

No : 02/26/NQ-HĐQT

Ninh Binh, 27th March 2026

**RESOLUTION OF THE BOARD OF DIRECTORS  
SECOND QUARTER OF 2026**

**THE BOARD OF DIRECTORS OF VICEM PACKAGING BUT SON JSC.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020;

Pursuant to the Charter of Vicem But Son Packaging Joint Stock Company;

Pursuant to the Minutes of the Meeting of the Board of Directors of the Company No. 02/26/BB-BOD dated March 27, 2026.

**RESOLVES:**

**Article 1. Approval of the following specific contents:**

**1.1. Approval of the results of Quarter I:**

- Revenue: 114,1/84,4 billion VND = 135,2 % of the quarterly plan

- Profit: 1,5/1,8 billion VND = 83,3 % of the quarterly plan

*(Approved by 5/5 members = 100%).*

**1.2. Approval of the Quarter II of 2026 plan with the following key targets**

- Production and consumption volume of cement bags: 11,1 million units;

- Production and consumption volume of Jumbo & Sling bags: 310.000 units

- Sales revenue: 95,9 billion VND

- Profit: 0,3 billion VND

*(Approved by 5/5 members = 100%).*

**1.3. To ensure that the General Meeting is well-prepared and conducted in a thorough and organized manner, particularly with respect to personnel arrangements for the new term, the Board of Directors has agreed to extend the time for holding the 2026 Annual General Meeting of Shareholders as follows:**

- Official meeting date: May 28, 2026.

- Venue: Hall of Vicem But Son Packaging Joint Stock Company – Km 2, Van Cao Street, Truong Thi Ward, Ninh Binh Province.

- The list of shareholders entitled to attend the Meeting remains unchanged, based on the consolidated list of securities holders as of March 25, 2026.

*(Approved by 5/5 members = 100%).*

**1.4.** Approval of the reports to be presented at the 2026 Annual General Meeting of Shareholders, including:

- Draft Report on the activities of the Board of Directors;
- Draft Report on the activities of the Supervisory Board;
- Draft Report on the activities of the Executive Board;
- Report on business performance for 2025 as reflected in the audited 2025 financial statements;
- Proposal on profit distribution for 2025;
- Remuneration for the Board of Directors, Supervisory Board, and Company Secretary for 2025, and the remuneration plan for 2026;
- Selection of the auditing firm for the 2026 financial statements
- Amendment to Clause 1, Article 26 of the Company's Charter to stipulate that the number of members of the Board of Directors shall be five (05), consistent with previous terms;
- Dismissal of the Board of Directors and Supervisory Board for the 2021–2026 term and Election of the Board of Directors and the Supervisory Board for the 2026–2031 term.

*(Approved by 5/5 members = 100%).*

**1.5.** The Board of Directors assigns the Executive Board of the Company to balance production in line with the complex fluctuations in input material conditions, maintain business efficiency, and ensure effective receivables collection.

*(Approved by 5/5 members = 100%).*

**Article 2.** The Company Director and relevant functional departments are responsible for implementing this Resolution.

**Article 3.** This Resolution shall take effect from the date of signing./.

**Recipients::**

- Members of the BOD and Supervisory Board;
- BOD;
- Heads of affiliated units;
- Archived: Administration Office, BOD. *zh*

**BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Trung Chien**