Form 01/THQ

VICEM HAI PHONG PACKAGING JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 43/BBHP-KTTC
Re: Payment of 2025 Cash Dividends

Hai Phong, August .14, 2026

NOTICE

(Regarding the Record Date for Exercising the Right to Receive Cash Dividends)

To: Vietnam Securities Depository and Clearing Corporation (VSDC)

Name of securities registration organization: Vicem Hai Phong Packaging Joint Stock Company.
Trading name: HPVC
Head office: No. 3 Hanoi Street, Hong Bang Ward, Hai Phong City
Tel: 02253 821832 Fax: 02253 540272
We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the record date for preparing the list of holders of the following securities:
Name of security: Shares of Vicem Hai Phong Packaging Joint Stock Company
Ticker symbol: BXH
Type of security: Ordinary shares
Par value: VND 10,000/share
Trading venue: HNX
Record date: September 14, 2026
1. Purpose: Payment of 2025 cash dividends;
2. Detailed contents:
- Dividend rate: 2% (each share receives VND 200)
- Payment date: October 14, 2026;
- Place of payment:
+ For deposited securities: Shareholders shall receive dividends through the Depository Members (DMs) where their securities accounts are maintained.
+ For undeposited securities: Shareholders shall receive dividends at the Head Office of Vicem Hai Phong Packaging Joint Stock Company (on working days of the week) starting from October 14, 2026. When receiving dividends, shareholders must present their Citizen Identity Card (CCCD). In case of authorized receipt, a valid power of attorney and the CCCD of the authorized person must be presented.
VSDC is requested to prepare and send to our Company the list of securities holders as of the above-mentioned record date through VSDC's electronic communication portal system.

Recipients:
- As above;
- Hanoi Stock Exchange (HNX), State Securities Commission of Vietnam (SSC);
- Board of Directors, Supervisory Board (for reporting);
- Finance & Accounting Department;
- Archives.

LEGAL REPRESENTATIVE
COMPANY DIRECTOR

M.S.D.N: 0200600741 CÔNG TY CỔ PHẦN VICEM BAO BÌ HẢI PHÒNG Q. HỒNG BÀNG - TP. HẢI PHÒNG

Hong Anh Viet

**** Attached documents***
- Resolution of the 2026 General Meeting of Shareholders;
- Resolution of the Board of Directors approving the dividend payment schedule for 2025.

VICEM HAI PHONG PACKAGING JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No.: **42**/NQ-HĐQT	Hai Phong, August 14, 2026

RESOLUTION

On Approval of the Schedule for Payment of the 2025 Dividend

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Vicem Hai Phong Packaging Joint Stock Company;
- Pursuant to Resolution No. 23/NQ-ĐHĐCĐ.HPVC dated April 22, 2026 of the 2026 Annual General Meeting of Shareholders of Vicem Hai Phong Packaging Joint Stock Company;
- Pursuant to the Minutes consolidating the voting results of the members of the Board of Directors regarding the record date for payment of the 2025 dividend of Vicem Hai Phong Packaging Joint Stock Company,

RESOLVES:

Article 1. Approval of the Record Date for Payment of the 2025 Dividend

To notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the record date for preparing the list of securities holders as follows:

- **Security name:** Shares of Vicem Hai Phong Packaging Joint Stock Company
- **Ticker symbol:** BXH
- **Type of security:** Common shares
- **Par value:** VND 10,000 per share
- **Trading venue:** HNX
- **Record date:** September 14, 2026

Purpose: Payment of the 2025 cash dividend.

Dividend rate: 2% per share (one share entitles the holder to VND 200).

Payment date: October 14, 2026.

Place of payment:

- For deposited securities: Shareholders shall receive dividends through the depository members where their securities accounts are maintained.

- For non-deposited securities: Shareholders shall receive dividends at the Accounting Department of Vicem Hai Phong Packaging Joint Stock Company (during working days of the week), starting from October 14, 2026, upon presentation of their Citizen Identity Card (CCCD) or Identity Card (CMND).

Article 2. Implementation Provisions

The Board of Directors, Board of Management, Supervisory Board and relevant departments shall be responsible for implementing the contents of this Resolution.

This Resolution shall take effect from the date of signing and shall serve as the basis for information disclosure on the Company's website and to relevant authorities.

Recipients:
- As stated in Article 2;
- Archived at: Administration Office, Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

CÔNG TY CỔ PHẦN VICEM BAO BÌ HẢI PHÒNG

Nguyen Thi Kim Chi

VICEM HAI PHONG PACKAGING JSC

No: 23/NQ-ĐHĐCĐ.HPVC

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hai Phong, April 22, 2026

RESOLUTION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VICEM HAI PHONG PACKAGING JOINT STOCK COMPANY

- Pursuant to the 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 of Vicem Hai Phong Packaging Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Vicem Hai Phong Packaging Joint Stock Company dated April 22, 2026,

RESOLVES:

Article 1: To approve the Report on business performance in 2025 and the business plan for 2026 of Vicem Hai Phong Packaging Joint Stock Company with the following key targets:

1. Business performance in 2025

- Production output: 29.199 million bags;
- Sales volume: 29.495 million bags;
- Total revenue: VND 265,033 million;
- Profit before tax: VND 1,274 million;
- Profit after tax: VND 912 million;
- ROE (Net profit/Equity): 1.65%;
- State budget contribution: VND 4,845 million;

2. Business plan for 2026

- Production output: 28 million bags;
- Sales volume: 28 million bags;
- Total revenue: VND 270,665 million;
- Profit before tax: VND 1,415 million;
- Profit after tax: VND 1,060 million;
- ROE (Net profit/Equity): 1.92%;
- State budget contribution: VND 6,790 million;
- Expected dividend for 2026: From 2% of charter capital or higher;

Article 2: To approve the Report on the activities of the Board of Directors in 2025 and the plan for 2026.

Article 3: To approve the evaluation report of the Independent Member of the Board of Directors in 2025.

Article 4: To approve the Report on the activities of the Supervisory Board in 2025 and the plan for 2026.

Article 5: To approve the audited financial statements for 2025.

Article 6: To approve the profit distribution plan for 2025 as follows:

- Total distributable profit in 2025: VND 912,318,636;
  - Dividend payment (2% x Charter capital): VND 602,408,000;
  - Welfare and bonus fund allocation: VND 309,910,636.

Article 7: To approve the remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2025 and the remuneration plan for 2026:

Position	Number of persons	Actual 2025 (VND/person/ month)	Total 2025	Plan 2026 (VND/person / month)	Total 2026
Board of Directors	05		**264,000,000**		**264,000,000**
Chairman of BOD	01	6,000,000	72,000,000	6,000,000	72,000,000
Members of BOD	04	4,000,000	192,000,000	4,000,000	192,000,000
Supervisory Board	03		**120,000,000**		**120,000,000**
Head of Supervisory Board	01	4,000,000	48,000,000	4,000,000	48,000,000
Members of Supervisory Board	02	3,000,000	72,000,000	3,000,000	72,000,000
Company Secretary	**01**	**3,000,000**	**36,000,000**	**3,000,000**	**36,000,000**
TOTAL			**420,000,000**		**420,000,000**

Article 8: To approve the list of selected auditing firms for the 2026 financial statements.

Article 9: Approval of amendments to the Company Charter regarding the address of the Head Office due to changes in administrative boundaries and updating of business lines in accordance with Decision 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister.

Article 10: To approve the signing of purchase and sale contracts with Vicem Hai Phong Cement One Member Limited Liability Company for 2027.

Article 11: This Resolution takes effect from April 22, 2026.

The Board of Directors, Board of Management, and all shareholders of Vicem Hai Phong Packaging Joint Stock Company are responsible for implementing this Resolution./.

Recipients:
- State Securities Commission (for reporting);
- As stated in Article 11;
- Archived: Administration.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON

Nguyen Thi Kim Chi