

## Appendix I

### NOTICE OF PERSONNEL CHANGE

(Issued together with Decision No. 21/QĐ-SGDVN dated December 21, 2021, of the General Director of the Vietnam Stock Exchange regarding the Regulation on Information Disclosure at the Vietnam Stock Exchange)

**VICEM HAI PHONG PACKAGING  
JOINT STOCK COMPANY**

Số: 40/CV- HDQT

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

*Hai Phong, June 30, 2026*

### NOTICE OF PERSONNEL CHANGE

(Template used for appointments and/or dismissals/resignations)

To: Hanoi Stock Exchange.

Pursuant to Decision No. 39/QĐ-HĐQT dated June 29, 2026, issued by the Board of Directors of Vicem Hai Phong Packaging Joint Stock Company, we hereby respectfully announce the following personnel changes at the Company:

Appointment details:

- Ms. Ha Thuy Mai
- Position prior to appointment:
- Appointed position: Chief Accountant
- Term of appointment: 5 years
- Effective date: From July 1, 2026

Case of dismissal/resignation:

- Mr.:
- Position vacated:
- Reason:
- Effective date:

This information was disclosed on the Company's website on June 30, 2026, at the following link: <https://hpvc.com.vn/chi-tiet-quyet-dinh-bo-nhiem-lai-ke-toan-truong-cong-ty-co-phan-vicem-bao-bi-hai-phong-252.html>

**CHAIRMAN OF THE BOARD OF DIRECTORS**

Attached documents:

- Decision No.39/QĐ-HĐQT
- List of related persons (Appendix III Circular 96/2020/TT-BTC)



*Nguyễn Thi Kim Chi*

**DECISION**

**Re-appointment of the Chief Accountant of  
Vicem Hai Phong Packaging Joint Stock Company**

**BOARD OF DIRECTORS  
VICEM HAI PHONG PACKAGING JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Vicem Hai Phong Packaging Joint Stock Company (the Company);

Pursuant to the Regulation on Personnel Management of Vicem Hai Phong Packaging Joint Stock Company;

Pursuant to Resolution No. 32/NQ-HDQT dated June 12, 2026, of the Company's Board of Directors regarding the approval of the policy to reappoint the Chief Accountant of Vicem Hai Phong Packaging Joint Stock Company.

Based on the reappointment dossier of Ms. Ha Thuy Mai;

Based on the Minutes of the Meeting on the Implementation of the Reappointment Process organized by the Company's Board of Directors on June 26, 2026;

The Company's Board of Directors,

**DECISION:**

**Article 1.** To reappoint Ms. Ha Thuy Mai to the position of Chief Accountant of Vicem Hai Phong Packaging Joint Stock Company. The term of reappointment is 05 years, effective from July 1, 2026.

**Article 2.** Ms. Ha Thuy Mai's salary serving as the basis for social insurance, health insurance, and unemployment insurance contributions, as well as her job title salary and other benefits, shall be set at the currently applicable levels.

**Article 3.** This Decision takes effect from the date of signing.

The Board of Directors, the Board of Management, the heads of affiliated units of Vicem Hai Phong Packaging Joint Stock Company, and Ms. Ha Thuy Mai are responsible for implementing this Decision.

Recipients:

- As per Article 3;
- Board of Directors,
- Supervisory Board (for reporting);
- Archives: Admin Dept,
- Board of Directors.



**For and on behalf of the Board of  
Directors Chairman**

**Nguyen Thi Kim Chi**