

No: 39 /QD-HDQT

Hai Phong, June 29, 2026

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.

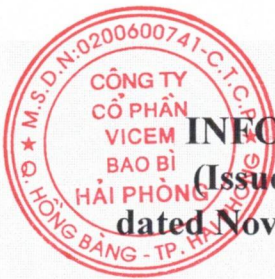
Recipients:

- 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



Appendix No. 03

INFORMATION DISCLOSURE FORM

(Issued with Circular No. 96/2020/TT-BTC
dated November 16, 2020 of the Minister of Finance)

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hai Phong, June 29, 2026

INFORMATION DISCLOSURE FORM

To: - State Securities Commission;

- Hanoi Stock Exchange.

1/ Full name: Ha Thuy Mai

2/ Gender: Female

3/ Date of birth: 18/12/1983

4/ Place of birth: Hai Phong

5/ ID Card No.: 031183027164; Date of issue: 18/01/2024; Issuing
authority: Department for Administrative Management of Social Order

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address: No. 13C92 - Hong Bang Ward - Hai Phong

9/ Phone number: 0906031688

10/ Email address: mai1983hcpc@gmail.com

11/ Name of the organization subject to information disclosure: Vicem Hai
Phong Packaging Joint Stock Company

12/ Current position at the organization subject to information disclosure:
Chief Accountant.

13/ Positions currently held at other organizations: None

14/ Number of shares held: 3,400 shares, accounting for 0.112% of charter
capital, of which:

+ Representing: 0 shares, accounting for 0%

+ Personally owned: 0.112%

15/ Holding commitments (if any)

16/ List of persons related to the declarant*:



No	Stock ticker symbol	Full name	Securities trading account	Position at the company (if any)	Relationship with the company /insider	Citizen Identity Card	No. NSH	Date of issue	Place of issue	Headquarters Address/Contact Address	Number of shares held at the end of the period	Ending shareholding ratio	The starting point is the time the individual becomes a related person of the company or an insider.	The time at which the person ceases to be a related person of the company or an insider	Reasons (when changes arise relating to items 13 and 1)	Notes (regarding the absence of an ID document number and other remarks)
1	2	3	4	5	6	7	8	9	10	11	12	13	15	16	17	
1		Ha Van Quy			Father					Passed away in 2001						
2		Hoang Thi Thanh			Mother					Passed away in 2020						
3		Nguyen Minh Ngan			Father-in-law					Passed away in 2021						
4		Nguyen Thi Chinh			Mother-in-law	030149003638		24/04/2021	CCS	No. 15/40 Nguyen Hong Quan - Hong Bang - Hai Phong						
5		Nguyen The Manh			Husband	031082013471		18/10/2022	CCS	No. 12, Lot 9, Resettlement Area, Hong Bang Ward, Hai Phong						
6		Nguyen Nhat Minh			Biological child	Still young				No. 12, Lot 9, Resettlement Area, Hong Bang Ward, Hai Phong						

7	Nguyen Ha Anh			Biological child	Still young							No. 12, Lot 9, Resettlement Area, Hong Bang Ward, Hai Phong				
8	Ha Thi Hoai Thu			Older sister	031176000972	23/12/2021						No. 19C92, Hong Bang Ward, Hai Phong				
9	Ha Thi Mai Huong			Older sister	031178001066	28/06/2021					CCS	No. 3/286 Le Lai, Ngo Quyen Ward, Hai Phong				
10	Ha Minh Nguyet			Older sister	031180005507	13/04/2022					CCS	No. 13C92, Hong Bang Ward, Hai Phong				
11	Tran Quoc Binh			Brother-in-law	031075001401	19/12/2022					CCS	No 3/286 Le Lai, Ngo Quyen Ward, Hai Phong				
12	Han Sang Kyung			Brother-in-law								South Korean citizenship				

* Related person as defined in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

17/ Related interests regarding the public company or public fund:

18/ Conflicting interests with the public company or public fund:

I hereby declare that the above information is true and accurate; I accept full legal responsibility should any of it prove to be false.

DECLARANT



Ha Thuy Mai