

BOARD OF DIRECTORS



Mr. Nguyen Hanh Phuc

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Chairman of the Board of Directors,
Independent member
Head of the Nomination Committee
Member of Remuneration Committee



Mdm. Mai Kieu Lien

P.25

Executive BOD member
Chief Executive Officer
Head of Strategy Committee
Member of Nomination Committee



Mr. Alain Xavier Cany

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Non-Executive BOD member
Member of Strategy Committee
Member of Audit Committee



Mrs. Dang Thi Thu Ha

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Non-Executive BOD member
Member of Strategy Committee
Member of Nomination Committee



Mr. Do Le Hung

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Independent BOD member
Head of Audit Committee

BOARD OF DIRECTORS



Mr. Le Thanh Liem

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Executive BOD member
Executive Director - Finance, cum.
Chief Accountant
Member of Strategy Committee



Mr. Michael Chye Hin Fah

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Non-Executive BOD member
Member of Audit Committee
Member of Remuneration Committee



Mr. Lee Meng Tat

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Non-Executive BOD member
Member of Strategy Committee
Member of Nomination Committee



Mr. Hoang Ngoc Thach

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Non-Executive BOD member
Member of Audit Committee
Member of Remuneration Committee



Mrs. Tieu Yen Trinh

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Non-executive BOD member
Head of Remuneration Committee

MR. NGUYEN HANH PHUC

Chairman of the Board of Directors, Independent member
Head of the Nomination Committee
Member of Remuneration Committee

He was born in 1959. He is a member of the Board of Directors of Vinamilk and has held the position of Chairman of the Board of Directors since April 2022. He has many years of experience in management role of government authorities.

Professional qualifications

Engineer, Hanoi Architectural University (1981).

Experience

- From 2011 to 2021, he was a Member of the Central Committee of the Party, Member of the National Assembly Party Committee, Member of the National Assembly Standing Committee, General Secretary of the National Assembly – Chairman of the Office of the National Assembly XII – XIV; Secretary of the Party Committee of the Office of the National Assembly, Chief of Office of the National Assembly Party Committee, Chief of Office of the National Electoral Council, Chairman of the Vietnam – Australia Parliamentarian Group;
- From 2005 to 2011, he was Secretary of the Provincial Party Committee of Thai Binh Province and held many other important positions in Thai Binh province such as Chairman of the Provincial People's Council, Head of the 12th National Assembly Delegation of Thai Binh province at the National Assembly of Deputies. the 11th National Party of the Party, a member of the Party Central Committee, a member of the 12th National Assembly;
- From 2003 to 2005, he held the positions of Standing Provincial Party Committee, Party Secretary, Chairman of Thai Binh City People's Council;
- Before 2003, he worked at Thai Binh Department of Industry, Thai Binh Construction Department, Thai Binh Tile Company and Southern Thai Binh Construction Site.

The rewards

- Second Class Independence Medal
- First Class Labor Meda
- Third-class Labor Medal
- Medal of Great National Unity
- Second-class Freedom Medal of the State of Lao PDR
- Certificate of Merit from the Prime Minister

MDM. MAI KIEU LIEN

Executive BOD member
Chief Executive Officer
Head of Strategy Committee
Member of Nomination Committee

Born in 1953, she held the position of Chairwoman from November 2003 to 2015 and has been an Executive BOD member from 2015 to present. She has been the CEO since December 1992.

Professional qualifications

- Certificate of Economics Management, Leningrad Institute of Engineering and Economics, Russia.
- Certificate of Government Management, National Academy of Politics, Vietnam.
- Engineer of Milk Dairy Processing technology (1978), Moscow University of Meat and Dairy Processing Technology University of Poultry and Milk Processing, Moscow (currently known as Moscow State University of Applied Biotechnology)..
- Certificate of Corporate Governance.

Experience

- She has 30 years of experience in the role of CEO (from 1992 to present) leading Vinamilk through many tenures. She has been honorably awarded many local and international prizes, such as First-class Labour Medal (2006); Asia's Top 50 Most Powerful Businesswomen awarded by Forbes for 4 consecutive times (2012 – 2015); The Excellent Businesswomen (2014) by Corporate Governance Asia; Nikkei and New Zealand prizes for all her brilliant contributions; and Lifetime Achievement award honored by Forbes for the first time (2018).
- Previously, she had more than 8 years (1984 – 1992) in the role of Deputy CEO – Economics at Vinamilk.
- From 1976 to 1983, she had experienced many positions in many different departments and then became Deputy Technical Director at Thong Nhat dairy factory in 1982.

The rewards

- Third-class Freedom Medal of the State (2022)
- Excellent Entrepreneur Award by the Magazine Vietnam's economy – Vneconomy honored (2022)
- Scientist of Farmers Award (2022)
- Lifetime Achievement Award by Forbes Vietnam was honored for the first time (2018)
- 50 Most Influential Women in Vietnam by Forbes Vietnam (2017)

- The 50 most powerful businesswomen in Asia by Forbes Asia voted for 4 consecutive years (2012–2015)
- Nikkei Asia Award and New Zealand ASEAN Awards (2015)
- Asia's Best CEO for Corporate Governance Award voted by Corporate Governance Asia (2014)
- First Class Labor Medal (2006)
- Labor Hero in the Renovation period (2005)
- Second Class Labor Medal (2001)

Positions at other entities

- Chairwoman, Vietnam Dairy Cow One Member Co., Ltd.
- Chairwoman, Thong Nhat - Thanh Hoa Dairy Cow One Member Co., Ltd.
- BOD member, Driftwood Dairy Holding Corporation.
- Chairwoman, Lao-Jagro Development Xiengkhouang Co., Ltd.
- BOD member, Miraka Holdings Limited.
- Chairwoman, Vietnam Livestock Corporation JSC.
- Chairwoman, Moc Chau Dairy Cow Breeding JSC.
- Chairwoman, Del Monte - Vinamilk Dairy Philippines, Inc.

MR. ALAIN XAVIER CANY

Non-Executive BOD member
Member of Strategy Committee
Member of Audit Committee

Born in 1949, he has been a non-Executive BOD member since March 2018.

Professional qualifications

Baccalauréat – Academie de Paris.

Experience

- He held many executive positions at various financial corporations. Since 2007, he has been Chief Representative – Group Country Chairman of Jardine Matheson Ltd. (Vietnam).
- From 2000 to 2003, he was Head of European Business Development – Asia Pacific at HSBC Asia Pacific Head Office and then became President and CEO of HSBC Vietnam from 2003 to 2007.
- From 1969 to 2000, he had held various executive positions at Credit Commercial de France and Banque Worms in France and Hong Kong.
- In addition, he also held some important positions including Advisor for Foreign Trade to the French Government and Chairman of EuroCham, Vietnam Business Forum and Director of Asia Commercial Bank.

- He was awarded Officer of The French National Merit Order and Knight of The Legion of Honor by the President of France and the Friendship Medal by the President of The Socialist Republic of Vietnam.

Positions at other entities

- Chief Representative – Group Country Chairman of Jardine Matheson Ltd. (Vietnam), parent of Jardine Cycle & Carriage Ltd.
- Honorary Chairman of the Board of Trustees – Saigon Children's Charity CIO.
- Member of BOD of Siam City Cement (Vietnam) Limited (2/2017).
- Chairman of Board of Members' Council of Pan Asia Trading and Investment One Member Company Limited (1/2014).
- Vice-Chairman of the BOD of REE Corporation.

MRS. DANG THI THU HA

Non-Executive BOD member
Member of Strategy Committee
Member of Nomination Committee

Born in 1973, she has been a non-Executive BOD member since April 2017

Professional qualifications

- Master of Business Administrations (MBA), Institute of Business Administration.
- Bachelor of Business Administrations, National Economics University.
- Bachelor of English Linguistics, Vietnam National University, Hanoi.
- Certificate of Corporate Finance Consulting, Securities Research and Training Center.

Experience

- She has served as a BOD member in companies since 2013. She is currently a Chairwoman at Hau Giang Pharmaceutical JSC and a BOD member at Benovas Cancer Drugs JSC.
- She has been working at Investment Department of SCIC for 11 years at different positions. She is currently Head of Investment Department No.3.
- Previously, she had 8 years of working experience in the field of Financial Consulting and Compliance Accounting at Trang An Securities JSC (2007 – 2008) and Mizuho Bank Hanoi (2000 – 2007).

- She was awarded a Merit Certificate from Minister of Finance in 2015 and a Merit Award in Finance industry for her achievements in 2016.

Positions at other entities

- Chairwoman, Hau Giang Pharmaceutical JSC.
- BOD member, Benovas Cancer Drugs JSC.
- Head of Investment Department No.3, SCIC.

MR. DO LE HUNG

Independent BOD member
Head of Audit Committee

Born in 1969, he has been an Independent BOD member since April 2017.

Professional qualifications

- Master of Public Finance and Degree of Public Management, National School of Administration, France.
- Certificate in Treasury Inspection, National Treasury School, France.
- Bachelor of Finance – Accounting, University of Finance and Accountancy, Hanoi.
- Certificates in Public Financial Management, Accounting, Auditing.
- Certificates in Advanced Auditing conferred by international organizations.
- Certificate in Advanced Director Certification Program (DCP) conferred by Vietnam Institute of Directors (VIOD).

Experience

- He is currently an independent member of the BOD and Audit Committee of the following companies listed on HOSE:
 - Vietnam Dairy Products JSC (Vinamilk)
 - Hau Giang Pharmaceutical JSC (DHG)
 - An Gia Real Estate Investment and Development JSC – An Gia Group (AGG)
 - South Logistics JSC – Sotrans Group (STG)
 - REE Corp (REE)
- He has been a BOD member of VIOD since April 2018.
- He had more than 8 years of working experience as Director of Auditing and Internal Control of Big C Vietnam.

- He had nearly 6 years of working experience as Deputy Head of Accounting – State Treasury of Vietnam – Ministry of Finance.
- Previously, he had more than 11 years of working at Accounting – State Treasury of Vietnam at Specialist and Executive level.
- He received merit certificate from Prime Minister and many from the Ministry of Finance from 1997 to 2006.

MR. LE THANH LIEM

Executive BOD member
Executive Director - Finance, cum.
Chief Accountant
Member of Strategy Committee

Born in 1973, he has been an Executive BOD member since April 2017..

Professional qualifications

- Master in Finance and International Business, Leeds Metropolitan University, UK (2012).
- Bachelor in Economics, University of Finance – Accounting, Ho Chi Minh city, Vietnam (1994).
- Certificate in Advanced Director Certification Program (DCP) conferred by Vietnam Institute of Directors (VIOD).
- Certificate of Global Leadership Program (GLP), PACE Institute of Management.

Experience

- He has over 26 years of experience in the field of finance and accounting and has held the position of Chief Financial Officer cum Chief Accountant since 2015.
- From 2003 to 2015, he held managerial positions at Vinamilk's Finance – Accounting Division including Deputy Head of Accounting and Chief Accountant.
- From 1994 to 2003, he held different positions at Finance – Accounting Division of Vinamilk.

Positions at other entities

- BOD member, Vietnam Livestock Corporation JSC (Vilico).
- BOD member, Del Monte – Vinamilk Dairy, Philippines, Inc.
- Vice Chairman, Vietnam CFO Club.

MR. MICHAEL CHYE HIN FAH**Non-Executive BOD member****Member of Audit Committee****Member of Remuneration Committee**

Born in 1959, he has been a non-Executive BOD member since April 2017.

Professional qualifications

- MBS (with Distinction in Accounting and Finance) and BBS (with First Class Honors in Accounting and Finance), Massey University, New Zealand.
- Member of Singapore Institute of Directors (SID) since 1999.
- Member of Institute of Singapore Chartered Accountants (ISCA) since 2003.
- Member of Institute of Chartered Secretaries & Administrators (ACIS) since 1990.

Experience

- He has over 15 years of experience as a board member. He is currently a member of the Board of Directors and Audit Committee of Saigon Beer-Alcohol-Beverage Corporation. He is also an Alternate Director at Fraser and Neave Limited and director of many companies in ThaiBev Group.
- For over 22 years, he held senior positions at several financial and investment companies and has extensive international experience in many Asian countries.
- Prior to these roles, he was a university lecturer in New Zealand.

Positions at other entities

- CEO, BeerCo Limited.
- Member of the Board Executive Committee and Risk Management Committee, Fraser and Neave Ltd.
- Non-Executive BOD member at: DECCO 235, Heritas Capital Management Pte Ltd, IMC Pan Asia Alliance Corporation, Prudence Holdings Ltd.

MR. LEE MENG TAT**Non-Executive BOD member****Member of Strategy Committee****Member of Nomination Committee**

Born in 1963, he has been a non-Executive BOD member since September 2016.

Professional qualifications

- Master in Business Administration (MBA), Imperial College, London (1997).
- Bachelor of Engineering (Mechanical), National University of Singapore (1988).
- Advanced Management Programme (AMP), Harvard Business School (2005).
- International Directors Programme (IDP), INSEAD (2017).

Experience

- He has many years of experience in corporate and economics management at both private and public institutions.
- In 23 years (1999 – 2022), he held top management roles at consumer goods and tourism companies such as Fraser & Neave Ltd, Heineken-APB (China), Management Services Co. Ltd, Asia Pacific Breweries Ltd, Wildlife Reserves Singapore Group.
- From 1994 to 1996, he was Deputy Director, Regional Tourism, Singapore Tourism Board.
- Previously, he was Assistant Head, International Business Development, Singapore Economic Development Board from 1993 to 1994.

MR. HOANG NGOC THACH

Non-Executive BOD member
Member of Audit Committee
Member of Remuneration Committee

Professional qualifications

- Bachelor of Accounting – Hanoi University of Commerce
- Master of Business Administration – Solvay School of Economics and Management, University of Brussels (Belgium)

Experience

- Since November 2009: Deputy Head of Risk Management Department of State Capital Investment Corporation (SCIC)
- From September 1999 to October 2009: Enterprise equitization specialist of Power Company 1

MS. TIEU YEN TRINH

Non-executive BOD member
Head of Remuneration Committee

Professional qualifications

Bachelor

Experience

- Since November 2007: Founder & CEO of Connecting Human Resources JSC (Talentnet Corp)
- From January 1996 to September 2007: Senior Manager of Human Resources Consultancy Department at PricewaterhouseCoopers Vietnam (PwC)

Positions at other entities

- Independent BOD member at Phu Nhuan Jewelry Joint Stock Company

