

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Ninh Binh, 16th January 2026

(2025)

- *Name of company:* VICEM PACKAGING BUTSON JOINT STOCK COMPANY
- *Address of headoffice:* Km2 Van Cao st., Truong Thi ward, Ninh Binh
- *Telephone:* 0228.3845.183 Fax: 02283.840.395 Email: bbs@butsonpackaging.vn
- *Charter capital:* 60.000.000.000 VND
- *Stock symbol:* BBS
- *Governance model:* General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- *The implementation of internal audit:* Implemented

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	01-2025/NQ-ĐHCD	24/04/2025	<p>The General Meeting of Shareholders in 2025</p> <p>1. Approval of the report of the Board of Directors in 2024 - Approval rate: 100%</p> <p>2. Approval of the report of the Board of Supervisors in 2024. - Approval rate: 100%</p> <p>3. Approval of the report of Business Performance in 2024 and Business Plan in 2025. - Approval rate: 100%</p> <p>4. Approval of Audited Financial Statements in 2024. - Approval rate: 100%</p> <p>5. Approval of Profit distribution plan in 2024. - Approval rate: 100%</p> <p>6. Approval of the plan targets in 2025. - Approval rate: 100%</p> <p>7. Approval of the remuneration for the Board of Directors, the Board of Supervisors and the Secretary in 2024 and the remuneration plan for 2025. - Approval rate: 100%</p> <p>8. Approval of the selection of the auditing unit of the Financial Statements in 2025. - Approval rate: 63,26%</p> <p>9. Approval of amendments to the Charter of Company - Approval rate: 100%</p> <p>10. The Resolution takes effect from April 24th.</p>

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II. Board of Directors (Annual report):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Hoang Trung Chien	Chairman	24/06/2021	
2	Mr Tran Ngoc Hung	Member	08/04/2016	
3	Mr Duong Tuan Linh	Member	19/06/2020	
4	Mr Pham Van Minh	Independent member	27/04/2023	
5	Mr Nguyen Manh Hai	Member	27/04/2023	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Hoang Trung Chien	7/7	100%	
2	Mr Tran Ngoc Hung	7/7	100%	
3	Mr Duong Tuan Linh	7/7	100%	
4	Mr Pham Van Minh	7/7	100%	
5	Mr Nguyen Manh Hai	7/7	100%	

3. Supervising the Board of Management by the Board of Directors: Approving the monthly, quarterly and annual production and business reports.

4. Activities of the Board of Directors' subcommittees (If any): None.

5. Resolutions/Decisions of the Board of Directors (Semi-annual report):

No.	Resolution/Decision No.	Date	Content	Approval rate
I	Resolution			
1	01/25/NQ-HĐQT	21/01/2025	Resolution of the Board of Directors Quarter I/2025	100%
2	02/25/NQ-HĐQT	25/03/2025	Resolution of the Board of Directors Quarter II/2025	100%
3	03/25/NQ-HĐQT	21/05/2025	Approving the loan and ensuring credit extension plan at Vietnam Joint Stock Commercial Bank for Industry and Trade – Nam Dinh Branch	
4	04/25/NQ-HĐQT	12/06/2025	Approving the loan plan at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Nam Dinh Branch	100%
5	05/25/NQ-HĐQT	19/06/2025	Approving the mortgage and pledge of assets and the loan plan, guarantee according to the short-term credit line at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Thanh Nam Branch.	100%
6	06/25/NQ-HĐQT	15/07/2025	Resolution of the Board of Directors Quarter III/2025	100%
7	07/25/NQ-HĐQT	24/10/2025	Resolution of the Board of Directors Quarter IV/2025	100%
II	Decision			
1	01/25/QĐ-HĐQT	21/01/2025	Approval of the 2025's plan	100%
2	02/25/QĐ-HĐQT	21/01/2025	Promulgating norms of materials and raw materials in 2025	100%
3	03/25/QĐ-HĐQT	21/01/2025	Allocation of salary fund plan in 2025	100%

4	04/25/QĐ-HĐQT	21/01/2025	Approving the salary fund implemented in 2024	100%
5	05/25/QĐ-HĐQT	13/03/2025	Approval of investment for the installation of rooftop solar power system.	100%
6	06/25/QĐ-HĐQT	24/10/2025	Decision on the Adjustment of the Salary Regulation	
7	07/25/QĐ-HĐQT	24/10/2025	Decision on Supplementing, Amending, and Reissuing the Financial Management Regulation	
8	08/25/QĐ-HĐQT	03/11/2025	Approval of the Investment Plan for Two Water Chillers	

III. Board of Supervisors/Audit Committee (annual report):

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Mr Tran Duc Thien	Leader	26/04/2022	
2	Ms Nguyen Thi Thanh Hang	Member	26/04/2022	
3	Mr. Tran Duy Duc	Member	26/04/2022	

2. Meetings of Board of Supervisors or Audit Committee.

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr Tran Duc Thien	2/2	100%		
2	Ms Nguyen Thi Thanh Hang	2/2	100%		
3	Mr. Tran Duy Duc	2/2	100%		

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee: Monitoring the Company's operating and financial situation.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

- Supervision and control of production and business costs, the implementation of economic and technical norms.
- Supervise and examine the appropriation of funds, manage the use and accounting of funds deducted from profits, the situation of budget remittance.
- Periodically check and review the Financial Statements of 2025
- Coordinating with auditing units, auditing financial statements and making recommendations on the Company's financial management.

5. Other activities of the Board of Supervisors and Audit Committee (if any): None.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr Tran Ngoc Hung	28/04/1972	Bachelor of Economics	01/07/2014 01/04/2017
2	Mr Duong Minh Tuan	08/05/1982	Master Business Administration	01/07/2017
3	Mr Tran Ngoc Tuan	11/12/1981	Bachelor of Economics	01/07/2024



V. Chief Accountant

<i>Name</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal</i>
Mr Duong Minh Tuan	08/05/1982	Master Business Administration	01/06/2016

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company

No	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Hoang Trung Chien		Chairman of the BOD		Vicem packaging But Son JSC	27/04/2018 24/06/2021			Chairman of the BOD
2	Tran Ngoc Hung		Member of the BOD, Director		Vicem packaging But Son JSC	08/04/2016 01/04/2017			Member of the BOD, Director
3	Duong Minh Tuan		Deputy Director, Chief Accountant		Vicem packaging But Son JSC	01/06/2016 01/07/2017 26/04/2019			Deputy Director, Chief Accountant
4	Tran Ngoc Tuan		Deputy Director		Vicem packaging But Son JSC	01/07/2024			Deputy Director
5	Duong Tuan Linh		Member of the BOD		Vicem packaging But Son JSC	19/06/2020 01/10/2021			Member of the BOD
6	Pham Van Minh		Independent member of the BOD		25 Van Tien Dung str., Loc Ha ward, Nam Dinh city	27/04/2023			Member of the BOD
7	Nguyen Manh Hai		Member of the BOD		Group 6, Minh Khai ward, Phu Ly City, Ha Nam	27/04/2023			Member of the BOD
8	Tran Duc Thien		Head of the Board of Supervisors		Vicem packaging But Son JSC	08/04/2016 26/04/2022			Head of the Board of Supervisors
9	Nguyen Thi Thanh Hang		Member of the Board of Supervisors		Vicem packaging But Son JSC	08/04/2016 27/04/2018 26/04/2022			Member of the Board of Supervisors
10	Tran Duy Duc		Member of the Board of Supervisors		Vicem packaging But Son JSC	26/04/2022			Member of the Board of Supervisors
11	Le Thi Hien		Person in charge of corporate administration, Secretary		Vicem packaging But Son JSC	24/06/2021			Person in charge of corporate administration, Secretary

Note: No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects: None.

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)


1. The list of internal persons and their affiliated persons/ Transactions of internal persons and affiliated persons with shares of the Company (attached)

2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None.

Recipients:

- As above;

- Archives: VT. 

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)




Hoàng Trung Chien

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Hoàng Trung Chien		Chairman of the Board of Directors		Vicem packaging But Son joint stock company	480.000	8,00%	
1.1	Hoàng Trung Phat		Father					
1.2	Dao Thi To		Mother					
1.3	Nguyen Thi Hien		Mother in law					
1.4	Vu Thi Nga		Wife					
1.5	Hoàng Trung Quan		Son					
1.6	Hoàng Trung Kien		Son					
1.7	Hoang Thi Huyen		Sister					
1.8	Tran Kim Bang		Brother-in-law					
1.9	Hoàng Thi Hoa		Sister					
1.10	Tran Cong Thang		Brother-in-law					
1.11	Hoàng Thi Tuat		Sister					
1.12	Tran Duc Anh		Brother-in-law					
2	Tran Ngoc Hung		Member of the Board of Directors, Director		Vicem packaging But Son joint stock company	0	0%	
2.1	Tran Ngoc Phung		Father					
2.2	Vu Thi Ai		Mother in law					
2.3	Dang Thi Huong		Wife					
2.4	Tran Ngoc Phuc		Son					
2.5	Tran Ngoc Huy		Son					
2.6	Tran Thi Kim Lien		Sister					
2.7	Tran Thi Thuy Nga		Sister					
2.8	Tran Ngoc Lan		Sister					

2.9	Tran Thi Thanh		Sister					
2.10	Tran Thi Thang		Sister					
2.11	Ngo Ngoc Khanh		Brother-in-law					
2.12	Nguyen Van Hai		Brother-in-law					
2.13	Nguyen Tuan Dinh		Brother-in-law					
2.14	Dang Quoc Hai		Brother-in-law					
2.15	Nguyen Si Dung		Brother-in-law					
3	Duong Minh Tuan		Deputy Director, Chief Accountant		Vicem packaging But Son joint stock company	454.727	7,58%	
3.1	Duong Minh Tuy		Father					
3.2	Pham Thi Cuc		Mother			21.000	0,35%	
3.3	Nguyen Thi Can		Mother in law					
3.4	Tran Thi Nhung		Wife					
3.5	Duong Thi Cuc Phuong		Sister					
3.6	Vu Duc Hanh		Brother-in-law					
3.7	Duong Truc Linh		Daughter					
3.8	Duong Ngan Khanh		Daughter					
3.9	Duong Nhat Minh Huy		Son					
4	Tran Ngoc Tuan		Deputy Director		Vicem packaging But Son joint stock company	3.000	0,05%	
4.1	Tran Van Nhuan		Father					
4.2	Le Thi Chien		Mother					
4.3	Pham Manh Thang		Father in law					
4.4	Dang Thi Luong		Mother in law					

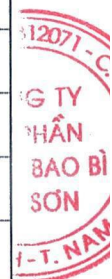
4.5	Pham Thi Thu		Wife					
4.6	Tran Minh Nhat		Son					
4.7	Tran Minh Khang		Son					
4.8	Tran The Anh		Brother					
4.9	Tran Quang Khanh		Brother					
5	Duong Tuan Linh		Member of the Board of Directors		Vicem packaging But Son joint stock company	461.085	7,68%	
5.1	Duong Dinh Tho		Father					
5.2	Nguyen Cong Hanh		Father in law					
5.3	Bui Thi Hoa		Mother in law					
5.4	Nguyen Thi Thao		Wife					
5.5	Duong Nguyen Yen Nhi		Daughter					
5.6	Duong Nhat Minh		Son					
5.7	Duong Minh Khoi		Son					
5.8	Duong Khanh Ngoc		Daughter					
5.9	Duong Dinh Truong		Brother					
5.10	Tran Thi Thu Huong		Sister-in-law					
5.11	Duong Thi Viet Nga		Sister					
5.12	Do Tuan Nam		Brother-in-law					
5.13	Duong Thi Minh Trang		Sister					
5.14	Doan Vu An		Brother-in-law					

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6	Pham Van Minh		Member of the Board of Directors			59.129	0,98%	
6.1	Pham Dinh Sung		Father					Dead
6.2	Duong Thi Le		Mother					Dead
6.3	Tran Quang Vien		Father in law					Dead
6.4	Luu Thi Phuong		Mother in law			0	0,00%	
6.5	Tran Thi Nen		Wife			282.000	4,70%	
6.6	Pham Minh Duc		Son				0,00%	
6.7	Pham Thu Thuy		Daughter			292.000	4,87%	
6.8	Pham Thi Cuc		Sister			21.000	0,35%	
6.9	Pham Manh Thang		Brother			0	0,00%	
6.10	Tran Thi Thanh Huyen		Sister-in-law			290.000	4,83%	
6.11	Tran Thanh Nghi		Brother-in-law			280.000	4,67%	
7	Nguyen Manh Hai		Member of the Board of Directors			0	0,00%	
7.1	Nguyen Thi Xuyen		Mother			0	0,00%	
7.2	Nguyen Van Lam		Father in law			0	0,00%	
7.3	Vu Thi Chien		Mother in law			0	0,00%	
7.4	Nguyen Vu Thanh Xuan		Wife			0	0,00%	
7.5	Nguyen Duy Anh		Son			0	0,00%	
7.6	Nguyen Manh Lan		Brother			0	0,00%	
7.7	Nguyen Thi Loan		Sister			0	0,00%	
7.8	Nguyen Thi Chau		Sister			0	0,00%	

7.9	Nguyen Bui Hung		Brother-in-law			0	0,00%	
7.10	Tran Thi Hanh		Sister-in-law			0	0,00%	
7.11	Nguyen Duy Tiep		Brother-in-law			0	0,00%	
8	Tran Duc Thien		Head of the Board of Supervisors		Vicem packaging But Son joint stock company	2.000	0,03%	
8.1	Tran Xuan Sinh		Father					
8.2	Nguyen Thi Hieu		Mother					
8.3	Vu Xuan Ba		Father in law					
8.4	Tran Thi Tuyet		Mother in law					
8.5	Vu Thi Mai Nga		Wife					
8.6	Tran Quynh Trang		Son					
8.7	Tran Duy Hung		Daughter					
8.8	Tran Thi Phuong Anh		Sister					
8.9	Nguyen Xuon Anh		Brother-in-law					
8.10	Tran Xuan Son		Brother					
8.11	Nguyen Thi Kim Hue		Sister-in-law					
8.12	Tran Thi Phuong Chi		Sister					
8.13	Tran Van Tuan		Brother-in-law					
9	Nguyen Thi Thanh Hang		Member of the Board of Supervisors			700	0,01%	
9.1	Le Hong Phong		Husband					
9.2	Le Nguyen Thuy Duong		Daughter					



9.3	Le Minh Hà		Daughter					
9.4	Nguyen Duc Kim		Father					
9.5	Dang Thi Vong		Mother					
9.6	Nguyen Viet Dung		Brother					
9.7	Nguyen Thi Tuyet		Sister-in-law					
9.8	Nguyen Thi Hien		Sister					
9.9	Nguyen Xuan Thu		Brother-in-law					
10	Tran Duy Duc		Member of the Board of Supervisors		Vicem packaging But Son joint stock company	0	0%	
10.1	Hoang Quynh Trang		Wife					
10.2	Hoang Trung Trong		Father in law					
10.3	Phung Thi Phuong		Mother in law					
10.4	Tran Duy Thuc		Father					
10.5	Trinh Thi Thai Lien		Mother					
10.6	Tran Duy Giang		Brother					
10.7	Tran Hoang Bach		Son					
11	Le Thi Hien		Person in charge of corporate administration, Secretary		Vicem packaging But Son joint stock company	0	0%	
11.1	Tran Thi Xuan		Mother					
11.2	Tran Bich Minh		Husband					

11.3	Tran Bich Ban		Father in law					
11.4	Tran Thi Hai		Mother in law					
11.5	Tran Le Minh Nhat		Son					
11.6	Tran Le Minh Quang		Son					
12	Trade Union Executive Committee of the Company		Political - social organizations of the public company (Trade Union, Youth Union....)			215.600	3,59%	

