

No.: 08/26/QD-DHCD

Ninh Binh, May 28th, 2026

DECISION

Regarding the Appointment of the Company's Chief Executive Officer

THE BOARD OF DIRECTORS OF VICEM PACKAGING BUT SON JOINT STOCK COMPANY

Pursuant to the 2020 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 Organization and Operation and the Internal Corporate Governance Regulations of Vicem But Son Packaging Joint Stock Company, as amended, supplemented, and approved at the Annual General Meeting of Shareholders held on May 28, 2026;

Pursuant to the Minutes of the Board of Directors' meeting of Vicem But Son Packaging Joint Stock Company held on May 28, 2026;

DECISION

Article 1: Appoint Mr. **Tran Ngoc Hung** – Member of the Board of Directors and Director of the Company, to continue serving as Director of Vicem Packaging But Son Joint Stock Company with effect from May 28, 2026.

Article 2: Mr. **Tran Ngoc Hung** shall perform the functions, duties, and powers of the Director in accordance with the Charter of Vicem But Son Packaging Joint Stock Company and other applicable laws and regulations.

Mr. **Tran Ngoc Hung** shall receive a salary of VND 22,609,400 corresponding to salary coefficient 4.78 – Grade 1/2 of the Company Director position (in accordance with the Company's salary scale issued together with Decision No. 182/14/QD-HDQT dated July 5, 2014)

Article 3: This Decision shall take effect from the date of signing.

The Board of Management, Heads of the Company's affiliated departments/units, and Mr. **Tran Ngoc Hung** shall be responsible for the implementation of this Decision.

ON BEHALF OF THE BOD

Chairman

Recipients:

- Party Committee, BOD, BOS Supervisory Board;
- As stated in Article 3;
- Filed at: Office Department, Company Secretary. *hr*



Hoang Trung Chien

No.: 09/26/QD-DHCD

Ninh Binh, May 28th, 2026

DECISION

Regarding the Appointment of the Company's Deputy Director

THE BOARD OF DIRECTORS OF VICEM PACKAGING BUT SON JOINT STOCK COMPANY

Pursuant to the 2020 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 Organization and Operation and the Internal Corporate Governance Regulations of Vicem But Son Packaging Joint Stock Company, as amended, supplemented, and approved at the Annual General Meeting of Shareholders held on May 28, 2026;

Pursuant to the Minutes of the Board of Directors' meeting of Vicem But Son Packaging Joint Stock Company held on May 28, 2026;

DECISION

Article 1: Appoint Mr. **Duong Minh Tuan** – Deputy Director cum Chief Accountant of the Company, to continue serving as Deputy Director cum Chief Accountant of Vicem Packaging But Son Joint Stock Company with effect from May 28, 2026.

Article 2: Mr. **Duong Minh Tuan** shall perform the functions, duties, and powers of the Deputy Director in accordance with the Charter of Vicem But Son Packaging Joint Stock Company and other applicable laws and regulations.

Mr. **Duong Minh Tuan** shall receive a salary of VND 20,149,800 corresponding to salary coefficient 4.26 – Grade 1/2 of the Company's Deputy Director position (in accordance with the Company's salary scale issued together with Decision No. 182/14/QD-HDQT dated July 5, 2014)

Article 3: This Decision shall take effect from the date of signing.

The Board of Management, Heads of the Company's affiliated departments/units, and Mr. **Duong Minh Tuan** shall be responsible for the implementation of this Decision.

Recipients:

- Party Committee, BOD, BOS Supervisory Board;
- As stated in Article 3;
- Filed at: Office Department, Company Secretary. *82*

ON BEHALF OF THE BOD

Chairman



Hoang Trung Chien

No.: 10/26/QD-DHCD

Ninh Binh, May 28th, 2026

DECISION

Regarding the Appointment of the Company's Deputy Director

THE BOARD OF DIRECTORS OF VICEM PACKAGING BUT SON JOINT STOCK COMPANY

Pursuant to the 2020 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 Organization and Operation and the Internal Corporate Governance Regulations of Vicem But Son Packaging Joint Stock Company, as amended, supplemented, and approved at the Annual General Meeting of Shareholders held on May 28, 2026;

Pursuant to the Minutes of the Board of Directors' meeting of Vicem But Son Packaging Joint Stock Company held on May 28, 2026;

DECISION

Article 1: Appoint Mr. **Tran Ngoc Tuan** – Deputy Director of the Company, to continue serving as Deputy Director in charge of Production of Vicem Packaging But Son Joint Stock Company with effect from May 28, 2026.

Article 2: Mr. **Tran Ngoc Tuan** shall perform the functions, duties, and powers of the Deputy Director in accordance with the Charter of Vicem But Son Packaging Joint Stock Company and other applicable laws and regulations.

Mr. **Tran Ngoc Tuan** shall receive a salary of VND 20,149,800 corresponding to salary coefficient 4.26 – Grade 1/2 of the Company's Deputy Director position (in accordance with the Company's salary scale issued together with Decision No. 182/14/QD-HDQT dated July 5, 2014)

Article 3: This Decision shall take effect from the date of signing.

The Board of Management, Heads of the Company's affiliated departments/units, and Mr. **Tran Ngoc Tuan** shall be responsible for the implementation of this Decision.

Recipients:

- Party Committee, BOD, BOS Supervisory Board;
- As stated in Article 3;
- Filed at: Office Department, Company Secretary.

ON BEHALF OF THE BOD

Chairman



Hoang Trung Chien