



SOCIALIST REPUBLIC OF VIETNAM

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INFORMATION OF THE CANDIDATE FOR THE BOARD OF DIRECTORS (BOD)
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)

1. Full name : HOANG TRUNG CHIEN
2. Sex: Male
3. ID Card/Citizen ID/Passport No.: 036068001537
4. Date of Birth: 22/10/1968
5. Place of Birth: Ninh Binh Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Ninh Binh
7. Permanent Address: 148 To Hien Thanh Street, Truong Thi Ward, Ninh Binh Province
8. Contact Phone Number: 0918045698
9. Educational Level: University Graduate
10. Professional Qualification: Law

Name of Degree	Level	Training Duration	Place of Training
Bachelor of Law	University	2008-2013	National Economics University

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No. ...
- Registered Address of the Legal Entity: ...
- Number of Shares Represented: ... according to the appointment document ...

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
1998 - 2021	Vicem Packaging But Son JSC	Member of BOD, Secretary
2021 - Now	Vicem Packaging But Son JSC	Chairman of BOD

13. Number of Shares Owned: 480.000 shares.
14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE INDEPENDENT MEMBER OF BOD
 VICEM PACKAGING BUT SON JOINT STOCK COMPANY
 TERM (2026–2031)**

1. Full Name: PHAM VAN MINH
2. Sex: Male
3. ID Card/Citizen ID/Passport No.: 036062019444
4. Date of Birth: 12/06/1962
5. Place of Birth: Ninh Binh Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Ninh Binh
7. Permanent Address: 25 Van Tien Dung Street, Thien Truong Ward, Ninh Binh
8. Contact Phone Number: 0912278053
9. Educational Level: Grade 10/10
10. Professional Qualification: Mechanical Engineer
11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)
 - Enterprise Registration Certificate No. ...
 - Registered Address of the Legal Entity: ...
 - Number of Shares Represented: ... according to the appointment document ...
12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
10/1987-01/1997	Ninh Binh Phosphate Fertilizer Company	Technical Staff, Deputy Workshop Manager of the Raw Materials Workshop
02/1997-04/2003	But Son Cement Packaging Joint Stock Company	Production Shift Leader, Deputy Head of Production & Technical Department, Head of Sales Department, Head of General Affairs Department
05/2003-06/2006	But Son Cement Packaging Joint Stock Company	Head of General Affairs Department, Deputy Director

07/2006-04/2008	Vicem Packaging But Son JSC	Chief Executive Officer (CEO)
05/2008-12/2013	Vicem Packaging But Son JSC	Chairman of the BOD cum Chief Executive Officer (CEO)
01/2014-04/2018	Vicem Packaging But Son JSC Vicem Tam Diep Cement One-Member Limited Liability Company	Chairman of the BOD General Director
05/2018-12/2022	Vicem Tam Diep Cement One-Member Limited Liability Company.	General Director
04/2023-nay	Vicem Packaging But Son JSC	Independent Member of Board of Directors the

13. Number of Shares Owned: 59.129 shares.

14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE BOARD OF DIRECTORS (BOD)
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)**

1. Full Name: TRAN NGOC HUNG
2. Sex: Male
3. ID Card/Citizen ID/Passport No.: 036072009998
4. Date of Birth: 28/04/1972
5. Place of Birth: Ninh Binh Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Ninh Binh
7. Permanent Address: 147 Bac Ninh Street, Nam Dinh Ward, Ninh Binh Province
8. Contact Phone Number: 0912840180
9. Educational Level: University Graduate
10. Professional Qualification: Accounting

Name of Degree	Level	Training Duration	Place of Training
Bachelor of Accounting	University	02/2002 – 11/2006	Academy of Finance

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No 0100106320

- Registered Address of the Legal Entity: No. 228, Le Duan Street, Van Mieu – Quoc Tu Giam Ward, Hanoi City

- Number of Shares Represented: 685.900 Shares according to the Representative Appointment Document No. 683/QĐ-VICEM dated 14/04/2026 issued by Vietnam Cement Corporation

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
01/1998 – 12/2001	Vicem Packaging But Son JSC	Chief Operator of Fiber Spinning Machine
01/2002 – 03/2006	Vicem Packaging But Son JSC	Production Shift Leader
04/2006 – 05/2008	Vicem Packaging But Son JSC	Deputy Workshop Manager
06/2008 – 04/2010	Vicem Packaging But Son JSC	General Affairs Department Staff
05/2010 – 06/2014	Vicem Packaging But Son JSC	Head of Planning Department
07/2014 – 03/2017	Vicem Packaging But Son JSC	Deputy Director

04/2017 – Đến nay	Vicem Packaging But Son JSC	Director, Member of the Board of Directors
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13. Number of Shares Owned: 0 shares.

14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE BOARD OF DIRECTORS (BOD)
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)**

1. Full Name: NGUYEN MANH HAI
2. Sex: Male
3. ID Card/Citizen ID/Passport No.: 012072000045
4. Date of Birth: 03/02/1972
5. Place of Birth: Muong Lay Ward, Dien Bien Province Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Dong Hung Commune, Hung Yen Province
7. Permanent Address: Apartment 2412B, Park 12, Vinhomes Times City Park Hill Urban Area, No. 25 Alley 13, Linh Nam Street, Vinh Tuy Ward, Hanoi City
8. Contact Phone Number: 0983394950
9. Educational Level: 12/12
10. Professional Qualification: Master's Degree in Economic Management

Name of Degree	Level	Training Duration	Place of Training
Mechanical Engineer	University	09/1991-5/1996	Hanoi University of Science and Technology
Master's Degree in Economic Management	Master's Degree	04/2017-04/2019	Vietnam University of Commerce

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No 0100106320

- Registered Address of the Legal Entity: No. 228, Le Duan Street, Van Mieu – Quoc Tu Giam Ward, Hanoi City

- Number of Shares Represented: 1.371.766 shares according to the Representative Appointment Document No. 683/QĐ-VICEM dated 14/04/2026 issued by Vietnam Cement Corporation

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
8/1996 - 07/1998	Mechanical & Electrical Department, But Son Cement Company Management Board	Technical Staff
07/1998 - 03/1999	Mechanical Workshop, But Son Cement Company	Technician

03/1999 - 10/2003	But Son Cement Company	Technical Staff
10/2003 - 10/2007	But Son Cement Company	Deputy Head of Department
10/2007 - 7/2011	But Son Cement JSC	Head of Department
7/2011 - 12/2015	VICEM But Son Cement JSC	Head of Department
12/2015 - 7/2018	VICEM But Son Cement JSC	Head of Department
7/2018 -11/2022	Vietnam Cement Corporation	Deputy Head of Department
11/2022 -12/2023	Vietnam Cement Corporation	Deputy In-Charge of Department
12/2023 - Now	Vietnam Cement Corporation	Head of Department

13. Number of Shares Owned: None

14. Interests Related to the Company and Its Related Parties: None.



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INFORMATION OF THE CANDIDATE FOR THE BOARD OF DIRECTORS (BOD)
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)

1. Full Name: NGO VIET HONG
2. Sex: Female
3. ID Card/Citizen ID/Passport No.: 025300000100
4. Date of Birth: 16/03/2000
5. Place of Birth: Phu Tho Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Ninh Binh
7. Permanent Address: No. 41/548 Nguyen Van Cu Street, Bo De Ward, Hanoi
8. Contact Phone Number: 0862325123
9. Educational Level: 12/12
10. Professional Qualification: University Graduate

Name of Degree	Level	Training Duration	Place of Training
Cử nhân Quản trị Quốc tế	Đại học	9/2018 - 9/2022	Ritsumeikan Asia Pacific University

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No. ...
- Registered Address of the Legal Entity: ...
- Number of Shares Represented: ... according to the appointment document ...

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
2022 – 2024	D&X Co., Ltd.	Sales Specialist
2024 – Now	Kanetora Joint Stock Company	Sales Specialist

13. Number of Shares Owned: 755.602 shares.

14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE SUPERVISORY BOARD
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)**

1. Full Name: TRAN DUC THIEN

2. Sex: Male

3. ID Card/Citizen ID/Passport No.: 036074006482

4. Date of Birth: 04/01/1974

5. Place of Birth: Truc Ninh Commune, Ninh Binh Province Nationality: Vietnamese

6. Ethnicity: Kinh Hometown: Truc Ninh Commune, Ninh Binh Province

7. Permanent Address: No. 6 Pham Huu Du Street, Nam Dinh Ward, Ninh Binh Province

8. Contact Phone Number: 0946238338

9. Educational Level: 12/12

10. Professional Qualification: Banking and Finance

Name of Degree	Level	Training Duration	Place of Training
Bachelor of Economics	University	1993-1997	National Economics University

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No. ...
- Registered Address of the Legal Entity: ...
- Number of Shares Represented: ... according to the appointment document ...

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
Từ 1998 đến 4/2011	Vicem Packaging But Son JSC	Accounting staff
Từ 5/2011- Nay	Vicem Packaging But Son JSC	Head of administration & human resources department
Từ 04/2022- Nay	Vicem Packaging But Son JSC	Head of supervisory board

13. Number of Shares Owned: 2.000 shares.

14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE SUPERVISORY BOARD
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)**

1. Full Name: TRAN DUY DUC
2. Sex: Male
3. ID Card/Citizen ID/Passport No.: 036086013303
4. Date of Birth: 10/06/1986
5. Place of Birth: Ninh Binh Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Thanh Nam Ward, Ninh Binh Province
7. Permanent Address: 88 My Xa Street, Truong Thi Ward, Ninh Binh Province
8. Contact Phone Number: 0964796218
9. Educational Level: 12/12
10. Professional Qualification: Engineer

Name of Degree	Level	Training Duration	Place of Training
University of Technology Education	University	2005-2010	Nam Dinh

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No. ...
- Registered Address of the Legal Entity: ...
- Number of Shares Represented: ... according to the appointment document ...

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
2016-Nay	Vicem Packaging But Son JSC	Technical Management
04/2022-Nay	Vicem Packaging But Son JSC	Member of the Supervisory Board

13. Number of Shares Owned: 0 shares.

14. Interests Related to the Company and Its Related Parties: None.



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**INFORMATION OF THE CANDIDATE FOR THE SUPERVISORY BOARD
VICEM PACKAGING BUT SON JOINT STOCK COMPANY
TERM (2026–2031)**

1. Full Name: VU THANH LOAN
2. Sex: Female
3. ID Card/Citizen ID/Passport No.: 036185023087
4. Date of Birth: 26/11/1985
5. Place of Birth: Ninh Binh Nationality: Vietnamese
6. Ethnicity: Kinh Hometown: Ninh Binh
7. Permanent Address: No. 40 Le Ngoc Ru Street, Thien Truong Ward, Ninh Binh Province
8. Contact Phone Number: 0983668688
9. Educational Level: 12/12
10. Professional Qualification: Regular College Degree in Accounting

Name of Degree	Level	Training Duration	Place of Training
College Diploma	Associate Degree	2004 - 2007	Hanoi University of Industry and Economics

11. Name of Legal Entity (in case of being the representative of contributed capital of a corporate shareholder)

- Enterprise Registration Certificate No. ...
- Registered Address of the Legal Entity: ...
- Number of Shares Represented: ... according to the appointment document ...

12. Working History: (Including positions held at different organizations at the same time)

Time	Work Unit	Position
2008 - 2010	Private enterprises in Hanoi	Office/Accounting Staff
2010 - 2011	Department of Culture, Sports and Tourism of Ha Giang Province	Office Staff
2011 - 2012	Film & Cultural Joint Stock Company – Department of Culture, Sports and Tourism of Ha Giang Province	Office Staff
2012 - 2014	Film and Cinema Culture Joint Stock Company – Department of Culture, Sports and Tourism of Ha Giang Province	Accounting Staff

2014 - 2024	Culture and Education Joint Stock Company – Department of Information and Communications of Ha Giang Province	Chief Accountant
2024 - 2026	Kanetora Bach Dang Joint Stock Company	Accounting Staff

13. Number of Shares Owned: 0 shares.

14. Interests Related to the Company and Its Related Parties: None.