

No.: 01/2026/BC-BOD

Hai Phong, April 29, 2026

REPORT OF THE BOARD OF DIRECTORS
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
RESULTS OF OPERATIONS IN 2025 AND ORIENTATION FOR 2026

Respectfully submitted to the General Meeting of Shareholders,

Pursuant to the provisions of the Company's Charter and the resolutions adopted at the General Meeting of Shareholders, the Board of Directors respectfully reports to the General Meeting of Shareholders on the results of operations in 2025 and the orientation for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Structure of the Board of Directors in 2025

The Board of Directors of the Company consists of 03 members, chaired by Mr. Pham Ba Phu, specifically as follows:

No.	Full Name	Position in BOD	Position in the Company
1	Pham Ba Phu	Chairman of the BOD	-
2	Dang Ngoc Hung	Member of the BOD - General Director	General Director
3	Nguyen Tong Thang	Independent Member BOD	-

2. Meetings of the Board of Directors in 2025

In 2025, the Board of Directors held 11 regular and ad hoc meetings to approve and promptly resolve matters within its authority.

All meetings of the Board of Directors were conducted in accordance with the order and procedures prescribed by the Law on Enterprises and the Charter on organization and operation of the Company.

All members of the Board of Directors fully attended the meetings and complied with the direction of the Chairman of the meetings.

Each meeting was attended by members of the Supervisory Board to coordinate supervision and support the Board of Directors, ensuring the validity of matters and resolutions adopted by the Board of Directors.

Details of attendance at meetings:

No.	BOD Member	Position	Meetings Attended	Rate (%)
1	Pham Ba Phu	Chairman of the BOD	11/11	100%
2	Dang Ngoc Hung	BOD Member – General Director	11/11	100%
3	Nguyen Tong Thang	Independent BOD Member	11/11	100%

- Resolutions adopted by the Board of Directors in 2025

No.	Resolution No.	Date	Content	Approval rate	Notes
1	01/NQ-HĐQT	3/1/2025	Resolution on transactions with related parties	100%	
2	02/NQ-HĐQT	4/3/2025	Resolution on loan approval at VietinBank Nam Thai Nguyen	100%	Not subject to disclosure
3	03/NQ-HĐQT	19/03/2025	Approval of financial statements and business plan of subsidiary	100%	Not subject to disclosure
4	04/NQ-HĐQT	25/03/2025	Approval of transfer of assets attached to land and lease rights	100%	
5	05/NQ-HĐQT	10/4/2025	Approval of loan for TQIS at BIDV Nam Thai Nguyen	100%	Not subject to disclosure
6	06/NQ-HĐQT	14/04/2025	Approval of results of private placement to professional investors	100%	
7	07/NQ-HĐQT	16/04/2025	Adjustment of disbursement plan for capital raised from private placement	100%	
8	08/NQ-HĐQT	18/04/2025	Authorization for savings account and related party transactions	100%	
9	09/NQ-HĐQT	5/5/2025	Approval of plan to organize the 2025 AGM	100%	
10	10/NQ-HĐQT	30/08/2025	Change of audit firm and signing audit contract for FY2025	100%	
11	11/NQ-HĐQT	16/09/2025	Approval of financial statements and loan for TQIS	100%	

3. Implementation Results Of The 2025 General Meeting Of Shareholders' Resolutions

3.1. Business Performance

Under the direction of the Board of Directors, together with the efforts of the General Director and all employees of the Company, in 2025 the Company strived to implement and achieved the following results:

Unit: VND

Indicator	Plan 2025	Actual 2025	Completion (%)
Revenue	5,950,000,000,000	6,381,521,926,936	107.25%
Profit before tax	87,500,000,000	3,487,351,458	3.99%
Profit after tax	70,000,000,000	958,176,048	1.37%

In 2025, revenue exceeded the plan by 7.25%, reaching over VND 6,381 billion. However, profit after tax only reached VND 958 million.

This was mainly due to the Company's bank borrowings to ensure capital for restructuring production activities at its subsidiary, leading to a significant increase in financial expenses. In addition, the Company made a provision for doubtful receivables of VND 42.3 billion in 2025.

Due to the above reasons, the business results did not meet the planned targets. The Board of Directors and the management acknowledge this and will improve the efficiency of production and business operations in the coming period.

3.2. Report on Remuneration, Salaries, and Bonuses

- Remuneration for BOD and Supervisory Board in 2024. Implemented in accordance with the resolution approved at the 2024 AGM.
- Board of Directors' Remuneration:

No.	Position	Monthly (VND)	Annual (VND)
1	Chairman of the BOD	3.000.000	36.000.000
2	Member of BOD	2.000.000	24.000.000
3	Member of BOD	2.000.000	24.000.000
	Total:	7.000.000	84.000.000

- Remuneration of the Supervisory Board:

No	Position	Monthly (VND)	Annual (VND)
1	Head of Supervisory Board	2.000.000	24.000.000
2	Member of BOD	1.000.000	12.000.000
3	Member of BOD	1.000.000	12.000.000
	Total:	4.000.000	48.000.000

Salary and bonus of the General Director in 2025: **VND 202,120,368**

3.3. Audit and selection of audit firm in 2025

In 2025, the Company selected Nhan Tam Viet Auditing Co., Ltd. as the audit firm to perform the audit and review of the Company's financial statements.

The audit and review of semi-annual and annual financial statements were conducted fully and professionally, ensuring compliance with legal regulations and

accurately reflecting the Company's operating situation.

3.4. Relocation of the Company's head office

The Board of Directors directed the Management to relocate the Company's head office to No. 26 Ngo Be Street, Tan Hung Ward, Hai Phong City in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

The Company amended and supplemented its Charter and updated its Enterprise Registration Certificate in compliance with legal regulations.

3.5. Transfer of the steel billet production plant

In accordance with the policy approved by the Annual General Meeting of Shareholders in 2024 regarding the liquidation of the steel billet production plant, in 2025 the Board of Directors completed procedures and worked with competent authorities to finalize the transfer of assets attached to land and the land lease rights at the plant located in Kim Lien Commune, Kim Thanh District, Hai Duong Province to Hoang Gia Shipbuilding One Member Limited Liability Company.

4. Activities Of The Board Of Directors

4.1. General activities of members of the Board of Directors

Members of the Board of Directors fulfilled their assigned duties, supervised production and business activities and other operations, and promoted governance and management roles to improve efficiency and achieve the set targets.

Members actively contributed opinions in formulating policies and business strategies in line with market developments, aiming to maximize profits and promptly resolve issues to minimize losses and improve operational efficiency.

4.2. Activities of the Independent Member of the Board of Directors

The Independent Member of the Board of Directors attended all meetings and actively supervised and controlled the Company's management to ensure objectivity and reasonableness in the decisions of the Board of Directors.

4.3. Evaluation of the Board of Directors' activities

In general, members of the Board of Directors are experienced in the Company's business sector, providing directions that benefit the Company and ensure maximum interests of shareholders.

In 2025, the Board of Directors performed its functions and duties in compliance with the law and the Company's Charter, and closely supervised the Executive Board to ensure the implementation of resolutions approved by the 2025 Annual General Meeting of Shareholders.

4.4. Supervisory activities over the General Director

In 2025, the Board of Directors conducted regular supervision and direction of the General Director in accordance with its authority and in compliance with the Law on Enterprises and the Company's Charter:

Supervising operations through Board meetings, monthly executive meetings, and reports (quarterly and annual financial statements, business performance reports); Monitoring the implementation of directives to ensure all activities comply with legal regulations, AGM resolutions and Board resolutions;

Holding direct working sessions when necessary and assigning clear responsibilities to the General Director;

Setting development orientations and strategies in line with AGM resolutions.

5.5. Sub-committees under the Board of Directors

None.

5.6. Information disclosure and related party transactions

In 2025, the Board of Directors coordinated with the Supervisory Board and the General Director in performing periodic and ad hoc information disclosure in accordance with legal regulations.

The Company only had related party transactions with its subsidiary (Tuyen Quang Iron and Steel Company), which were conducted within authority and in compliance with regulations.

Details of related party transactions are presented in the 2025 corporate governance report.

II. PLAN AND ORIENTATION OF THE BOARD OF DIRECTORS IN 2026

1. Structure of the Board of Directors in 2026

In 2026, the Board of Directors is expected to maintain its current membership structure as in 2025.

2. Production and business plan for 2026

Based on the current business situation, the Board of Directors submits to the General Meeting of Shareholders for approval the production and business plan for 2026 with the following targets:

Indicator	Unit	Target
Charter Capital	VND	500,000,000,000
Net Revenue	VND	6,500,000,000,000
Profit After Tax	VND	50,000,000,000
Dividend	%	0%

3. Orientation of activities of the Board of Directors in 2026

In 2026, in addition to maintaining and improving the efficiency of the Board of Directors' operations and handling outstanding issues from 2025, the Board of Directors will focus on directing the following activities:

Ensuring that all activities of the Board of Directors are conducted in compliance

with legal regulations, based on the principle of majority, honesty and respect, to effectively implement the resolutions of the Annual General Meeting of Shareholders;

Developing the Company's production and business orientation in accordance with the resolutions of the 2026 Annual General Meeting of Shareholders to ensure completion of planned targets and achieve growth;

Building, strengthening and developing the Company's brand and enhancing brand recognition;

Accelerating and thoroughly handling the recovery of outstanding receivables;

Promoting strengths and improving weaknesses in the organizational and management system, completing corporate governance regulations, and ensuring management capacity and efficiency in line with the Company's Charter, legal regulations and actual operations;

Innovating salary, bonus and employee policies, improving decentralization mechanisms and administrative procedures;

Enhancing internal training and sending staff for professional development;

Ensuring and protecting the legitimate rights and interests of shareholders, and paying attention to income, benefits and working conditions of employees.

The above is the report of the Board of Directors on the results of operations in 2025 and the plan and orientation for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders./.

ON BEHALF OF THE BOARD OF
DIRECTORS CHAIRMAN



Phạm Bá Phú

No.: 02/2026/BC-GD

Hai Phong, April 29, 2026

REPORT OF THE GENERAL DIRECTOR
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
RESULTS OF OPERATIONS IN 2025 AND ORIENTATION FOR 2026

Respectfully submitted to the General Meeting of Shareholders,

Pursuant to the provisions of the Company's Charter and the resolutions adopted at the General Meeting of Shareholders, the Board of Directors respectfully reports to the General Meeting of Shareholders on the results of operations in 2025 and the orientation for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Structure of the Board of Directors in 2025

No.	Executive Member	Academic Qualifications	Note
1	Mr. Dang Ngoc Hung – General Director	Director Bachelor of Economics, MBA	
2	Ms. Le Thu Phuong – Deputy General Director	Bachelor of Finance and Accounting	

2. Business results in 2025

Unit: VND

Indicator	Actual 2024	Actual 2025	Growth (%)
Net revenue	5,528,816,582,131	6,381,324,761,936	14.61%
Cost of goods sold	5,359,019,797,751	6,143,820,624,050	14.64%
Financial income	8,329,262,261	24,474,719,281	193.84%
Financial expenses	162,101,389,525	147,441,737,467	-9.04%
Selling expenses	3,345,699,253	14,902,659,214	345.43%
Administrative expenses	61,532,917,954	100,224,673,629	62.88%
Other profit	-2,403,346,407	4,077,564,601	-
Profit before tax	-51,257,306,498	3,487,351,458	-

Indicator	Actual 2024	Actual 2025	Growth (%)
Profit after tax	-50,120,331,439	958,176,048	-

In 2025, the Company's operations experienced revenue growth compared to the same period in 2024, with net revenue increasing by over 15% and financial income growing by more than 193%. During the year, the Company increased its equity and reduced bank loans to alleviate the burden of financial expenses. However, 2025 remained a challenging year for the steel market in general, yet the Company's operations have gradually become profitable. In 2026, the stable operations of the subsidiary are expected to deliver high economic efficiency.

3. Activities of the General Director

3.1. Marketing and investment promotion activities

In 2025, the Company actively built and developed its image with existing customers, while also expanding investment promotion activities and seeking new customers to expand and develop current business operations and create new business opportunities.

3.2. Human resource management and training

In 2025, the Company's workforce increased to support business development plans.

New employees recruited all have qualifications from college level or higher. Employees are encouraged and facilitated to improve their qualifications.

The organizational structure was strengthened through policies on recruitment of qualified personnel, training and development, and periodic review of salary and bonus policies to enhance productivity and encourage innovation.

3.3. Corporate governance

In 2025, under the supervision of the Board of Directors and the Supervisory Board, the General Director fully implemented financial management tasks, including maintaining records and preparing periodic financial statements (quarterly, semi-annual reviewed, and annual audited financial statements).

The Company also complied with information disclosure obligations for periodic and extraordinary reports in accordance with legal regulations.

4. Implementation of resolutions approved by the 2025 AGM

Audit of financial statements

The Company signed an audit contract with Nhan Tam Viet Auditing Co., Ltd. and issued reviewed semi-annual financial statements and audited annual financial statements for 2025, and disclosed information in accordance with legal regulations.

Business plan implementation

Based on the current business situation, the General Director submits to the General Meeting of Shareholders the consolidated business plan for 2026 as follows:

Indicator	Plan 2025	Actual 2025	Completion (%)
Revenue	5,950,000,000,000	6,381,521,926,936	107.25%
Profit before tax	87,500,000,000	3,487,351,458	3.99%
Profit after tax	70,000,000,000	958,176,048	1.37%
Charter capital	500,000,000,000	500,000,000,000	-

II. PLAN AND ORIENTATION OF THE GENERAL DIRECTOR IN 2026

1. Organizational structure

In 2026, depending on the actual business situation, the Company will adjust the structure of the Executive Board accordingly.

2. Business Plan for 2026

Indicator	Unit	Plan
Charter capital	VND	500,000,000,000
Revenue	VND	6,500,000,000,000
Profit after tax	VND	50,000,000,000
Dividend	%	0%

3. Orientation of activities

In 2026, in the context of global economic challenges and the steel industry, the General Director focuses on:

- Improving governance and management mechanisms to ensure stable operations;
- Strengthening management of receivables to minimize capital occupation;
- Training and restructuring human resources to improve efficiency;
- Maintaining and developing relationships with customers and partners;
- Ensuring the legitimate rights and interests of shareholders and employees.

The above is the report of the General Director on the results of operations in 2025 and the plan and orientation for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders./.

GENERAL DIRECTOR


Đặng Ngọc Hưng

REPORT OF THE SUPERVISORY BOARD
The 2026 Annual General Meeting Of Shareholders
Results Of Operations In 2025 And Plan For 2026

Respectfully submitted to the General Meeting of Shareholders,

Pursuant to the functions and duties of the Supervisory Board as stipulated in the Charter of B.C.H Joint Stock Company;

Based on the results of operations in 2025 of B.C.H Joint Stock Company;

The Supervisory Board respectfully reports to the 2026 Annual General Meeting of Shareholders on the results of operations in 2025 and the plan for 2026 as follows:

A. RESULTS OF OPERATIONS IN 2025

I. Structure of the Supervisory Board

The Supervisory Board consists of 03 members:

- Head: Mr. Le Thanh Tuan
- Member: Mr. Vu Van Duong
- Member: Ms. Nguyen Thi Linh

1. Activities of the Supervisory Board in 2025

- Supervising and inspecting the management and implementation of the 2025 profit plan of the Board of Directors and the Executive Board; reviewing the issuance of resolutions and decisions in compliance with authority and legal regulations;
- Supervising the implementation of production and business plans through financial statements and periodic reports; monitoring financial status, capital balance and cash flow management;
- Check the reasonableness, legality, and honesty of the business activity reports and the level of diligence in organizing accounting, statistical work, and financial reporting. Review the company's financial statements for 2025, including quarterly financial reports, semi-annual reviewed financial statements, and audited financial statements.
- Evaluating internal governance activities and providing recommendations to improve the operating and control systems;
- Monitoring information disclosure activities to ensure accuracy, timeliness and compliance with legal regulations.

2. Meetings and recommendations

- In 2025, the Supervisory Board held 04 quarterly meetings;



- Based on the actual business situation, the Supervisory Board made the following recommendations to the Board of Directors:
- Strengthening the handling of receivables and doubtful debts, and controlling input costs to ensure financial efficiency;
- Standardizing and synchronizing internal processes and operations, promoting proactive management and enhancing employee motivation;
- Enhancing market forecasting and promotion activities, expanding relationships with domestic and international partners.

3. Remuneration of the Supervisory Board

Shareholders are requested to refer to the proposal on remuneration of the Board of Directors and the Supervisory Board for 2025 submitted to the General Meeting of Shareholders.

II. RESULTS OF SUPERVISORY ACTIVITIES

1. Supervision of the Board of Directors and Executive Board

In 2025, the Supervisory Board monitored the activities and compliance of the Board of Directors and the General Director of the Company in accordance with the provisions of the Company's Charter, closely inspecting the Company's operations to ensure the legitimate rights of shareholders.

The Supervisory Board monitored the implementation of business plans, participated in meetings and reviewed reports of the Executive Board to promptly provide recommendations

It also supervised the implementation of AGM resolutions and ensured that resolutions of the Board of Directors were issued within authority.

Financial activities, contracts and transactions were closely monitored; quarterly financial statements were reviewed; and coordination with the Board of Directors was maintained in supervising business operations.

Members of the Supervisory Board attended meetings of the Board of Directors and the Executive Board to provide opinions, minimize risks and ensure compliance with laws and the Company's Charter.

In 2025, no requests were received from shareholders or groups of shareholders for inspection of management or operational matters.

2. Coordination with the Board of Directors and Executive Board

In 2025, the Supervisory Board closely coordinated with the Board of Directors and the Executive Board to monitor business operations and provide opinions in compliance with legal regulations and in protection of shareholders' interests.

The Supervisory Board acknowledged the cooperation of the Board of Directors and the Executive Board in providing timely and accurate information and organizing meetings.

Financial statements were reviewed to ensure they fairly reflected the Company's financial position and business results.

3. Review of audited financial statements

The 2025 financial statements were audited by Nhan Tam Viet Auditing Co.,

Ltd., a firm approved by the State Securities Commission to audit public companies.

The financial statements fairly and reasonably present, in all material respects, the financial position of the Company as at December 31, 2025, as well as its business results and cash flows for the year, in accordance with Vietnamese accounting standards and relevant legal regulations.

3.1. Key financial indicators as at December 31, 2025

Item	Amount (VND)
Charter capital	500,000,000,000
Total revenue	6,381,521,926,936
Profit before tax	3,487,351,458
Profit after tax	958,176,048

Summary of financial position as at December 31, 2025

Assets:

Item	Amount (VND)
Short-term assets	2,396,015,758,624
Cash and cash equivalents	54,171,337,757
Short-term financial investments	20,236,953,487
Short-term receivables	805,655,323,040
Inventories	1,498,604,381,857
Other short-term assets	17,347,762,483
Long-term assets	1,102,487,447,692
Long-term receivables	22,537,669,933
Fixed assets	1,032,190,775,925
Construction in progress	5,444,450,232
Other long-term assets	42,314,551,602
Total assets	3,498,503,206,316

Liabilities and Equity:

Item	Amount (VND)
Liabilities	2,548,430,435,701
Short-term liabilities	2,231,430,435,701
Long-term liabilities	317,000,000,000
Equity	950,072,770,615
Owner's equity	950,072,770,615
Retained earnings	310,572,770,615
Total capital	3,498,503,206,316

3.2. Financial management

- The Company complied with financial expenditure regulations;
- Receivables, payables and advances were reconciled;
- Funds were appropriated in accordance with regulations;
- Fixed assets and tools were properly managed and depreciated;
- Tax obligations were fully fulfilled.

4. Organization, labor and remuneration**4.1. Organization**

The Company has functional departments including Administration – HR, Finance – Accounting, Business, Marketing and Investment.

Internal regulations and policies were established in compliance with legal regulations and the Company's Charter.

4.2. Labor and remuneration

The Company ensured payment of salaries and bonuses in accordance with labor contracts and legal regulations.

Appropriate measures were taken to balance business efficiency and employee benefits.

The Company also ensured social insurance and welfare policies and organized training and engagement activities to improve productivity and work quality.

B. OPERATIONAL PLAN FOR 2025**I. Structure of the Supervisory Board**

No changes are expected in 2026.

II. Working plan of the Supervisory Board

- Organizing quarterly meetings and evaluating performance;
- Supervising management activities of the Board of Directors and Executive Board;
- Reviewing financial statements before submission;
- Enhancing professional capacity of members;
- Performing other duties assigned by the General Meeting of Shareholders.

C. RECOMMENDATIONS

- Approving the 2026 working plan of the Supervisory Board;
- Developing detailed business plans and market assessments;
- Enhancing risk management and human resource quality;
- Improving internal governance and applying IT;
- Strengthening recruitment and training.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval./..

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



Lê Thanh Tuấn

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: The 2026 Annual General Meeting of Shareholders
B.C.H Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of B.C.H Joint Stock Company;

1. Approval of the audited financial statements for 2025

The Board of Directors of B.C.H Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the audited financial statements for 2025, which were audited by Nhan Tam Viet Auditing Co., Ltd., including the following reports:

The 2025 financial statements were audited by Nhan Tam Viet Auditing Co., Ltd. in accordance with applicable auditing standards, reviewed and appraised by the Supervisory Board, and disclosed by the Board of Directors in accordance with regulations, and posted on the Company's website: <https://bch.com.vn>, including:

1. Report of the General Director;
2. Independent Auditor's Report;
3. Balance sheet as at December 31, 2025;
4. Statement of profit and loss for the period from January 1, 2025 to December 31, 2025;
5. Cash flow statement for the period from January 1, 2025 to December 31, 2025;
6. Notes to the financial statements for the year ended December 31, 2025.


Details of the reports have been disclosed on the official website of the Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- General Meeting of Shareholders;
- Supervisory Board;
- Archives.

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



Pham Ba Phu

No.: 02/2026/TTr-HĐQT

Hai Phong, April 29, 2026

PROPOSAL

Re: Selection Of Audit Firm For The Financial Statements In 2026

To: The 2026 Annual General Meeting of Shareholders
B.C.H Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of B.C.H Joint Stock Company;
- Pursuant to the audit plan for the 2026 financial statements of B.C.H Joint Stock Company;

1. Criteria for selection of independent audit firm

Being an independent audit firm with reputation, approved by the State Securities Commission and the Ministry of Finance to audit issuers, public companies and listed organizations;

Being an international or domestic audit firm with reputation in audit quality;

Having a team of auditors with high qualifications and experience, meeting the requirements on scope and audit schedule, with reasonable audit fees in line with audit quality based on audit fee proposals and scope of work.

2. Proposed audit firm

Based on the above criteria, the Board of Directors considers and proposes:

AASC Auditing Firm Company Limited is one of the reputable and qualified audit firms, approved by the State Securities Commission to audit issuers and listed organizations.

The Board of Directors proposes to select AASC Auditing Firm Company Limited as the audit firm for the Company's financial statements in 2026.

3. Authorization for selection of audit firm

In case of force majeure resulting in AASC Auditing Firm Company Limited being unable to perform the audit of the Company's financial statements, the Board of Directors proposes that the General Meeting of Shareholders authorizes the Board of Directors to select another audit firm in accordance with the criteria stated in Section 1 of this proposal.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- The General Meeting of Shareholders;
- Board of Directors, General Director, Supervisory Board;
- Archived.

ON BEHALF OF THE BOARD OF
MANAGEMENT CHAIRMAN



Pham Ba Phu

No.: 03/2026/TTr-HĐQT

Hai Phong, April 29, 2026

PROPOSAL
Re: Approval Of Profit Distribution Plan For 2025 And
Business Plan For 2026

To: The 2026 Annual General Meeting of Shareholders
B.C.H Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of B.C.H Joint Stock Company;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for discussion and approval the profit after tax distribution plan for 2025 and the production and business plan for 2026 as follows:

1. Profit after tax distribution plan for 2025

Based on the 2025 business results, as the Parent Company continued to record a loss, the Board of Directors respectfully proposes to the General Meeting of Shareholders not to distribute dividends for the year 2025.

2. Business plan for 2026

Based on the business results in 2025 and forecast of the market situation in 2026, the Board of Directors proposes the business plan for 2026 as follows:

No.	Plan	2026
1	Net revenue (VND)	6,500,000,000,000
2	Profit before tax (VND)	62,500,000,000
3	Profit after tax (VND)	50,000,000,000
4	Charter capital (VND)	500,000,000,000

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- Annual General Meeting of Shareholders;
- Board of Management, General Director, Supervisory Board;
- Archives.



**ON BEHALF OF THE BOARD
OF MANAGEMENT CHAIRMAN**

Pham Ba Phu

No.: 04/2026/TTr-HĐQT

Hai Phong, April 29, 2026

PROPOSAL

**Re: Approval Of Finalized Remuneration In 2025 And Estimated
Remuneration In 2026 For The Board Of Directors
And The Supervisory Board**

To: The 2026 Annual General Meeting of Shareholders
B.C.H Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of B.C.H Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the finalized remuneration in 2025 and the estimated remuneration in 2026 for members of the Board of Directors and the Supervisory Board as follows:

1. Remuneration of the Board of Directors in 2025

Unit: VND

No.	Position	Remuneration/Month	Remuneration/Year
1	Chairman of the Board of Directors	3.000.000	36.000.000
2	Member of the Board of Directors	2.000.000	24.000.000
3	Member of the Board of Directors	2.000.000	24.000.000
	Total:	7.000.000	84.000.000

2. Remuneration of the Supervisory Board in 2025

Unit: VND

No.	Position	Remuneration/Month	Remuneration/Year
1	Head of the Supervisory Board	2.000.000	24.000.000
2	Member of the Supervisory Board	1.000.000	12.000.000

3	Member of the Supervisory Board	1.000.000	12.000.000
	Total:	4.000.000	48.000.000

3. Estimated remuneration for 2026

Board of Directors: (Same as 2025)

Supervisory Board: (Same as 2025)

The remuneration of the Board of Directors and the Supervisory Board in 2026 will be finalized at year-end based on the Company's business results and reported at the next Annual General Meeting of Shareholders.

Recipients:

- Annual General Meeting of Shareholders;
- Board of Management, General Director, Supervisory Board;
- Archives.

ON BEHALF OF THE BOARD OF
MANAGEMENT CHAIRMAN



Pham Ba Phu



05/2026/TTr-HĐQT

Hai Phong, April 29, 2026

PROPOSAL

**Re: Approval Of Share Transfer Resulting In Ownership Exceeding 25%
Of Charter Capital Without Public Tender Offer**

To: The 2026 Annual General Meeting of Shareholders
B.C.H Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 guiding the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter on organization and operation of B.C.H Joint Stock Company;

Based on the proposal of the shareholder, Thai Hung Trading Joint Stock Company (Enterprise Registration No.: 4600310787),

The Board of Directors has worked with Thai Hung Trading Joint Stock Company regarding the intention of Thai Hung Trading Joint Stock Company and its related persons to receive the transfer of BCA shares without conducting a public tender offer in accordance with Clause 1, Article 35 of the Law on Securities No. 54/2019/QH14.

Thai Hung Trading Joint Stock Company is a leading steel manufacturing and trading enterprise in Thai Nguyen, currently holding voting shares, equivalent to% of the charter capital of B.C.H Joint Stock Company.

Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the share transfer transaction of BCA shares to increase the ownership ratio without conducting a public tender offer with the following specific contents:

1. Transferors not required to conduct a public tender offer:
Shareholders of B.C.H Joint Stock Company
(List attached in the appendix to this proposal)
2. Transferee not required to conduct a public tender offer:
Thai Hung Trading Joint Stock Company
3. Cases not required to conduct a public tender offer:

The organization specified in Section 2 above is not required to conduct a public tender offer when receiving the transfer of voting shares of B.C.H Joint Stock Company owned by the shareholders specified in Section 1, resulting in the ownership



ratio reaching or exceeding thresholds of 25%, 35%, 55%, 65% and 75% of the voting shares of B.C.H Joint Stock Company in accordance with the law.

4. Transaction method:

Transfer through order matching and/or negotiated transactions on the UPCoM trading system in accordance with regulations of the Stock Exchange.

5. Authorization:

The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the above transfer transaction to ensure the implementation of the contents of this Proposal after being approved by the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

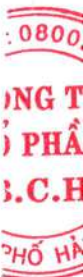
Recipients:

- Annual General Meeting of Shareholders;
- Board of Management, General Director, Supervisory Board;
- Archives.

ON BEHALF OF THE BOARD OF
MANAGEMENT CHAIRMAN



Pham Ba Phu



Appendix: List of Shareholders Transferring BCA Shares
(Attached to the Proposal No. 05/2026/TTr-HĐQT dated April 29, 2026)

Serial number	Full name	Number ĐKSH	Date of issue	Address	Quantity
1	Đặng Ngọc Hưng	027079012291	05/08/2022	House number 214, Nguyen Trai Street, Bac Ninh City, Bac Ninh Province	1.500.000
2	Lê Thu Phương	019183000706	22/07/2022	House number 6, alley 2, lane 86 Hong Thai Street, Phu Thai Town, Kim Thanh District, Hai Duong Province	1.200.000
3	Nguyễn Văn Miện	030067000429	11/08/2021	Thủ Chinh, Dong Lac, Chi Linh, Hai Duong	1.500.000
4	Trần Nguyên Hưng	042078000865	12/04/2021	Group 06, Gia Sang, Thai Nguyen City, Thai Nguyen	1.500.000
5	Trương Thùy Giao	019184001172	12/04/2021	Group 05, Hoang Van, Thu, Thai Nguyen City, Thai Nguyen	1.700.000
6	Nguyễn Thị Lan Hương	019172008432	04/11/2022	Group 1, Trung Vuong Street, Thai Nguyen City, Thai Nguyen Province	1.700.000
7	Nguyễn Văn Thắng	038093006429	28/12/2022	Group 5, Gia Sang, Thai Nguyen City, Thai Nguyen	1.700.000
8	Dương Ngọc Huy	019085009064	17/12/2021	No. 09, alley 03, lane 209/1, CMT8 Street, Cam Gia Ward, Thai Nguyen City	2.400.000
9	Nguyễn Thị Huyền	004182000231	12/04/2021	Cam Vu Commune, Cam Giang District, Hai Duong Province	2.400.000
10	Phạm Quang Huy	014095005446	04/05/2021	Group 6 Determined, Son La Province	2.400.000
11	Nguyễn Mạnh Tuấn	019090013182	17/12/2021	Group 2, Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	2.400.000
12	Dương Thị Thúy Hà	019183001019	06/08/2023	Group 09, Quang Trung Ward, Thai Nguyen City, Thai Nguyen Province	2.400.000
13	Nguyễn Thị Thu	019179008580	25/06/2021	No. 70, Hoang Van Thu Street, Thai Nguyen City, Thai Nguyen Province	2.400.000
14	Ngô Tú Lan	019187011650	25/06/2021	No. 16, Alley 73, Tan Quang Street, Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	2.400.000
15	Đinh Văn Nghiêm	036095003067	31/07/2024	Giao Tan Commune, Giao Thuy District, Nam Dinh Province	1.700.000
16	Nguyễn Văn Kiên	024092000138	25/04/2021	An Hung New Urban Area, La Khe Ward, Ha Dong District, Hanoi City	1.700.000