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VIETNAM NATIONAL CEMENT CORPORATION
VICEM BIM SON PACKAGING JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: /TTr-BBBS

Bim Son, March ..., 2026

DRAFT

SUBMISSIONS

Payment of remuneration to the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 2025; Remuneration payment plan for 2026.

To: The General Meeting of Shareholders of Vicem Bim Son Packaging Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 and amendments and implementing guidelines;

Based on the Charter of Vicem Bim Son Packaging Joint Stock Company;

Based on the company's business performance results for 2025 and its business plan for 2026;

The Board of Directors of Vicem Bim Son Packaging Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the results of remuneration payments to the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers for the year 2025 and the remuneration payment plan for 2026 as follows:

1. Results of remuneration payments to the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers for the year . 2025

- Total remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2025: 420.000.000 VND has been paid.

- Salaries for the Director and other managers in 2025: To be implemented according to the Company's Salary Regulations.

2. Compensation plan for the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 2026.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the 2026 plan for paying remuneration to the Board of Directors, Supervisory Board, and Company Secretary as follows:

Signature Not Verified
Ký bởi: CÔNG TY CỔ PHẦN VICEM BAO BÌ BỈM SƠN
Ký ngày: 19/3/2026 14:17:31

No.	Job title	Quantity	Remuneration (VND/ People/ month)	Number of months/ year	Total amount (VND)
I	**Board of Directors**				
1	Chairman of the Board	1	6.000.000	12	72.000.000
2	Board Member	4	4.000.000	12	192.000.000
II	**Supervisory Board**				
1	Head of the Supervisory Board	1	4.000.000	12	48.000.000
2	Member of the Supervisory Board, Company Secretary	3	3.000.000	12	108.000.000
	Total				**420.000.000**

Salaries for the Director and other managers in 2026: To be implemented according to the Company's Salary Regulations.

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

Recipient:
- As above;
- Board of Directors, Supervisory Board (report);
- Board of Managements, Finance and Accounting Department
- Archived: Office, Board of Directors, General Meeting Documents .

O/B. BOARD OF DIRECTORS
CHAIRPERSON

Nguyen Thi Kim Chi