

No.: 55/26/CV-BBS

Ninh Binh, day 28 month 05 year 2026

CHANGE IN PERSONNEL

(Applied to cases of appointment and/or dismissal/resignation)

To: Hanoi Stock Exchange

Based on General Mandate No. 01-2026/NQ-ĐHCD dated 28/05/2026 Vicem Packaging But Son Joint stock company, we would like to announce the change in personnel of Vicem Packaging But Son Joint stock company as follows:

In case of appointment (*):

1. Ms.: NGO VIET HONG

- *Former position in the organization:* None
- *Newly appointed position:* Member of the Board of Directors
- *Term:* 5 years (2026-2031)
- *Effective date:* 28/05/2026

2. Ms.: VU THANH LOAN

- *Former position in the organization:* None
- *Newly appointed position:* Member of the Supervisory Board
- *Term:* 5 years (2026-2031)
- *Effective date:* 28/05/2026

In case of dismissal/resignation:

1. Mr.: DUONG TUAN LINH

- *Former position in the organization:* Member of the Board of Directors
- *Dismissed/Resigned position:* Member of the Board of Directors
- *Current position:* After the dismissal/resignation, Mr Duong Tuan Linh is no longer an internal person of the company.
- *Reason (if any):* End of term of office
- *Effective date:* 28/05/2026

2. 1. Ms.: NGUYEN THI THANH HANG

- *Former position in the organization:* Member of the Supervisory Board
- *Dismissed/Resigned position:* Member of the Supervisory Board

- Current position: *After the dismissal/resignation, Ms Nguyen Thi Thanh Hang is no longer an internal person of the company.*
- Reason (if any): End of term of office
- Effective date: 28/05/2026

This information was published on the company's website on 28/05/2026, as in the link <https://butsonpackaging.vn/blogs/tin-tuc-co-dong/ngghi-quyet-bien-ban-dai-hoi-dong-co-dong-thuong-nien-nam-2026>.

Attached documents:

- *General Mandate on the change in personnel.*
- *Information Disclosure Form as Appendix III issued with Circular No. 96/2020/TT-BTC.*

Organization representative
Legal representative
(Signature, full name, position, and seal)



GIÁM ĐỐC
TRẦN NGỌC HÙNG

CIRRICULLUM VITAE

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

THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom – Happiness

Ninh Binh, day 28 month 05 year 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ *Full name:* **Vu Thanh Loan**

2/ *Sex:* Female

3/ *Date of birth:* 26/11/1985

4/ *Place of birth:* Ninh Binh

5/ *ID card No. (or Passport No.):* 036185023087 *Date of issue* 29/10/2025 *Place of issue* Police Department

6/ *Nationality:* Viet Nam

7/ *Ethnic:* Kinh

8/ *Permanent residence:* 40 Le Ngoc Ru, Thien Truong, Ninh Binh

9/ *Telephone number:*

10/ *Email:*

11/ *Organisation's name subject to information disclosure rules:* Vicem But Son Packaging Joint Stock Company

12/ *Current position in an organization subject to information disclosure:* Member of the Board of Supervisors

13/ *Positions in other companies:* Accountant of Kanetora Bach Dang Joint Stock Company

14/ *Number of owning shares: 0, accounting for% of charter capital, of which:*

+ *Owning on behalf of (the State/strategic investor/other organisation):* 0

+ *Owning by Individual:* 0

15/ *Other owning commitments (if any):*

16/ *List of affiliated nersons of declarant:*

*

No.	Securiti es symbol	Name	Securit ies trading accoun ts (if availa ble)	Positio n at the compa ny (if availa ble)	Relations hip with the company/ internal person	Passport/ Type of documents(ID/Passport Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address / Head office address	Number of shares owned at the end of the period	Percen t age of shares owned at the end of the period	Time the person became an affiliated person' internal person	Time the person ceased to be an affiliated person' internal person	Reasons (when arising changes related to sections of 13 and 14)) Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	BBS	Nguyen Manh Tung			Husba nd						0		28/05/2026			
2	BBS	Nguyen Minh Hieu			Biologi cal child						0		28/05/2026			
3	BBS	Nguyen Ngoc Han			Biologi cal child						0		28/05/2026			
4	BBS	Vu Dinh Phuong			Father						0		28/05/2026			
5	BBS	Pham Thi Mai			Mother						0		28/05/2026			
6	BBS	Ta Hong Trieu			Mother -in-law						0		28/05/2026			

17/ Related interest with public company, public fund (if any): None

18/ Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)



Vu Thanh Loan

CIRRICULLUM VITAE

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

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Ninh Binh, day 28 month 05 year 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ *Full name:* **Ngo Viet Hong**

2/ *Sex:* Female

3/ *Date of birth:* 16/03/2000

4/ *Place of birth:* Phú Thọ

5/ *ID card No. (or Passport No.):* 025300000100

Date of issue 17/10/2025

Place of issue Ministry of Public Security

6/ *Nationality:* Viet Nam

7/ *Ethnic:* Kinh

8/ *Permanent residence:* 41/548 Nguyen Van Cu, Bo De, Ha Noi

9/ *Telephone number:* 0862325123

10/ *Email:*

11/ *Organisation's name subject to information disclosure rules:* Vicem But Son Packaging Joint Stock Company

12/ *Current position in an organization subject to information disclosure:* Member of BOD

13/ *Positions in other companies:* Employee of Kanetora Joint Stock Company

14/ *Number of owning shares:* 755.602 shares (12,59%)

+ *Owning on behalf of (the State/strategic investor/other organisation):* 0

+ *Owning by Individual:* 755.602 shares

15/ Other owning commitments (if any):

16/ * /List of affiliated persons of declarant:

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Passport/ Type of documents (ID/ Passport/ Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Head office address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	BBS	Pham Minh Duc			Husband						0		28/05/2026			
2	BBS	Ngo Van Viet			Father						0		28/05/2026			
3	BBS	Vu Thi Kim Lien			Mother						0		28/05/2026			
4	BBS	Pham Minh Nhat			Biological child						0		28/05/2026			
5	BBS	Ngo Viet Ha			Sister						0		28/05/2026			
6	BBS	Nguyen Huy Hoang			Brother-in-law						0		28/05/2026			
7	BBS	Pham Van Minh			Father-in-law						59.129	0,9%	28/05/2026			
8	BBS	Tran Thi Nen			Mother-in-law						282.000	4,7%	28/05/2026			

17/ Related interest with public company, public fund (if any): None

18/ Interest in conflict with public company, public fund (if any): None

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)



Ngô Việt Hồng