

**VICEM PACKAGING BUT SON
JOINT STOCK COMPANY**

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

No : 07/26/NQ-HĐQT

Ninh Binh, 21th October 2026

**RESOLUTION OF THE BOARD OF DIRECTORS
FOURTH 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. 08/26/BB-HĐQT dated *October 21th*, 2026.

RESOLVES:

Article 1. Approval of the following specific contents:

1.1. Approval of the results of Quarter III:

- Revenue: **109,8/76,7 billion VND = 143,2 %** of the quarterly plan
- Profit: **1,8/1,8 billion VND = 100,0 %** of the quarterly plan

(Approved by 4/4 members = 100%).

1.2. Approval of the results of the first nine months of 2026:

- Revenue: **363,2/259,2 billion VND = 140,1 %** of the quarterly plan
- Profit: **7,2/5,5 billion VND = 130,9 %** of the quarterly plan

(Approved by 4/4 members = 100%).

1.3. Approval of the Quarter IV of 2026 plan with the following key targets

- Production and consumption volume of cement bags: **13,5 million units;**
- Production and consumption volume of Jumbo & Sling bags: **300.000 units**
- Sales revenue: **84,5 billion VND**
- Profit: **1,2 billion VND**

(Approved by 4/4 members = 100%).

**1.4. Approval of the proposed key targets for the preparation of the 2027
Production and Business Plan:**

- Production and sales volume of cement bags: **57.0 million bags**
- Production and sales volume of Jumbo and Sling bags: **1.0 million bags**
- Total revenue: **VND 359.4 billion**
- Profit before tax: **VND 7.1 billion**
- Dividend payout ratio: **9.0%**
- Average monthly salary: **VND 11.0 million per employee per month**

(Approved by 4/4 members = 100%).

1.5. The Board of Directors unanimously approved the contents of the General Director's Submission No. 74/26/TT-BBS dated October 16, 2026, regarding the disposal of 123 GC0388 industrial sewing machines that have been fully depreciated.

(Approved by 4/4 members = 100%).

1.6. The Board of Directors assigns the Executive Management to develop a plan for additional salary payments in 2026, to continuously pay attention to employees' livelihoods, employment and morale, and to implement measures to maintain a stable workforce that meets production requirements.

(Approved by 4/4 members = 100%).

1.7. The Board of Directors assigns the Board of Management to continue researching and implementing improvements and investing in equipment for certain production stages using automation technology, such as automatic valve-folding machines, sewing machines, printing machines, automatic winding machines, etc., with the aim of reducing labor requirements and increasing production capacity.

(Approved by 4/4 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. *ec*

**BOARD OF DIRECTORS
CHAIRMAN**



Hoàng Trung Chien