

ANNUAL REPORT 2024

Respectfully to: Hanoi Stock Exchange

I. General Information

1. Overview:

- Trading name: Saigon-Baclieu Beer Joint Stock Company
- Enterprise Registration Certificate No.: 1900333973
- Charter capital: 120,120,000,000 dong
- Owner's invested capital: 120,120,000,000 dong
- Address: Lot B5, Tra Kha Industrial Park, Ward 8, Bac Lieu City, Bac Lieu Province, Vietnam
- Phone: 0291 3780 781 Fax: 0291 3780 567
- Website: www.biasaigonbaclieu.com
- Stock code: SBL
- Process of formation and development:
 - + Establishment date: December 22, 2006
 - + Listing status: Not yet listed
 - + Key milestones: September 2008: Officially introduced bottled beer products into Sabeco's distribution market; January 2017: Approved for UpCOM trading registration by HNX under stock code SBL.

2. Business sectors and markets:

- Main business activity: Production of bottled beer under the Saigon Beer brand.
- Market areas: Bac Lieu, Ca Mau, Soc Trang, and other Mekong Delta provinces.

3. Governance model, business organization, and management structure:

- Governance model: Managed and operated in accordance with the model stipulated in Article 137, Clause 1, Point a of the 2020 Enterprise Law (General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director).
- Management structure: Department of Finance – Accounting, Department of Administration – General Affairs, Department of Technical – Quality, Brewing – Fermentation Workshop, Power – Maintenance Workshop, Finished Product Workshop



- Subsidiaries and Affiliates: None

4. Development orientation

- Main Objectives of the Company:

+ Continue maintaining stable production operations, improving resource efficiency and cost management to ensure delivery volumes as planned by Saigon Beer – Alcohol – Beverage Corporation (SABECO), aiming to optimize profits and safeguard shareholder interests.

+ Simultaneously, the company focuses on ensuring product quality in accordance with SABECO standards, maintaining brand reputation in the regional market.

- Medium- and long-term development strategy:

+ In the increasingly competitive beer market, the company's strategy is to streamline production operations, reduce costs, enhance labor productivity, and selectively invest in essential areas (such as improving quality control equipment, energy savings, and repairing factory infrastructure).

+ Additionally, the company aims to strengthen connections with commercial units within the system to boost sales, particularly in the Mekong Delta region.

- Sustainable development goals (environment, society, and community) and related short- and medium-term policies:

+ The company is committed to minimizing environmental impact by investing in energy-saving equipment and reducing electricity, water, and steam consumption.

+ Moreover, it prioritizes social responsibility by ensuring employee benefits, supporting the local community, and maintaining collaboration with provincial authorities in promoting domestic product consumption.

5. Risks

- Market Consumption Risk: The decline in beer consumption in the region, influenced by stricter alcohol regulations for vehicle operators, along with competition from low-cost canned beers and other non-alcoholic beverages.

- Production Operation Risk: Unstable production, with an estimated operating capacity of only 30% of the designed capacity in 2025, leading to decreased labor productivity and inefficient machinery usage, ultimately increasing production costs per unit.

- Environmental Risk: Stricter environmental regulations, such as greenhouse gas emission inventory requirements and mandatory investment in environmental monitoring equipment, necessitate increased investment and additional costs for the company.

- Policy and Legal Risk: Changes in special consumption tax policies, alcohol advertising regulations, or new environmental standards could significantly impact the company's operations and financial planning.

II. Business performance in the year

1. Production and business activities

- Business Performance Results in 2024:

+ Net revenue: 140.3 billion dong, achieving 84.3% of the annual indicators.

+ Pre-tax profit: 2.8 billion dong, reaching 465.0% of the indicators.

+ After-tax profit: 1.9 billion dong, achieving 1,594.8% of the indicators.

- Major Influencing Factors and Changes:

+ Sales volume reached only 82.24% of the indicators, impacting revenue.

+ The company actively liquidated unused packaging and materials, recovering approximately 1 billion dong.

+ Financial performance improved due to preferential loan interest rates and tax deferrals under government policies.

+ The company continued to tighten production costs, streamline human resources, and enhance technical improvements to increase operational efficiency.

- Performance compared to the plan

Unit: dong

No.	Indicators	According to the Resolution of the General Meeting of Shareholders 2024	Implementation in 2024	Ratio (Implementation/Resolution)
1	Net Revenue	166,378,512,176	140,320,358,640	84.3%
2	Pre-tax Profit	601,686,707	2,798,114,561	465.0%
3	After-tax Profit	121,349,365	1,935,274,811	1.594.8%

- Main Reasons for Exceeding Profit Indicators:

+ Better-than-expected cost and financial efficiency.

+ Significant savings in production costs due to technical innovations and proactive maintenance.

+ Participation in a promotional program in collaboration with Saigon Song Hau Beer Trading Company in Q4/2024, boosting year-end sales.

2. Organization and human resources

- Executive Board list: Refer to Appendix 01.

- Changes in the Executive Board:

- + Dismissal of one Deputy Director of Production – Technical (Mr. Tran Van Sang).
- + Restructuring of the management system, reducing staff to 88 employees (down by 9 compared to 2023).
- + No major changes in labor policies; the company continues to ensure employees' benefits, including social insurance, labor protection, health check-ups, and hazardous work allowances.

3. Investment and project implementation

- a) Major Investments: None
- b) Subsidiaries and Affiliates: None

4. Financial Situation

- a) Financial Overview

Unit: dong

No.	Indicators	Year 2023	Year 2024	% Increase/ decrease
1	Total Assets	246,426,268,736	257,239,335,114	4.39%
2	Net Revenue	147,710,008,880	140,320,358,640	-5.00%
3	Profit from Business Activities	6,613,238,520	2,774,963,990	-58.04%
4	Other Profit	36,363,636	23,150,571	-36.34%
5	Pre-tax Profit	6,649,602,156	2,798,114,561	-57.92%
6	After-tax Profit	4,899,971,021	1,935,274,811	-60.50%
7	Basic Earnings per Share (dong)	388	161	-58.51%

- b) Key Financial Indicators:

Indicators	Unit	Year 2023	Year 2024
<i>1. Liquidity Indicators</i>			
Current Ratio	Time	0.92	1.16
Quick Ratio	Time	0.70	0.98
<i>2. Capital Structure Indicators</i>			
- Debt/Total Assets Ratio	%	23.87	28.46
- Debt/Equity Ratio	%	31.35	39.79
<i>3. Operational Efficiency Indicators</i>			
- Inventory Turnover Ratio	Cycle	7.22	9.67

Indicators	Unit	Year 2023	Year 2024
- Total Asset Turnover Ratio	Cycle	0.57	0.56
4. Profitability Indicators			
- After-tax Profit/Net Revenue Ratio	%	3.32	1.38
- After-tax Profit/Equity Ratio	%	2.61	1.04
- After-tax Profit/Total Assets Ratio	%	1.99	0.77
-Profit from Business Activities /Net Revenue Ratio	%	4.48	1.98

5. Shareholder structure and changes in owner's investment capital

a) Shares:

- Total issued shares: 12,012,000 shares
 - + Outstanding shares: 12,012,000 shares
 - + Treasury shares: 0 shares
- Type of shares: Common shares
- Par value per share: 10,000 dong/share
- Total charter capital: 120,120,000,000 dong
- Transfer restrictions: No restrictions on transfer

b) Shareholder Structure (as of March 17, 2025):

No.	Type of Shareholders	Number of Shares	Ratio
1. Ownership Ratio:			
1.1	Major Shareholders	5,205,746	43.34%
1.2	Minor Shareholders	6,806,254	56.66%
2. Object of Ownership:			
2.1	Organization	2,402,400	20.00%
2.2	Individual	9,609,600	80.00%
3. Scope of Ownership:			
3.1	Domestic	12,008,000	99.97%
3.2	Foreign	4,000	0.03%
4. State Ownership:			
4.1	- State	00	00%
4.2	- Non-state	12,012,000	100%
	Total	12,012,000	100%

Maximum Foreign Ownership Ratio: 0%

c) *Changes in Owner's Investment Capital: No changes*

d) *Treasury Share Transactions: No transactions in 2024*

e) *Other Securities: No transactions in 2024*

6. Report on environmental and social impacts of the company

6.1 Environmental impact:

- To minimize the environmental impact of production processes, the Company conducts regular equipment maintenance, optimizes heat and electricity efficiency, and invests in steam heat recovery and CO₂ recovery systems. Additionally, it adjusts the blending ratio of raw materials to reduce indirect emissions from energy consumption.

6.2 Raw Material Management:

- The raw materials used in the Company's beer production include water, malt, hops, and yeast. All materials are utilized and controlled in accordance with technical-economic standards.

- The Company actively liquidates unused materials to recover capital while also reusing CO₂ recovered during production. Packaging materials (bottles and crates) are collected and reused in accordance with SABECO's system regulations.

6.3 Energy Consumption:

- Direct Consumption:

+ Electricity: 128.39 kWh/1,000 liters of beer (reduced by 0.53 kWh/1,000 liters compared to 2023)

+ Steam: 285.59 kg/1,000 liters of beer (reduced by 12.86 kg/1,000 liters)

+ Water: 3.36 m³/1,000 liters of beer (reduced by 0.58 m³/1,000 liters)

- Energy-saving Initiatives:

+ Upgrading the boiling system burner to reduce the amount of hops required

+ Planning synchronized brewing and filling operations to minimize energy loss

+ Installing DO/HSO/TPO meters to enhance quality control and optimize product storage time

+ Maintaining proper operation schedules to reduce electricity consumption during non-production periods

- Renewable Energy Application:

The Company signed a contract for the installation of a rooftop solar power system in 2023. However, due to implementation challenges, it has not yet been put into operation, and the Company is currently exploring alternative solutions.

6.4 Water consumption:

- The production water is sourced from boreholes in the Trà Kha Industrial Park. Water usage in all production stages is monitored using meters to control waste in accordance with set standards.

- The Company collects rainwater for cooling and factory cleaning processes. Continuous improvements are made in operational procedures, including recovering discharge water from the RO system for reuse and utilizing treated wastewater for chemical coagulation in sludge pressing, thereby reducing the need for groundwater extraction.

6.5 Compliance with environmental protection laws:

- In 2024, the Company had no violations of environmental protection laws.
- No administrative fines or corrective actions were imposed for environmental issues.

6.6 Labor-related policies:

- Average number of employees: 88
- Policies and benefits: The Company ensures full employee benefits, including mandatory insurance, periodic health check-ups, hazardous work allowances, and provision of personal protective equipment.

- Training activities:

- + Regular internal training for technical departments
- + Training on equipment operation, quality control, and maintenance skills improvement
- + Conducting periodic meetings and performance evaluations to enhance skills and motivate employees

- Average salary in 2024: 13.6 million dong/employee/month

- The Company fully complies with labor regulations, including mandatory insurance contributions, provision of protective gear, hazardous work allowances, periodic health check-ups, and training in fire prevention, food safety, and occupational safety.

6.7 Report on community responsibility:

- Each year, the Company allocates a portion of its budget to support local education, healthcare, and community development programs. It also sponsors and participates in cultural and sports activities in the region.

- The Company provides stable employment for local workers and makes full contributions to the provincial budget of Bạc Liêu.

6.8 Report on Green Capital Market Activities as per State Securities Commission's Guidelines:

- Currently, the Company has no green capital market activities. However, Saigon-Bac Lieu Beer Joint Stock Company closely monitors developments in this area and is prepared to participate actively once specific guidelines from the State Securities Commission are issued.

III. Report and Evaluation by the Board of Management

1. Evaluation of business performance

No.	Indicators	Unit	Plan 2024	Implementation 2024	%Implementation 24/ Plan 24
1	Net Revenue	dong	166,378,512,176	140,320,358,640	84.3%
2	Profit Before Tax	dong	601,686,707	2,798,114,561	465.0%
3	Profit After Tax	dong	121,349,365	1,935,274,811	1,594.8%

- In 2024, the business operations of Saigon-Bac Lieu Beer Joint Stock Company faced numerous challenges due to weak consumer demand, rising costs, and lower-than-planned delivery volumes. Specifically:

- The delivery volume reached only 82.2% of the plan.
- Net revenue reached dong 140.32 billion, achieving only 84.3% of the plan.
- However, thanks to cost-cutting measures, effective asset utilization, and preferential loan conditions, profit before tax reached dong 2.80 billion, exceeding the planned target by more than 4.6 times.
- The main positive factors:
 - + Improved financial efficiency due to high-interest savings and tax deferral.
 - + Liquidation of unused materials, recovering approximately dong 1 billion in capital.
 - + Initiatives to save electricity, water, steam, and management costs helped reduce production costs.

2. Financial situation

a) Asset Status

Unit: Million dong

Indicators	December 31, 2023		December 31, 2024		% Increase/Decrease
	Value	Ratio	Value	Ratio	
Current Assets	53,232	21.60%	84,278	32.76%	58.32%
Long term Assets	193,194	78.40%	172,961	67.24%	-10.47%

Indicators	December 31, 2023		December 31, 2024		% Increase/Decrease
	Value	Ratio	Value	Ratio	
Total Assets	246,426		257,239		4.39%

- Current assets at the end of 2024 amounted to dong 84.28 billion, an increase of 58.32% compared to 2023.

- Inventory remained stable, with no provision for devaluation.

- Accounts receivables were strictly controlled, with no significant bad debts.

- Asset utilization efficiency improved due to streamlined production and material savings.

b) Liabilities

Unit: Million dong

Indicators	December 31, 2023		December 31, 2024		% Increase/Decrease
	Value	Ratio	Value	Ratio	
Current liabilities	57.829	98,31%	72.605	99,17%	25,55%
Long term liabilities	992	1,69%	610	0,83%	-38,50%
Total liabilities	58.821		73.215		24,47%

- As of December 31, 2024, current liabilities reached dong 72.6 billion, increasing by 25.55% compared to 2023.

- No new long-term loans were incurred. Long term liabilities in 2024 decreased by 38% compared to 2023.

- The company proactively settled due debts without incurring penalties or late payments.

3. Organizational structure, policies, and management improvements approved by the Board of Directors

- Revised company regulations and adjusted the roles and responsibilities of the Executive Board to streamline operations.

- Reduced the workforce from 97 to 88 employees.

- Dismissed one Deputy Director of Production – Engineering.

4. Future development plans

- Focus on improving product quality to meet Sabeco's technical requirements.
- Replace outdated equipment, install energy-saving systems, and reduce raw material consumption.
- Maintain strong coordination with the commercial unit to ensure efficient deliveries and participate in sales promotion programs.
- Plan to invest dong 1.4 billion in factory renovations, machinery maintenance, and quality control equipment upgrades.

5. Evaluation report on the company's environmental and social responsibilities

a) Evaluation of Environmental Indicators:

- Implemented various initiatives and technical improvements to conserve electricity, water, and raw materials, minimizing emissions that impact the environment.
- Enhanced environmental awareness among employees.

b) Evaluation of Labor-Related Issues:

- Ensured a professional, friendly, and open working environment.
- Guaranteed employees' legal rights and benefits, including full participation in statutory programs such as social insurance and health insurance, ...

c) Evaluation of Corporate Responsibility to the Local Community:

- Ensured employee rights and made full contributions to the local budget.
- Committed to complying with food safety, environmental, and labor regulations.

IV. Evaluation of the company's operations by the Board of Directors

1. Board of Directors' assessment of the company's performance

- In 2024, despite challenges in domestic beer consumption due to weak demand, stricter alcohol regulations, and competition from lower-priced products, the Company maintained production and achieved positive profitability results:
 - Pre-tax profit reached dong 2.80 billion, exceeding the target by 4.6 times, demonstrating strong leadership and effective management.
 - Indicators for electricity, steam, water, and raw material savings showed improvements compared to the previous year.
 - The Company strictly complied with environmental policies, with no violations of environmental laws.

- In terms of social responsibility, the Company ensured full employee benefits, conducted internal training, streamlined operations while maintaining stability in production and employee welfare.

- The Board of Directors recognized the Company's efforts in cost-saving, proactiveness, and market adaptation, successfully maintaining its reputation and operational efficiency.

2. Board of Directors' evaluation of the executive board's performance

- The Board of Directors (BOD) acknowledges that the Executive Board has fully and seriously implemented the resolutions of the General Meeting of Shareholders (GMS) and the BOD, as reflected in:

- Business and production results exceeding profit indicators.

- Proactive collaboration with the Parent Company and regional trading companies to efficiently coordinate production and product delivery.

- Implementation of technical innovations, energy-saving measures, and process improvements.

- Effective management of human resources and corporate operations.

- The Executive Board has demonstrated strong leadership despite challenges, ensuring the Company's stability and safeguarding shareholder interests.

3. Plans and directions of the Board of Directors

- In 2025, the Board of Directors aims to:

- Enhance governance and operational efficiency, closely coordinating with the Executive Board to execute the business plan approved by the GMS.

- Supervise investments and equipment maintenance, ensuring cost savings and improved production efficiency.

- Continue optimizing human resources, tightening cost control, and promoting transparency and accountability in corporate governance.

- Monitor and address issues related to the underperforming solar energy contract, seeking legally compliant alternative solutions.

- Strengthen market support programs to boost product sales and enhance brand competitiveness in the region.

- Key Indicators for 2025:

Unit: dong

No.	Indicators	Implementation 2024	Plan 2025	Plan 25/ Implementation 24
1	Net Revenue	140,320,358,640	134,600,500,666	95.9%
2	Profit Before Tax	2,798,114,561	470,198,586	16.8%
3	Profit After Tax	1,935,274,811	16,158,868	0.8%

- Investment:

In 2025, the Company plans to allocate a total investment and equipment maintenance budget of approximately dong 1.4 billion for the following items:

No.	Investment and Maintenance Items	Value (dong)	Notes
1	Renovation, upgrading, and maintenance of machinery and equipment	948,257,000	
2	Repair of factory buildings and internal roads	434,000,000	
	Total	1,382,257,000	

- Implementation solutions:

+ Delivery Operations: Closely coordinate with Sabeco, Saigon Song Hau Trading Company, Song Tien Trading Company, branches, and transport units to develop effective delivery solutions and fulfill the allocated delivery plan.

+ Workforce Allocation: Arrange labor appropriately amid unstable production and low output, providing standby wages on non-production days.

+ Cost Control & Efficiency: Continue reviewing and tightening expenses, enhancing savings, implementing technical innovations to reduce technical and economic norms, and applying IT solutions to improve business operations.

+ Quality Control: Strengthen product quality control to ensure compliance with Sabeco regulations.

+ Raw Material Optimization: Replace 15% of malt with barley, as directed by Sabeco from April 2025, to reduce production costs.

- Equipment maintenance & repair:

+ Perform maintenance, servicing, and part replacements based on equipment conditions to ensure stable operation.

+ Optimize spare parts procurement, diversify supply sources, and connect with other breweries within the system to exchange spare parts, reducing inventory value.

- Employee Training & Skill Development:

+ Enhance maintenance staff skills, enabling the brewery to manage in-house maintenance and minimize outsourcing.

V. Corporate Governance

1. Board of Directors

a) Members and Structure of the Board of Directors (as per Appendix 02)

b) Subcommittees under the Board of Directors: None

c) Board of Directors' Activities:

- Number of meetings: 04 quarterly meetings

- Number of written consultations: 09 times

- Total resolutions/decisions issued: 12 documents

Board of Directors' meetings:

No.	Members of the Board of Directors	Position	Number of Meetings Attended	Meeting Attendance Rate	Reason
1	Pham Thi Hong Hanh	Chairwoman of the Board of Directors	5/5	100%	
2	Nguyen Van Doi	Member of the Board of Directors	5/5	100%	
3	Tran Nguyen Trung	Member of the Board of Directors	5/5	100%	
4	Pham Hong Minh	Member of the Board of Directors	5/5	100%	
5	Nguyen Xuan Hai	Member of the Board of Directors	5/5	100%	

Contents and outcomes of the meetings:

No.	Number of Resolutions/Decisions Issued	Date of Issuance	Contents	Passed rate
1	01/2024/NQ-HĐQT	26/02/2024	Finalizing the list of shareholders attending the 2024 Annual General Meeting of Shareholders	100%
2	02/2024/QĐ-HĐQT	22/04/2024	Approving the 2024 financial plan	100%
3	2a/2024/NQ-HĐQT	23/04/2024	Approving the agenda of the Q1/2024 Board of Directors meeting	100%
4	03/2024/NQ-HĐQT	17/05/2024	Finalizing the list of shareholders for the 2023 cash dividend payment	100%

No.	Number of Resolutions/Decisions Issued	Date of Issuance	Contents	Passed rate
5	04/2024/QĐ-HĐQT	15/07/2024	Agreeing on the selection of the auditing firm for 2024	100%
6	05/2024/NQ-HĐQT	18/07/2024	Approving the agenda of the Q2/2024 Board of Directors meeting	100%
7	06/2024/QĐ-HĐQT	05/08/2024	Dismissing Mr. Tran Van Sang from the position of Deputy Director of Production Technical	100%
8	07/2024/QĐ-HĐQT	31/08/2024	Approving the amendment of the Company's Organization and Operation Regulations for 2024	100%
9	08/2024/QĐ-HĐQT	01/09/2024	Adjusting the functions and responsibilities of the Company's Board of Management	100%
10	09/2024/NQ-HĐQT	28/10/2024	Approving the agenda of the Q3/2024 Board of Directors meeting	100%
11	10/2024/QĐ-HĐQT	07/11/2024	Approving amendments and supplements to the Information Disclosure Regulations	100%
12	11/2024/NQ-HĐQT	12/12/2024	Approving the credit loan at Vietinbank Branch 4	100%

d) Activities of independent members of the Board of Directors: None

e) List of Board of Directors members with corporate governance training certificates and members who participated in corporate governance programs during the year: None

2. Supervisory Board

a) Members and structure of the Supervisory Board (as per Appendix 02 attached)

b) Activities of the Supervisory Board:

- Number of meetings: 04 periodic meetings in 2024

- Meeting content and supervision:

+ Reviewing and assessing quarterly and annual financial reports.

+ Checking compliance with the company's charter and resolutions of the General Meeting of Shareholders and the Board of Directors.

+ Supervising the management activities of the Board of Management to ensure compliance with the law and company regulations.

- + No violations were detected that could affect the company's business results or financial status.
- The Supervisory Board concludes that the Company fully complies with legal regulations, maintains transparency in information disclosure, and shows no signs of mismanagement.

Supervisory Board meetings:

No.	Member of the Supervisory Board	Position	Number of Meetings Attended	Meeting attendance rate
1	Nguyen Tan Phien	Head of the Supervisory Board	4/4	100%
2	Tran Thi Ngoc Diep	Member of the Supervisory Board	4/4	100%
3	Duong Thi Thuy Hong	Member of the Supervisory Board	4/4	100%

3. *Transactions, remuneration, and benefits of the board of directors, executive board, and supervisory board (implemented in accordance with the resolution of the general meeting of shareholders 2024).*

- a) Salaries, Bonuses, Remuneration, and Benefits (as detailed in Appendix 02).
- b) Insider Share Transactions: None.
- c) Contracts or Transactions with Insiders:

Detailed information is presented in Section 32 of the 2024 Audited Financial Statements of Saigon-Bac Lieu Beer Joint Stock Company. The information has been disclosed in accordance with regulations and published in the investor relations section on the Company's website at www.biasaigonbaclieu.com on March 24, 2025.

- d) Assessment of Compliance with Corporate Governance Regulations:

The Company has fully and strictly complied with the prevailing legal regulations on corporate governance, ensuring a transparent organizational structure and the effective operation of the Board of Directors, Supervisory Board, and Executive Board. Shareholders' rights are respected and protected, and information is disclosed fully and promptly in accordance with regulations. Transactions with related parties are closely monitored to ensure transparency and prevent conflicts of interest. The Company also focuses on enhancing governance capacity through training activities and internal process improvements, aiming to build an increasingly professional and sustainable governance system.

VI. Financial statements

1. Auditor's Opinion

In our opinion, the financial statements fairly and accurately present, in all material respects, the financial position of Saigon-Bac Lieu Beer Joint Stock Company as of December 31, 2024, as well as its business performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on financial statement preparation and presentation.

2. Audited Financial Statements

The audited financial statements for 2024 of Saigon-Bac Lieu Beer Joint Stock Company have been disclosed in accordance with regulations and published on the Company's website at www.biasaigonbaclieu.com on March 24, 2025.

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

(Signature, full name, and seal)



Pham Thi Hong Hanh

Recipients:

- Hanoi Stock Exchange
- Archived at Board of Directors.

APPENDIX 01

List of Executive Board members

No.	Members	Position	Number of Shares Owned	Ownership Ratio
1	Mr. Trinh Cong Vinh	Director	-	-
2	Mr. Tran Van Sang (Resigned on 05/08/2024)	Deputy Director	-	-
3	Mr. Huynh Van Dong	Deputy Director	-	-
4	Mrs. Tran Thi Chat	Chief Accountant	-	-

Executive Board Profile:

Mr. Trinh Cong Vinh

Professional qualifications: Bachelor of Economics (Business Administration)

Current position at other organizations: None

Mr. Tran Van Sang

Professional qualifications: Engineer in Food Technology, Bachelor of Business Administration, Brewmaster – VLB Berlin

Mr. Huynh Van Dong

Professional qualifications: Mechanical Engineer

Current position at other organizations: Member of the Board of Directors of Bac Lieu Tourism Joint Stock Company

Mrs. Tran Thi Chat

Professional qualifications: Bachelor of Economics, Major in Accounting – Auditing

Current position at other organizations: None

APPENDIX 2

1. Board of Directors

a. Members and structure of the Board of Directors

No.	Members	Position	Number of Shares	Ratio
1	Pham Thi Hong Hanh	Chairwoman of the Board of Directors	607,464	5.06%
2	Nguyen Van Doi	Member of the Board of Directors	181,896	1.51%
3	Tran Nguyen Trung	Member of the Board of Directors	0	00%
4	Pham Hong Minh	Member of the Board of Directors	308,880	2.57%
5	Nguyen Xuan Hai	Member of the Board of Directors	205,920	1.71%

b. Titles of members of the Board of Directors at other companies:

No.	Members	Position	Titles of members of the Board of Directors at other companies
1	Pham Thi Hong Hanh	Chairwoman of the Board of Directors	Chairwoman of the Board of Directors of Saigon-Vinh Long Beer Joint Stock Company
2	Nguyen Van Doi	Member of the Board of Directors	<ul style="list-style-type: none"> - Member of the Board of Directors of Saigon-Vinh Long Beer Joint Stock Company - Member of the Board of Directors of S.S.G2 Construction and Real Estate Joint Stock Company - Member of the Board of Directors, General Director of Saigon 9 Construction and Trading Joint Stock Company
3	Tran Nguyen Trung	Member of the Board of Directors	<ul style="list-style-type: none"> - Chief Accountant of Saigon Beer – Alcohol – Beverage Corporation - Chief Accountant of Saigon Beer One-Member Company Limited - Chief Accountant of Saigon Beer Group Company Limited - Chairman of the Board of Directors of Saigon - Soc Trang Beer One-Member Company Limited - Member of the Supervisory Board of Saigon Beer Center Trading Joint Stock Company - Member of the Board of Directors of Western Sai Gon Beer Joint Stock Company - Member of the Board of Directors of Sai Gon-Quang Ngai Beer Joint Stock Company

No.	Members	Position	Titles of members of the Board of Directors at other companies
4	Pham Hong Minh	Member of the Board of Directors	- Member of the Board of Directors of Saigon - Vinh Long Beer Joint Stock Company - Member of the Board of Directors of Saigon - Ben Tre Beer Joint Stock Company - Deputy General Director of Green Energy Investment Production Joint Stock Company
5	Nguyen Xuan Hai	Member of the Board of Directors	- Member of the Board of Directors of Saigon - Nghe Tinh Beer Joint Stock Company

c. Changes in the Board of Directors in 2024: None.

2. Supervisory Board

a. Members and Structure of the Supervisory Board

No.	Members	Position	Number of Shares Owned	Ownership Ratio
1	Nguyen Tan Phien	Head of the Supervisory Board	-	-
2	Tran Thi Ngoc Diep	Member of the Supervisory Board	-	-
3	Duong Thi Thuy Hong	Member of the Supervisory Board	-	-

b. List of changes in the Members of the Supervisory Board during the year: None.

3. Salaries, bonuses, remuneration, and other benefits.

No.	Full name	Title	Total Salary (dong)	Total Remuneration (dong)	Bonus (dong)
Board of Directors					
1	Pham Thi Hong Hanh	Chairwoman of the Board of Directors	-	216,000,000	
2	Nguyen Van Doi	Member of the Board of Directors	-	120,000,000	
3	Tran Nguyen Trung	Member of the Board of Directors	-	120,000,000	
4	Pham Hong Minh	Member of the Board of Directors	-	120,000,000	

No.	Full name	Title	Total Salary (dong)	Total Remuneration (dong)	Bonus (dong)
5	Nguyen Xuan Hai	Member of the Board of Directors	-	120,000,000	
Executive Board					
1	Trinh Cong Vinh	Director	1,042,607,511	-	
2	Huynh Van Dong	Deputy Director	705,399,700	-	
3	Tran Van Sang	Deputy Director	418,580,597	-	
4	Tran Thi Chat	Chief Accountant	691,630,311	-	
Supervisory Board					
1	Nguyen Tan Phien	Head of the Supervisory Board	-	96,000,000	
2	Tran Thi Ngoc Diep	Member of the Supervisory Board	-	48,000,000	
3	Duong Thi Thuy Hong	Member of the Supervisory Board	-	48,000,000	