

NOTICE

Re: Nomination and self-nomination of members of the Board of Directors, independent members of the Board of Directors, and the Supervisory Board for the 2026–2031 term

To: Shareholders of Vicem Packaging Butson Joint Stock Company

Vicem But Son Packaging Joint Stock Company will hold the 2026 Annual General Meeting of Shareholders at 8:00 AM on May 28, 2026. This meeting marks the end of the 2021–2026 term of the Board of Directors, the Independent Board of Directors members, and the Supervisory Board. At the meeting, 05 members of the Board of Directors (including 01 independent member) and 03 members of the Supervisory Board will be elected for the 2026–2031 term.

Pursuant to the 2020 Law on Enterprises, the Company's Charter, and the Company's Corporate Governance Regulations, shareholders whose names appear on the shareholder list finalized as of March 25, 2026 are entitled to nominate, self-nominate, and aggregate their voting rights to nominate candidates for the Board of Directors, independent members of the Board of Directors, and the Supervisory Board as detailed below::

*** For the nomination of candidates to the Board of Directors and independent members of the Board of Directors:**

A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; and from 50% or more may nominate up to five (05) candidates

- Criteria for members of the Board of Directors: Not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises; possessing professional qualifications and experience in business administration or in the company's business lines/industries, and not necessarily being a shareholder of the company; members of the Company's Board of Directors may concurrently serve as members of the Board of Directors of other companies;

- Criteria for independent members of the Board of Directors:

- Having full civil legal capacity and not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

- Possessing professional qualifications and experience in business management or in the company's business lines/industries, and not necessarily being a shareholder of the company;

- Not currently working for the company, its parent company, or its subsidiaries; and not having worked for the company, its parent company, or its subsidiaries for at least three (03) consecutive years immediately preceding the time of appointment;

- Not receiving salary or remuneration from the company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;

- Not having a spouse, biological or adoptive parents, biological or adoptive children, or siblings who are major shareholders of the company, or who are managers of the company or its subsidiaries;

- Not directly or indirectly owning at least 1% of the total voting shares of the company;

- Not having served as a member of the Board of Directors or the Supervisory Board of the company for at least five (05) consecutive years immediately preceding, except in the case of being appointed for two (02) consecutive terms;

- Meeting other criteria as required by applicable laws (if any).

*** For the nomination of candidates to the Supervisory Board:**

A shareholder or a group of shareholders holding from 10% to less than 30% of the total voting shares is entitled to nominate one (01) candidate; from 30% to less than 50% may nominate up to two (02) candidates; and from 50% or more may nominate up to three (03) candidates

Criteria and conditions for members of the Supervisory Board: Candidates must meet the criteria and conditions as stipulated in Article 169 of the Law on Enterprises and must not fall into the following cases:

- Working in the accounting or finance department of the Company;
- Being a member or employee of an independent auditing firm that has audited the Company's financial statements within the preceding three (03) consecutive year

* Eligible shareholders or groups of shareholders are requested to submit nomination and self-nomination dossiers before **5:00 PM on May 11, 2026** in order to complete the procedures in accordance with regulations.

* Nomination and self-nomination dossier includes:

- Application for nomination/self-nomination of candidates to the Board of Directors, independent Board of Directors, and Supervisory Board (in the prescribed form);
- Curriculum vitae declared by the candidate/nominee (in the prescribed form);
- Certified true copies of: Identity Card/Citizen Identification Card or Passport (for foreigners), diplomas, certificates of educational qualifications and professional credentials;
- Disclosure of interests related to the Company and its related parties (if any);
- Other relevant information (if any).

* For further details and to download the nomination and self-nomination forms, shareholders are kindly requested to visit the Company's website at: <https://butsonpackaging.vn> under the "Shareholder News" section.

Note to shareholders: Candidates and nominees for the positions of members of the Board of Directors, independent members of the Board of Directors, and the Supervisory Board shall be responsible before the law and the General Meeting of Shareholders of Vicem But Son Packaging Joint Stock Company for the accuracy and truthfulness of their nomination and self-nomination dossiers.

* Dossiers should be sent to: Vicem But Son Packaging Joint Stock Company – Km2, Van Cao Street, Truong Thi Ward, Ninh Binh Province. Alternatively, please contact directly: Company Secretary – Ms. Le Thi Hien – 0848793311.

Recipients:

- Shareholders,
- Website posting; information disclosure,
- GM file archived. *gh*

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Hoang Trung Chien

