

No: /BC-BBBS

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REPORT OF INDEPENDENT MEMBERS EVALUATING THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024

I. GENERAL ASSESSMENTS:

About the performance of the Company's Board of Directors in 2024, the independent members of the Board of Directors have the following general assessments:

1. The Board of Directors has operated with a sense of responsibly and transparently in governance, strictly complied with regulations apply for listed companies and complied with the Company Charter.
2. The meetings of the Board of Directors were convened promptly and conducted in accordance with the procedures prescribed in the Company's Charter and Regulations.
3. The contents of the meetings were discussed and fully evaluated by the members to provide appropriate orientation and solutions for the Company.
4. Contents related to business and investment activities were regularly reviewed and evaluated in regular meetings.
5. Decisions at meetings are approved by majority rule, meeting minutes are fully prepared and signed by the Board of Directors members attending the meeting.

II. SPECIFIC ASSESSMENT

1. About structure

In 2024, the Board of Directors has five (05) members, including one (01) independent member. All members actively participate in the Company's production, business and investment activities.

2. About the BOD's operation

- In 2024, the Board of Directors held fourteen (14) meetings, including 07 in-person meetings and 07 meetings through the form of collecting written opinions. Independent members participated in 13/14 meetings of the Board of Directors.

- The meetings of the Board of Directors were convened and held with specific schedules, fully prepared documents, in compliance with the provisions of the Company

Charter and law. The content of the meetings was discussed, criticized, fully and carefully evaluated by the Board members.

- Subjects related to strategy, business plan, finance, corporate culture, and building a management system within the Company are all discussed and closely controlled by the Board of Directors and the Executive Board.

3. About the results of management and supervision

The Board of Directors has performed its role well in implementing the plans, policies and strategic directions set forth by the General Meeting of Shareholders.

- The Board of Directors has complied with the regulations on corporate governance, convened meetings to promptly direct and make decisions appropriate to the actual situation.

The Board of Directors has properly performed its role and responsibility in directing, supporting and supervising the Executive Board in implementing the tasks approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while balancing the interests between the Company and shareholders.

- Board members holding positions on the Executive Board regularly attend regular and extraordinary meetings of the Executive Board. Important decisions of the Executive Board are analyzed and consulted by Board members/Chairman to ensure the interests of the Company.

- Board members proactively identify their roles and responsibilities to support the Executive Board and share experiences, interact, and exchange with the Executive Board on corporate governance.

III. CONCLUSION

In 2024, the Board of Directors fully performed its representative function of the owners in supervising the Company's operations, providing appropriate orientation and timely direction to ensure effective use of resources to achieve the targets according to the Resolution of the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.

In addition to performing the management and supervision functions of the Executive Board, the Board of Directors has closely coordinated with the Executive Board to seek solutions to remove difficulties in production and business in 2024.

In general, in 2024, the domestic and international political and economic situation will have many fluctuations, negatively affecting the cement industry as well as packaging manufacturing companies. However, with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors has implemented fierce solutions in supervising and directing the Executive

Board to implement the resolutions of the General Meeting of Shareholders/the Board of Directors and successfully completed the goals set by the 2024 General Meeting of Shareholders, ensuring the interests of the Company and shareholders.

Above is the report of the Independent Member on assessment of the activities of the Board of Directors in 2024. Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- AGM2025
- BOD, BOS;
- Archives

INDEPENDENT MEMBER

Nguyen Duc Son