

Number: 420 / NQ-ĐHĐCĐ

*Bim Son, April 15, 2026*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**VICEM BIM SON PACKAGING JOINT STOCK COMPANY**

*Based on the 2020 Enterprise Law and its guiding and amending documents;*  
*Based on the Charter of Vicem Bim Son Packaging Joint Stock Company;*  
*Based on the Minutes of the Annual General Meeting of Shareholders 2026*  
*of Vicem Bim Son Packaging Joint Stock Company, No. 419/BB-ĐHĐCĐ dated*  
*April 15, 2026.*

**RESOLUTION:**

**Article 1.** Approve the Report on Business Performance in 2025 and the Business Plan for 2026 as outlined in Report No. 394/BC-BBBS dated April 11, 2026 of the Company Director, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

The specific details are as follows:

**a) Business performance results for 2025:**

No.	Target	Unit	KQ in 2025
1.	Production output	Million shells	50,02
2.	Consumption volume	Million shells	49,99
3.	Total revenue	Million dong	267.511
4.	Profit before tax	Million dong	1.912
5.	Net profit after tax	Million dong	1.447
6.	EBITDA	Million dong	3.878
7.	RoE	%	1,64
8.	Budget payable	Million dong	2.848
9.	Dividend payout ratio	%	3

**b) Business production plan for 2026:**

No.	Target	Unit	Plan 2026
1.	Production output	Million shells	48,150
2.	Consumption volume	Million shells	48,150
3.	Total revenue	Million dong	256.906



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4.	Profit before tax	Million dong	2.105
5.	Net profit after tax	Million dong	1.408
6.	EBITDA	Million dong	6.207
7.	ROE	%	1,60
8.	Budget payable	Million dong	3.520
9.	Dividend payout ratio	%	3

**Article 2.** Approve the Board of Directors' Activity Report for 2025 and the activity plan for 2026 as outlined in Report No. 395/BC -BBBS dated April 11, 2026 of the Company's Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

**Article 3.** Approve the Report on the performance of the Supervisory Board in 2025 and the plan of activities for 2026 as outlined in Report No. 396/BC-BKS dated April 11, 2026 of the Supervisory Board, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

**Article 4.** Approve the Report of the Independent Board Member on the activities of the Board of Directors in 2025, as outlined in Report No. 397 /BC-BBBS dated April 11, 2026 of Independent Board of Directors member, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

**Article 5.** Approve the audited financial statements for 2025 as outlined in Proposal No. 398/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

**Article 6.** Approve the Profit Distribution Plan for 2025 as outlined in Proposal No. 399/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

Specifically, as follows:

No.	Target	Amount (VNĐ)
<b>I</b>	<b>Owner's equity</b>	<b>38.000.000.000</b>
<b>II</b>	<b>Profit distribution</b>	
1	Profit before tax realized in 2025	1.912.009.573
2	Corporate income tax payable	464.677.846
3	Undistributed after-tax profit	1.447.331.727
4	Dividend distribution for 2025 (3% in cash)	1.140.000.000
5	Allocate funds for rewards and welfare.	307.331.727
6	Establish a fund for manager bonuses.	0

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**Article 7.** Approve the remuneration levels for the Board of Directors and Supervisory Board in 2025 and the remuneration plan for 2026 as outlined in Proposal No. 400/TTr-BBBS dated April 11, 2026 of the Board of Directors, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

7.1. Results of remuneration payments to the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 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.

7.2. Plan for remuneration of the Board of Directors, Supervisory Board, Company Secretary, and salaries of the Director and other managers in 2026:

No.	Job title	Remuneration (VND/person/month)
<b>I</b>	<b>Board of Directors</b>	
1	Chairman of the Board	6.000.000
2	Board Member	4.000.000
<b>II</b>	<b>Supervisory Board</b>	
1	Head of the Supervisory Board	4.000.000
2	Member of the Supervisory Board, Company Secretary	3.000.000
	<b>Total</b>	


**Article 8.** Approve the selection of the auditing firm for 2026 as outlined in Proposal No. 401/TTr-BKS dated April 11, 2026 of the Supervisory Board, with 3.219.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

**Article 9.** Approve the signing of a contract for the purchase and sale of KPK and PK cement bags with Bim Son Cement Joint Stock Company, as outlined in Proposal No. 403/TTr-BBBS dated April 11, 2026 of the Company's Board of Directors, with 1.357.813 voting shares in favor, representing 100% of the total voting shares of all shareholders present and voting at the General Meeting.

Regarding the content "Approval of signing the contract for the purchase and sale of KPK and PK packaging with Bim Son Cement Joint Stock Company", according to Clause 4, Article 167 of the 2020 Enterprise Law, VICEM is a shareholder with an interest related to the parties in the contract, and therefore does not have the right to vote on the aforementioned contracts at the General Meeting.



**Article 10:** This Resolution shall take effect from 11 hours 20 minutes on April 15, 2026.

The Board of Directors, the Supervisory Board, the Management Board, and all shareholders of Vicem Bim Son Packaging Joint Stock Company are responsible for implementing this Resolution. 

**Recipients:**

- SSC, Hanoi Stock Exchange (for reporting);
- As per Article 10;
- Company website;
- Archived: AGM Documents, Office, Secretary.

**O/B. GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRPERSON**



**Nguyễn Thi Kim Chi**

