for 2025.

Presenter: Mr. Pham Thanh Binh - Member of the BOD - General Director.

Content 03: Report of the Supervisory Board on its function of overseeing the company's activities in 2024.

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

Content 04: Approval of the audited separate and consolidated financial statements for 2024.

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

Content 05: Approval of the profit distribution plan and fund appropriation for 2024.

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

Content 06: Approval of the remuneration settlement for the BOD and the SB in 2024 and the remuneration plan for 2025.

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



Content 07: Approval of the proposal to select an audit firm for the 2025 financial statements.

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

Content 08: Approval of the report on the utilization of the Social Charity Fund in 2024 and the planned usage for 2025.

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

Content 09: Proposal for the Annual General Meeting of Shareholders to approve the plan for issuing shares to pay dividends for the third phase of 2024.

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

**PART III
DISCUSSION**

1. Shareholders:

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- Answer:

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2. Shareholders:

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- Answer:

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3. Shareholders:

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- Answer:

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PART IV
VOTING ON PRESENTED AND DISCUSSED MATTERS

1. Voting results on presented and discussed matters:

Mr. Tran Quang Minh, Head of the Voting Committee, announces the voting results for the matters presented at the General Meeting:

Content 01: Report of the Board of Directors on the Governance Performance in 2024 and Governance Orientation for 2025

- Voting Results:

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

Thus, Content 1 has been approved.

Content 02: Report of the Executive Board on business performance in 2024 and business plan for 2025.

- Voting Results:

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

Thus, Content 2 has been approved.

Content 03: Report of the Supervisory Board on its function of overseeing the company's activities in 2024.

- Voting Results:

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

Thus, Content 3 has been approved.

Content 04: Approval of the audited separate and consolidated financial statements for 2024.

- Voting Results:

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

Thus, Content 4 has been approved.

Content 05: Approval of the profit distribution plan and fund appropriation for 2024.

- Voting Results:

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

Thus, Content 5 has been approved.

Content 06: Approval of the remuneration settlement for the BOD and the SB in 2024 and the remuneration plan for 2025.

- Voting Results:

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

Thus, Content 6 has been approved.

Content 07: Approval of the proposal to select an audit firm for the 2025 financial statements.

- Voting Results:

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

Thus, Content 7 has been approved.

Content 08: Approval of the report on the utilization of the Social Charity Fund in 2024 and the planned usage for 2025.

- Voting Results:

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

Thus, Content 8 has been approved.

Content 09: Proposal for the Annual General Meeting of Shareholders to approve the plan for issuing shares to pay dividends for the third phase of 2024.

- Voting Results:

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

Thus, Content 9 has been approved.

**PART V
 APPROVAL OF THE MEETING MINUTES AND RESOLUTIONS OF THE
 GENERAL MEETING**

- Mrs. Pham Thi Tuyet Mai, Secretary of the General Meeting, reads the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders.

- The General Meeting votes and unanimously approves the full text of the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders with% of votes in favor.

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

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
 SECRETARIAT ON BEHALF OF THE PRESIDIUM**

Pham Thi Tuyet Mai

Mai The Khoi

Dam Nguyet Anh





**BICH CHI FOOD
JOINT STOCK COMPANY**

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

No. /TTr.ĐHĐCĐ

Sa Dec City, March 25, 2025

DRAFT

**RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
BICH CHI FOOD JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on the organization and operation of Bich Chi Food Joint Stock Company;
- Pursuant to Minutes No.: ___/BB.ĐHĐCĐ on the 2025 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company dated April 25, 2025.

RESOLVES

Article 01: Approval of the Board of Directors Report on the Governance Performance in 2024 and Governance Orientation for 2025.

Article 02: Approval of the Report of the General Director on the 2024 business performance and the 2025 business plan.

Key business performance indicators for 2024:

Total revenue:	773,292,152,622 VND
Profit before tax:	132,021,861,835 VND
Profit after tax:	105,483,458,001 VND
Dividend:	30% of charter capital (18% in cash and 12% in shares)

Planned business targets for 2025:

Total revenue:	700 – 800 billion VND
Profit before tax	80 – 140 billion VND
Dividend:	20 – 30% of charter capital

- Authorize the Board of Directors to determine the specific dividend rate for 2024 within the approved range and to decide on an appropriate payment schedule.

Article 03: Approval of the Supervisory Board's report on the performance of its oversight functions in 2024.

Article 04: Approval of the audited separate and consolidated financial statements for 2024.

Article 05: Approval of the submission on profit distribution and fund allocation for 2024.

Article 06: Approval of the submission on the settlement of remuneration for the BOD and the SB in 2024 and the remuneration payment plan for 2025.

In 2024, the company paid remuneration to the members of the Board of Directors and the Supervisory Board as follows:

- Chairman of the BOD: 60,000,000 VND/person/year.

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

(In 2024, the Chairman of the Board of Directors did not receive remuneration for the Standing Committee of the Board of Directors.)

Article 07. Approval of the submission on selecting the auditing firm for the 2025 financial statements.

- The General Meeting of Shareholders unanimously authorizes the Board of Directors to select one of the five independent auditing firms with experience and capability, as proposed in Submission No. 38/TTr-ĐHĐCĐ dated March 25, 2025, by the Board of Directors.

Article 08. Approval of the report on the use of the social charity fund in 2024 and the plan for using the social charity fund in 2025.

Article 09. Submission for the annual general meeting of shareholders approval of the plan for the third issuance of dividend payment shares in 2024.

I. THE PLAN FOR THE THIRD ISSUANCE OF DIVIDEND PAYMENT SHARES IN 2024:

1. Stock Name: Bich Chi Food Joint Stock Company Shares
2. Type of Shares: Common Shares
3. Par Value per Share: 10,000 VND
4. Total Outstanding Shares: 33,897,213 shares
5. Total Treasury Shares: 0
6. Issuance Subjects: Existing shareholders listed on the record date who are entitled to receive dividends in shares. The record date for shareholder listing is authorized by the General Meeting of Shareholders for the Board of Directors to determine.
7. Number of Shares Expected to be Issued: 4,067,665 shares
8. Total Par Value of Issuance: 40,676,650,000 VND
9. Issuance Ratio (Number of Shares Expected to be Issued / Total Outstanding Shares): 100:12. This means that for every 100 shares owned, shareholders will receive 12 newly issued shares.
10. Handling of Fractional Shares: The number of issued shares will be rounded down to the nearest whole number. Any fractional shares arising from the issuance will be canceled and not issued.
Example: Shareholder A holds 47,999 shares on the record date. With an issuance ratio of 100:12, they will be entitled to receive an additional 5,759.88 new shares. According to the rounding principle, the 0.88 fractional share will be canceled and not issued. Thus, Shareholder A will receive 5,759 new shares.
11. Source of Capital: The issuance will be funded from undistributed after-tax profits as of December 31, 2024, based on the audited financial statements for the year 2024.
12. Estimated Charter Capital After Issuance: 379,648,780,000 VND
13. Issuance Timing: After obtaining approval from the State Securities Commission (SSC).

14. Depository and Additional Listing: The actual number of shares issued under the approved plan (as determined in the Report on the Share Issuance Results submitted to the State Securities Commission of Vietnam after the issuance is completed) will be registered for additional listing on the Hanoi Stock Exchange (HNX) and deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) after the issuance is finalized.

II . AUTHORIZATION:

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

- Determine the record date for exercising the right to receive stock dividends and make decisions on related tasks and procedures for the third tranche of the 2024 stock dividend distribution in accordance with legal regulations.
- Carry out necessary procedures related to the additional listing of the actual number of newly issued shares on the Hanoi Stock Exchange and the additional depository registration with the Vietnam Securities Depository and Clearing Corporation after the issuance is completed.
- Implement procedures for charter capital adjustment, amend provisions on charter capital in the Company's Charter, and update the Company's Enterprise Registration Certificate after the issuance is finalized.

Article 10. The General Meeting of Shareholders unanimously assigns the Board of Directors and the Executive Board the responsibility to implement the contents resolved by the General Meeting in compliance with state laws and the Company's Charter.

Article 11. The Supervisory Board is assigned the responsibility to monitor and inspect the activities of the Board of Directors and the Executive Board in implementing the resolutions of the General Meeting.

This resolution was unanimously approved by the 2025 Annual General Meeting of Shareholders of Bich Chi Food Joint Stock Company and takes effect from the date of signing.

*** Recipients:**

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

ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

Mai The Khoi

