

**CÔNG TY CỔ PHẦN
BIA SÀI GÒN - MIỀN TÂY
WESTERN – SAIGON BEER
JOINT STOCK COMPANY**

Số/No.: 36.../2025/WSB

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Cần Thơ, ngày 10 tháng 03 năm 2025
Can Tho, March 10, 2025

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

Kính gửi: Sở Giao dịch Chứng khoán Hà Nội
To: Hanoi Stock Exchange (HNX)

- Tên tổ chức: Công ty Cổ phần Bia Sài Gòn - Miền Tây**
Name of Organization: Western – Saigon Beer Joint Stock Company
 - Mã chứng khoán/ Stock code: WSB
 - Địa chỉ: Khu CN Trà Nóc, P. Trà Nóc, Q. Bình Thủy, Tp. Cần Thơ, Việt Nam
Address: Tra Noc Industrial Zone, Tra Noc Ward, Binh Thuy District, Can Tho City, Vietnam
 - Điện thoại/Tel: 02923 843 333 Fax: 02923 843 222
 - E-mail: sabecomientay@mientay.sabeco.com.vn

2. Nội dung thông tin công bố/ Contents of disclosure:

Công ty Cổ phần Bia Sài Gòn - Miền Tây công bố dự thảo tài liệu họp Đại hội đồng Cổ đông thường niên năm 2025/ *Western – Saigon Beer Joint Stock Company announces draft documents for the 2025 Annual General Meeting of Shareholders*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 10/03/2025 tại đường dẫn: <http://www.wsb-sabeco.com.vn/vi/quan-he-co-dong.html>

This information was published on the company's website on March 10, 2025 as in the link: http://www.wsb-sabeco.com.vn/vi/quan-he-co-dong.html.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/ Attached documents

- Dự thảo tài liệu họp ĐHCĐ
- Draft documents for the General Meeting of Shareholders

**ĐẠI DIỆN TỔ CHỨC
ORGANIZATION REPRESENTATIVE**

**Người đại diện theo pháp luật
Legal representative**



Lê Đăng Khoa

**INVITATION LETTER
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear: **Shareholders of Western – SaiGon Beer Joint Stock Company**

Name of the Company: **WESTERN – SAIGON BEER JOINT STOCK COMPANY**
Address: Tra Noc Industrial Zone, Tra Noc Ward, Binh Thuy District, Can Tho City, Vietnam
Business code: 1800586579

Pursuant to the Charter of Western – SaiGon Beer Joint Stock Company, the Board of Directors of Western – SaiGon Beer Joint Stock Company cordially invites Shareholders to participate in the Company's Annual General Meeting of Shareholders (AGM) 2025, with the following details:

1. Time and venue:

- Time: 09:00 AM, Monday, March 31st, 2025
- Venue: Muong Thanh Hotel, E1 Area, Cai Khe Islet, Cai Khe Ward, Ninh Kieu District, Can Tho City, Vietnam.

2. Agenda: Please find AGM agenda attached.

3. AGM documents: will be disclosed, posted and updated (if any) on the Company's website at <https://www.wsb-sabeco.com.vn/co-dong.html> from March 10th, 2025 and also distributed to Shareholders on the AGM date.

4. Participants: all Shareholders holding Western – SaiGon Beer Joint Stock Company shares who are included in the Shareholders list as of February 28th, 2025.

5. Registration to participate in the AGM: Shareholders are required to send the Registration/Power of Attorney form to Western – SaiGon Beer Joint Stock Company at the respective address below before 04:30 PM date March 28th, 2025.

6. Authorization to participate in the AGM: if any Shareholder wishes to authorize another person to attend the AGM, please complete and send the Registration/Power of Attorney form to Western – Saigon Beer Joint Stock Company at the respective address below before 04:30 PM date March 28th, 2025 or have the authorized person present it when attending the AGM. (Note: The Power of Attorney form must be the original copy and signed by the Shareholder/mandator and seal affixed in case of an organization).

7. Address for sending documents and support contact:

Western – Saigon Beer Joint Stock Company
Tra Noc Industrial Zone, Tra Noc ward, Binh Thuy district, Can Tho city, VietNam.
Contact person: Ms. Pham Thi Binh Minh – Tel: (+84)939.13.66.55

Shareholders and authorized persons are advised to bring their Identification Card or Passport and The Power of Attorney form if authorized to attend the AGM.

Respectfully./.

Recipients:

- As above;
- Archivist.



**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

AGENDA OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Time : 09:00 AM, March 31st, 2025
Venue : Muong Thanh Hotel, E1 Area, Cai Khe Islet, Cai Khe Ward, Ninh Kieu District, Can Tho City, Vietnam

Time	Agenda
08:30 - 09:00 (30 mins)	- Welcoming guests - Verifying guests' eligibility to attend the AGM, distributing AGM documents
09:00 - 09:15 (15 mins)	- Greetings and introduction - Report on Shareholders' eligibility verification (% of Shareholders' attendance)
09:15 - 09:30 (15 mins)	- Introduction and election of members for Chairperson Board - Introduction of members of Secretary Board - Approving Members for the Vote Counting Committee - Approving the AGM agenda - Approving the AGM working regulations; Regulations on nomination, self-nomination, election of additional members of the Board of Director term 2022-2027.
09:30 - 10:05 (35 mins)	Presentation and report at AGM 1. Audited financial statements 2024 2. Report on business performance for 2024, business and investment plan for 2025 3. Report on the Board of Directors's activities in 2024 and plan for 2025 4. Report on the Supervisory Board's activities in 2024 and plan for 2025 5. Selection of the independent auditor for the fiscal year 2025 6. 2024 profit distribution 7. 2025 profit distribution plan 8. Settlement of salary, remuneration, bonus in 2024 for the Board of Directors and the Supervisory Board 9. The plan of salary, remuneration, bonus in 2025 for the Board of Directors and the Supervisory Board 10. Contracts and transactions subject to AGM approval 11. No tender offer of shares of Western – Saigon Beer Joint Stock Company for Saigon Beer – Alcohol – Beverage Corporation 12. Dismission and election of additional member of the Board of Directors for the term 2022-2027
10:05 - 10:30 (25 mins)	Q&A
10:30 - 10:45 (15 mins)	Voting and election
10:45 - 11:00 (15 mins)	Tea break
11:00 - 11:05 (05 mins)	Announcing voting and election results
11:05 – 11:10 (05 mins)	Approving meeting minutes and AGM resolution
11:10 – 11h15 (05 mins)	Closing



REGISTRATION FORM/ POWER OF ATTORNEY
(Attendance at Annual General Meeting of Shareholders in 2025)

Dear to: Western – SaiGon Beer Joint Stock Company

Name of shareholder:

Legal Representatives (for organizations):

ID Card/ Citizen Identification/ Enterprise registration certificate No.:

Date of issuePlace of issue:.....

Address:

Total number of represented or owned shares: shares

(Shareholders select one of the two items below, tick the appropriate box)

1. REGISTRATION FOR ATTENDANCE TO THE GENERAL MEETING

2. AUTHORIZATION FOR INDIVIDUAL/ ORGANIZATION BELOW

Name of individual/organization:

Shareholder code (if any):

ID card/Citizen Identification/ Business registration certificate number:

Date of issuePlace of issue.....

Address:

Number of authorized shares:

The proxy (if the authorized person is an organization):

Or:

In case shareholders cannot attend and cannot authorize other person, please authorize to the Chairman of Western – SaiGon Beer Joint Stock Company’s Board of Directors:

No.	Full name	Position	Tick for selection	Number of authorized shares
1	Tan Teck Chuan Lester	Chairman of BOD	<input type="checkbox"/>	

(Note: Authorize all shares owned by a person; or number of authorized shares for each person)

Authorization content:

- Authorized Party shall exercise their rights of voting and election by way of using Voting Ballot at the Annual General Meeting of Shareholders of Western – Saigon Beer Joint Stock Company in 2025 related to the total number of shares owned/represented.
- The shareholder/ Mandator is fully responsible for this authorization and commit to comply with applicable law and Western – Saigon Beer Joint Stock Company regulations without any further complaints.

Note:

- The authorized party is not allowed to authorize the number of authorized shares to others and must bring ID card/ Passport when attending the meeting.
- This power of attorney is valid only if it is original and signed by the two parties. It must have the signature of the legal representative and the seal of the organization (unless the authorized person is the chairman of Western – SaiGon Beer Joint Stock Company’s BOD). This power of attorney is only valid at the Annual General Meeting of Shareholders in 2025.

Date month, 2025

Shareholder/ Mandator

(Signature and full name, stamp if applicable)

Authorized person

(Signature and full name, stamp if applicable)

.....

.....



**SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION
WESTERN - SAIGON BEER JOINT STOCK COMPANY**

Address: Tra Noc Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City
Phone: 02923. 843 333 Fax: 02923. 843 222
Website: www.wsb-sabeco.com.vn
Email: sabecomientay@mientay.sabeco.com.vn

DRAFT

DOCUMENTS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

March 31st, 2025

AGENDA OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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	- Verifying guests' eligibility to attend the AGM, distributing AGM documents
09:00 - 09:15 (15 mins)	- Greetings and introduction
	- Report on Shareholders' eligibility verification (% of Shareholders' attendance)
09:15 - 09:30 (15 mins)	- Introduction and election of members for Chairperson Board
	- Introduction of members of Secretary Board
	- Approving Members for the Vote Counting Committee
	- Approving the AGM agenda
	- Approving the AGM working regulations; Regulations on nomination, self-nomination, election of additional members of the Board of Director term 2022-2027.
09:30 - 10:05 (35 mins)	Presentation and report at AGM
	1. Audited financial statements 2024
	2. Report on business performance for 2024, business and investment plan for 2025
	3. Report on the Board of Directors's activities in 2024 and plan for 2025
	4. Report on the Supervisory Board's activities in 2024 and plan for 2025
	5. Selection of the independent auditor for the fiscal year 2025
	6. 2024 profit distribution
	7. 2025 profit distribution plan
	8. Settlement of salary, remuneration, bonus in 2024 for the Board of Directors and the Supervisory Board
	9. The plan of salary, remuneration, bonus in 2025 for the Board of Directors and the Supervisory Board
	10. Contracts and transactions subject to AGM approval
	11. No tender offer of shares of Western – Saigon Beer Joint Stock Company for Saigon Beer – Alcohol – Beverage Corporation
12. Dismission and election of additional member of the Board of Directors for the term 2022-2027	
10:05 - 10:30 (25 mins)	Q&A
10:30 - 10:45 (15 mins)	Voting and election
10:45 - 11:00 (15 mins)	Tea break
11:00 - 11:05 (05 mins)	Announcing voting and election results
11:05 – 11:10 (05 mins)	Approving meeting minutes and AGM resolution
11:10 – 11h15 (05 mins)	Closing



WESTERN - SAIGON BEER JOINT STOCK COMPANY

Address: Tra Noc Industrial Park, Binh Thuy District, Can Tho City, Vietnam

Phone: 02923 843 333 Fax: 02923 843 222 Website: www.wsb-sabeco.com.vn

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WORKING REGULATION THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF WESTERN – SAIGON BEER JOINT STOCK COMPANY

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter and Internal regulations on governance of Western - Saigon Beer Joint Stock Company.

The General Meeting of Shareholders of Western - Saigon Beer Joint Stock Company in 2025 is held and done in accordance with the working regulation as follows:

Article 1. Objectives

- Ensure the working principles and voting at the Annual General Meeting of Shareholders of Western - Saigon Beer Joint Stock Company to take place legally and successfully.
- Resolutions of the General Meeting of Shareholders represent the agreement of the General Meeting of Shareholders, satisfying the aspirations and interests of shareholders and in accordance with the law.

Article 2. Entities and scope of application

- **Entities:** All shareholders, authorized representatives and guests attending the Annual General Meeting of Shareholders of Western - Saigon Beer Joint Stock Company must comply with the provisions of this Regulation, the Company's Charter and current regulations of law.
- **Scope of application:** This Regulation is used for the organization of the 2025 Annual General Meeting of Shareholders of Western - Saigon Beer Joint Stock Company.

Article 3. Interpretation of terms/abbreviations

The Company	:	Western - Saigon Beer Joint Stock Company
BOD	:	Board of Directors
OB	:	Organization Board
GMS	:	General Meeting of Shareholders
Delegates	:	Shareholders, authorized representatives of shareholders

Article 4. Conditions to conduct the meetings of the General Meeting of Shareholders

- A meeting of the GMS shall be conducted where it is attended by a number of shareholders representing more than 50% of the voting shares.
- If the first meeting is not eligible to conduct due to the insufficient number of delegates, the invitation to the second meeting shall be sent within 30 days, from the proposed opening date of the first meeting. The second meeting of the GMS shall be conducted where it is attended by a number of shareholders representing 33% or more of the voting shares.
- If the second meeting is not eligible to conduct due to the insufficient number of delegates, the invitation to the third meeting shall be sent within 20 days, from the proposed opening

date of the second meeting. The third meeting of the GMS shall be held regardless of the voting shares of shareholders attending the meeting.

Article 5. Delegates attending the 2025 Annual General Meeting of Shareholders

- Shareholders of the Company according to the list of the record date on February 28th, 2025 have the right to attend the GMS; can directly attend or authorize their representatives to attend. If more than one authorized representative in line with the law is appointed to attend, the number of shares and votes of each representative must be specified.
- Delegates who entering the hall of GMS must be present at the prescribed time and register with the OB; sit in the correct position or area specified by the OB;
- During the GMS, the Delegates must comply with the instructions of the Chairperson, be polite and keep silent at the General Meeting;
- Delegates must keep secret, use and keep documents in line with regulations, must not copy, record and send it to others without permission of the Chairperson Board;

Article 6. Guests at the 2025 Annual General Meeting of Shareholders

- The managerial positions of the Company, guests, members of the OB are not shareholders/ are not authorized by shareholders of the Company but they are invited to attend the GMS.
- Guests do not give a speech at the GMS (unless invited by the Chairperson of the GMS, or registered in advance with the OB and approved by the Chairperson of the GMS).

Article 7. Chairperson Board

- The Chairperson Board consists of 06 people, including 01 Chairperson and 05 members. The Chairman of the Board of Directors shall act as the Chairperson of the GMS or authorize another member of the Board of Directors to act as the Chairperson. The Chairperson controls the operations of the GMS according to the proposed agenda approved before the GMS.
- Obligations of Chairperson Board:
 - a. To control the operations of the Meeting according to the proposed agenda of the BOD approved by the GMS.
 - b. To instruct the Delegates and the GMS to discuss the contents in the agenda.
 - c. To submit drafts and conclude the necessary issues to the GMS for voting.
 - d. To answer questions requested by the GMS.
 - e. To solve all problems arising during the GMS.
- Working principles of Chairperson Board: Chairperson Board works on the collective and democratic principles and makes decisions by majority.

Article 8. Secretary Board

1. The Secretary Board consists of 02 persons appointed by the Chairperson of GMS, responsible to the Chairpeson Board, the GMS for their obligations and under the control of the Chairperson Board.
2. Obligations of the Secretary Board:
 - To record fully, honestly the entire contents of the Meeting.
 - To receive speaking registration forms from Delegates.
 - To take Meeting minutes and draft Resolution of GMS.
 - Other obligations as requested by the Chairpeson of the Meeting.

Article 9. The Shareholder's Eligibility Verification Committee

1. The Shareholder's Eligibility Verification Committee consists of 03 Persons, including 01

Head and 02 members, appointed by the Chairperson Board, responsible to the Chairperson Board, the GMS for their obligations.

2. Obligations of the Shareholder's Eligibility Verification Committee:

- To check the eligibility of shareholders, authorized representatives attending the Meeting.
- The Head of the committee to check the delegates' eligibility to report to the GMS on the situation of shareholders attending the Meeting. If the Meeting there are enough number of shareholders and the authorized representatives representing more than 50% of the voting shares to attend, the GMS of the Company will be held.

Article 10. The Vote Counting Committee

1. The Vote Counting Committee of the Meeting consists of 03 persons, including 01 Head and 02 members introduced by the Chairperson of the Meeting and voted by the GMS.

2. Obligations of the Vote Counting Committee:

- To guide voting principles and voting and election methods.
- To count voting/election papers and take notes, take vote counting minutes, disclose the vote counting result, submit the minutes to the Chairperson of the Meeting in order to approve the voting result.
- To review and report to the GMS on cases of violation of voting principles or complaint about the voting result.

Article 11. Discussion at the General Meeting of Shareholders

1. Principles:

- Discussion can only be made within the stipulated time and within the scope of the issues presented in the agenda of the GMS.
- Delegates who have comments register to write the comments on the Question forms and deliver it to the Secretary of the GMS.
- The Secretary of the GMS will arrange the shareholders' question forms in order and deliver them to the Chairperson Board.
- When needing to speak or debate, Delegates can raise their hands. Delegates only speak at the Meeting when the Chairperson approves. Each Delegate speaks for no more than 03 minutes, the content should be concise and avoid duplication.

2. Responding to Delegates' comments:

- Based on the Question forms, the Chairperson or members appointed by the Chairperson will respond to the Delegates' comments.
- In case, due to time limitation, the questions that have not been answered directly at the GMS will be answered in writing by the Company.

Article 12. Voting to approve issues at the General Meeting of Shareholders

1. Principles:

- All issues in the agenda and contents of the Meeting must be discussed and voted publicly by the GMS.
- Voting cards and voting papers and election papers are printed, stamped and sent directly to the Delegates at the GMS by the Company (enclosed with the documents of the GMS). Each Delegate is given a Voting card and Voting paper and Election paper which specifies the Delegate's code, full name, number of shares owned and authorized to vote by that Delegate.

- Voting on issues at the 2025 Annual General Meeting of Shareholders:
 - o Voting by raising Voting Cards: is used to approve issues such as: Approving the Chairperson Board, Vote Counting Committee, Agenda of the Meeting; Working Regulation at the Meeting; Regulations on nomination, self-nomination and election of additional members of the BOD; approve the minutes of the Meeting, the Resolution of the Meeting and other contents at the Meeting (if any);
 - o Voting by filling in Voting Papers: is used to approve the following issues: approving the content of the Reports and Proposals at the AGM.
- 2. How to vote:
 - Delegates vote to Approve, Disapprove or Abstain of an issue voted on at the GMS by raising up the Voting Cards or filling in the options on the Voting Papers corresponding with the issues to be voted on.
 - When voting by raising up the Voting Cards, the front side of the Voting Cards must be raised towards the Chairperson Board. If a Delegate does not raise his/her Voting Card in three times of voting “Approve”, “Disapprove”, or “Abstain” on an issue, it will be considered as “Approve” for that issue. If a Delegate raises up his/her Voting Card more than once (01) when voting “Approve”, “Disapprove”, or “Abstain” on an issue, it will be considered as an invalid vote. According to voting by raising up the Voting Cards, members of the Shareholder’s Eligibility Verification Committee /Vote Counting Committee mark the Delegate’s code and the corresponding number of votes of each shareholder when voting “Approve”, “Disapprove”, “Abstain” and “Invalid”.
 - When voting by filling in the Voting Papers, for each content, the Delegates choose one of three options "Approve", "Disapprove", "Abstain" printed on the Voting Papers by ticking “X” or “✓” in the box. After voting all the issues of the Meeting, the Delegates will put the Voting Papers into the sealed ballot box at the GMS according to the instructions of the Vote Counting Committee. Voting Papers must be signed and clearly state the full name of the Delegates.
- 3. Valid Voting Papers
 - Valid voting papers: are printed forms issued by the OB that must not be erased, edited, torn; stamped ... written any information other than the regulations for the voting papers and must have signatures, hand written full names of Delegates.
 - On the voting papers, the voting content (reports, proposals) is valid when the Delegate ticks one (01) out of three (03) voting boxes. The voting content (reports, proposals) is invalid when it does not comply with the provisions of valid voting content.
- 4. Invalid Voting Papers:
 - o Adding more information to the voting papers;
 - o The voting papers do not follow the printed form issued by the OB, the voting papers do not have the Company's stamp, or have been erased, scraped, torn, or written with any information other than the regulations for the voting papers. Thus, all information on voting papers is invalid.
- 5. Voting principles:
 - Every 01 (one) share is equivalent to one voting right. Each Delegate who represents one or more voting rights will be given a Voting Card and a Voting Paper.
 - On the record date of the list of shareholders (February 28th, 2025), the total number of shares of the Company is: 14,500,000 shares equivalent to 14,500,000 voting rights.

- Issues that need to be voted at the GMS shall be approved only when more than 50% of the total votes of all shareholders attending the GMS approves. Particularly in some cases where voting issues are specified in Clause 1, Article 21 of the Company's Charter, they must be approved by the number of shareholders representing 65% or more of the total votes of all shareholders attending the Meeting.

Notes:

- For contracts and transactions specified in Clause 3, Article 167 of the Law on Enterprises, shareholders/authorized representatives with interests related to the parties in the contract and transaction do not have voting rights.

6. Recording voting and election results:

- The Vote Counting Committee is in charge of collecting voting papers.
- The Vote Counting Committee will check the number of votes for “Approve “Disapprove” and “Abstain” on each content and is responsible for recording and reporting the results of counting votes at the GMS.

Article 13. Election of the Board of Directors

- The election of BOD’s members must be carried out in accordance with the Regulations on nomination, self-nomination and election of additional members of BOD approved by the GMS at the meeting.

Article 14. Minutes, Resolution of the General Meeting of Shareholders

- Minutes of the GMS must be read and approved before the end of the Meeting.

Article 15. Implimentation of the Regulation

- Shareholders, authorized representatives and guests attending the Meeting must abide by the Working Regulation of the GMS. Shareholders, authorized representatives and guests who violate this Regulation depending on the specific extent, the Chairperson Board will consider and take appropriate measures according to the Company's Charter and the Enterprise Law.
- Contents that are not specified in detail in this regulation shall be applied according to the provisions of the Company Charter, Internal Regulations on Corporate Governance, Enterprise Law and current legal documents of the State.

This Regulation takes effect right after being approved by the General Meeting of Shareholders.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

Can Tho, March, 2025

**REGULATIONS ON NOMINATION, SELF-NOMINATION, ELECTION OF
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS TERM 2022-2027
WESTERN – SAIGON BEER JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Law on Securities No. 54/2019/QH14 date 26/11/2019 and other related regulations;
- Decree No. 155/2020/ND-CP on elaboration of some articles of the Law on Securities;
- Charter and Internal regulations on governance of Western – Saigon Beer Joint Stock Company.

Article 1. Interpretation of terms/abbreviations

- The Company : Western - Saigon Beer Joint Stock Company
- BOD : Board of Directors
- OB : Organization Board
- GMS : General Meeting of Shareholders
- Delegates : Shareholders, representatives (authorized persons)

Article 2: Regulations on nomination, self-nomination of BOD

- Number of members of the BOD to be elected: 01 persons
- Term : 2022 – 2027
- Maximum number of BOD candidates : unlimited

1. Rights of nomination, self-nomination of BOD: *(According to Article 25 of the Company's Charter)*

- The shareholder or group of shareholders holding 10% or more of common shares shall be entitled to nominate, self-nominate for BOD candidates. The shareholders holding common shares have the right to aggregate their number of voting rights to nominate the candidates for the BOD members. A shareholder or group of shareholders owning from 10% to below 20% of the total voting shares has the right to nominate a maximum of one (01) candidate; from 20% to below 30% has the right to nominate a maximum of two (02) candidates; from 30% to below 40% has the right to nominate a maximum of three (03) candidates; from 40% to below 50% has the right to nominate a maximum of four (04) candidates; from 50% or more has the right to nominate five (05) candidates or more.
- If the number of candidates for the BOD from nomination and self-nomination is insufficient as required in Clause 5, Article 115, the Law on Enterprises, then the incumbent BOD may introduce additional candidates. The additional nomination made by the incumbent BOD shall be clearly disclosed before the GMS vote to elect the BOD members in accordance with laws.
- Candidates for BOD from nomination, self-nomination must fully meet the criteria mentioned in Section 2 below.

2. Criteria of candidates for BOD members: *(as stipulated in clause 1, clause 2 Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 Decree No.155/2020/ND-CP)*

- The candidates for BOD members must satisfy the standards and conditions below:
- Having legal capacity, not being prohibited from managing an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- Having professional qualifications and experience in business management of the Company and not necessarily being a shareholder of the Company;

- A BOD member can only concurrently be a BOD member of a maximum of 5 other companies.

Article 3. Voting principles

- Complying with provisions of laws and the Company's Charter.
- Voting rights are calculated according to the number of shares owned or represented by ownership. Voting results are calculated on the number of shares with voting rights of shareholders attending the meeting.
- For each election, a delegate can only use one vote corresponding to the number of shares owned or represented by ownership.
- The Vote Counting Committee is nominated by the Chairperson of the General Meeting of Shareholders and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be on the list of candidates for the BOD.

Article 4. Voting method

- The list of candidates for the BOD is arranged in alphabetical order by name, write their full name on the vote.
 - Voting method: (According to Clause 3, Article 148, Law on Enterprises No. 59/2020/QH14)
 - Cumulative voting method: each delegate shall have his/her total votes corresponding to the total shares he or she owns multiplied by the number of members to be elected to the BOD, and each delegate shall have the right to accumulate all of his or her votes for one or more candidates.
 - If there are additional candidates on the day of GMS, delegates can contact the Vote Counting Committee to request a new vote and must return the old one (before putting it in the voting box).
 - In case of mistaken choice, delegates contact the Vote Counting Committee to request a new vote and must return the old one.
 - Each shareholder attending the GMS is given one vote for the BOD. When being given votes, delegates must check the information written on the votes. if there are any errors, they must immediately notify the Vote Counting Committee.
 - How to write on the votes:
 - Delegates elect the maximum number of candidates equal to the number of members to be elected;
 - If voting all votes for one candidate or dividing all votes equally among candidates, the delegates shall tick the box "**Cumulative voting**" of the corresponding candidates;
 - If voting unequal number of votes for more than one candidate, the delegates shall specify the number of votes in the box "**Number of votes**" of the corresponding candidates.
- Notes:** If a delegate both ticks the box "**Cumulative voting**" and writes the number of votes in the box "**Number of votes**", the results will be taken according to the number of votes in the box "**Number of votes**".
- Votes will be put in the sealed voting box before vote counting.
 - Valid vote: is a vote according to the pre-printed form issued by the OB, without erasing, editing, stamped and not writing any information other than the regulations for the vote.
 - The following votes will be considered invalid:
 - Adding more information to the votes;
 - Crossing out the names of the candidates;
 - The votes do not follow the pre-printed form issued by the OB, the votes do not have the Company's stamp, or have been erased, scraped, torn, or written with any information other than the regulations for the vote.

- The number of candidates elected by delegates is larger than the number of members to be elected;
 - Votes where the total number of votes for the delegates' candidates is larger than the total number of votes allowed to vote;
 - There is no signature, under the signature there is no handwritten full name of the participant.
- **Vote counting method:** is conducted by collecting card votes/voting votes for approval disapproval, and abstention under the supervision of a shareholder representative (if necessary).
 - After the voting ends, vote counting will be conducted under the supervision of the Vote Counting Committee.
 - The Vote Counting Committee is responsible for making a vote counting minutes, announcing the results and dealing with questions and complaints of shareholders together with the Chairperson (if any).
 - Votes after counting will be stored according to regulations.
 - Votes after counting will be opened at the request of the Company's General Meeting of Shareholders (if any). (Article 151, Law on Enterprises No. 59/2020/QH14).

Article 5. Principles of selection of candidates:

- The winner is determined by the number of votes from high to low, starting from the candidate with the highest number of votes until there are enough members to vote.
- If there are two (02) or more candidates with the same number of votes to be elected to the last member, a re-election will be conducted among the candidates with the same number of votes.
- If the first voting results are not enough for the number of members to be elected, the election will be conducted until the number of members to be elected is sufficient.

Article 6. Files of nomination and self-nomination to be BOD members:

Files of nomination and self-nomination to be BOD members include:

- A proposal for nomination and self-nomination /Referral, decision to appoint personnel to the BOD, including the following basic information: personal information of the capital representative (full name, date of birth, number of ID card, date of issue, qualifications), number of representative shares, clearly stating the representative participating in the BOD. Shareholders/groups of shareholders can refer to the proposal for nomination and self-nomination according to the form on the company website;
- Meeting minutes of group of shareholders to nominate and self-nominate candidates for BOD members including the following basic information: list of group of the shareholders – the nominators (name of shareholder, ID card, address, number of shares owned, signature), total number of shares nominated by the group of shareholders, information of the nominees (Full name, ID card, date of issue, place of issue, address, qualifications, number of representative shares). Shareholders/groups of shareholders can refer to the meeting minutes of group of shareholders to nominate and self-nominate according to the form on the company website;
- Curriculum Vitae (according to the form);
- Copies of the following documents: ID card/Passport (if any);
- Qualifications (if any).

Candidates for BOD must be legally responsible to GMS for the accuracy and truthfulness of their files. Please send your files to Western – Saigon Beer Joint Stock Company **before 02 p.m on March 27, 2025** at the following address:

- **Western – Saigon Beer Joint Stock Company**
- **Address:** Tra Noc Industrial Zone, Binh Thuy District, Can Tho City, Vietnam
- **Phone: 02923 843 333** **Fax: 02923 843 222**

Article 7. Implimentation of the Regulation

This Regulation takes effect right after being approved by the GMS.

***ON BEHALF OF BOD
CHAIRMAN***

Tan Teck Chuan Lester

WESTERN - SAIGON BEER JOINT STOCK COMPANY

Address: Tra Noc Industrial Park, Binh Thuy District, Can Tho City, Vietnam

Phone: 02923 843 333 Fax: 02923 843 222 Website: www.wsb-sabeco.com.vn

WRITTEN REQUEST FOR NOMINATION TO BE BOD MEMBERS TERM 2022-2027

(For shareholders)

To: Western – Saigon Beer Joint Stock Company

- Name of shareholder:
- Nationality:
- ID card/Passport/Business Registration certificate No:
Date of issue:.....Place of issue:
- Contact address (shareholder is an individual) / Head office address (shareholder is an organization).....
- Number of shares owned:..... shares.
- Corresponding total value at par value:(đVND).

I would like to nominate:

1. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:.....
Education:.....Major:
Currently holding:(/shares).
Corresponding total value at par value.....(VND).

2. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:.....
Education:.....Major:
Currently holding:(/shares).
Corresponding total value at par value.....(VND).

3. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....
Place of issue:.....

Permanent address:.....

Education:.....Major:

Currently holding:(/shares).

Corresponding total value at par value.....(VND).

To be the candidate for BOD members of Western – Saigon Beer Joint Stock Company term 2022-2027.

Thank you!

Attached file:

- *Notarized copies of ID card/Passport.*
- *Curriculum Vitae of the candidate.*
- *Qualifications (if any).*

....., day..... month year

Nominator

(Signature, seal and full name)

WESTERN - SAIGON BEER JOINT STOCK COMPANY

Address: Tra Noc Industrial Park, Binh Thuy District, Can Tho City, Vietnam

Phone: 02923 843 333 Fax: 02923 843 222 Website: www.wsb-sabeco.com.vn

WRITTEN REQUEST FOR NOMINATION TO BE BOD MEMBERS TERM 2022-2027

(for group of shareholders)

To: Western – Saigon Beer Joint Stock Company

- Representative of shareholder group:
- ID card/Passport/Business Registration certificate No:
Date of issue:..... Place of issue:.....
.....
- Number of shares owned of group of shareholders: shares.
- Corresponding total value at par value:
..... (VND).

We would like to nominate:

1. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:.....

Education:.....Major:

Currently holding:(/shares).

Corresponding total value at par value.....(VND).

2. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:.....

Education:.....Major:

Currently holding:(/shares).

Corresponding total value at par value.....(VND).

3. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:.....

Education:.....Major:

Currently holding:(/shares).

Corresponding total value at par value.....(VND).

To be the candidate for BOD members of Western – Saigon Beer Joint Stock Company term 2022-2027.

Thank you!

Attached file:

- *Notarized copies of ID card/Passport.*
- *Curriculum Vitae of the candidate.*
- *Qualifications (if any).*

....., *day..... month year*
Representative of shareholder group
(Signature, seal and full name)

LIST OF SHAREHOLDER GROUP

ATTACHED TO WRITTEN REQUEST OF SHAREHOLDER GROUP

No.	Full name	ID card/Passport/Business registration certificate	Permanent address	Number of shares owned	Signature of shareholders/signature, seal of the Company
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

**MEETING MINUTES OF SHAREHOLDER GROUP
FOR NOMINATION OF CANDIDATES TO JOIN THE BOARD OF DIRECTORS
OF WESTERN - SAIGON BEER JOINT STOCK COMPANY
TERM 2022-2027.**

- Pursuant to Charter of Western – Saigon Beer Joint Stock Company.
- Pursuant to Regulations on nomination of BOD members of Western – Saigon Beer Joint Stock Company term 2022-2027.

Today, on/...../2025, at, we are shareholders of Western - Saigon Beer Joint Stock Company, holding togethershares (in words:shares), accounting for% of shares with voting rights of the Company, whose names are listed below:

No.	Full name of shareholders	ID card/ Passport/ Business Registration Certificate	Address	Number of shares owned	Signature and full name
1					
2					
3					
4					
5					
6					
....					
	Total				

We agreed to nominate:

Mr./Ms.:

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

To be a group representative to nominate in accordance with the Regulations on nomination for the Board of Directors of Western - Saigon Beer Joint Stock Company term 2022 - 2027.

And agreed to nominate the following candidates for the BOD:

1. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....

Place of issue:.....

Permanent address:.....
Education:.....Major:
Currently holding:(/shares).
Corresponding total value at par value.....(VND).

2. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:.....
Education:.....Major:
Currently holding:(/shares).
Corresponding total value at par value.....(VND).

3. Mr./Ms.:

ID card/Passport No.:..... Date of issue:.....
Place of issue:.....
Permanent address:.....
Education:.....Major:
Currently holding:(/shares).
Corresponding total value at par value.....(VND).

The minutes were taken at, on/...../..... at

....., *day*..... *month* *year*

Representative of shareholder group
(Signature, seal and full name)

WESTERN - SAIGON BEER JOINT STOCK COMPANY

Address: Tra Noc Industrial Park, Binh Thuy District, Can Tho City, Vietnam

Phone: 02923 843 333 Fax: 02923 843 222 Website: www.wsb-sabeco.com.vn

WRITTEN REQUEST FOR SELF-NOMINATION TO BE BOD MEMBERS

TERM 2022-2027

To: Western – Saigon Beer Joint Stock Company

- Full name:
- ID card/Passport No.:,.....
- Date of issue:.....Place of issue:.....
- Number of shares owned:..... /share.
- Corresponding total value at par value:
.....(VND).

I would like to self-nominate to be BOD members of Western – Saigon Beer Joint Stock Company term 2022-2027.

If I am elected as a member of the Board of Supervisors by the shareholders, I will make efforts to contribute to the development of Western - Saigon Beer Joint Stock Company.

Thank you!

Attached file:

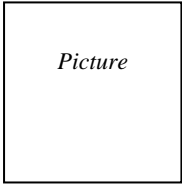
- *Notarized copies of ID card/Passport.*
- *Curriculum Vitae of the candidate.*
- *Qualifications.*

....., day..... month year

Self-nominator

(Signature, seal and full name)

-



THE SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

(For candidates for BOD)

Full name :

Candidate : **BOD member**

Full name:	
Gender:	
Date of birth:	
Place of birth:	
ID card:, date of issue:,place of issue:
Nationality:	
Permanent address:	
Cell phone:	
Education:	
Work experience:	
+ From to	
+ From to	
+ From to	
Current job position at the Company:	
Current job position at other companies:	
Benefits related to the Company (if any):	
Number of shares owned (at): shares, accounting for % of charter capital
+ Representative owning: shares, accounting for % of charter capital
+ Individual owning: shares, accounting for % of charter capital
Commitments of holding shares (if any)	
Related persons holding shares of the Company:	1. Relationship:, Name of individual/organization: holding: shares, accounting for% of charter capital.
	2. Relationship:, Name of individual/organization: holding: shares, accounting for% of charter capital.

I hereby undertake the above declaration is true. I shall take the full legal responsibility under the law for any fraudulent information. I am looking forward to your consideration and commit to perform my duties honestly if I am elected as a BOD member.

....., day month year 2025

Declarer (signature and full name)

Can Tho, March 31st, 2025

SUMMARY OF 2025 AGM DOCUMENTS

To: **Shareholders of Western – SaiGon Beer Joint Stock Company**

The Board of Directors of Western – SaiGon Beer Joint Stock Company would like to propose the following summary of proposals for Shareholders’ approval as follows:

1. Audited Financial Statements 2024

Please refer to the attached report.

2. Report on business performance for 2024, business and investment plan for 2025

Please refer to the report No...../2025/WSB attached.

3. Report on the Board of Directors's activities in 2024 and plan for 2025

Please refer to the report No...../2025/BC-HĐQT attached.

4. Report on the Supervisory Board's activities in 2024 and plan for 2025

Please refer to the report attached.

5. Selecting the independent auditor for 2025 financial statements

The Board of Directors and the Supervisory Board of Western - Saigon Beer Joint Stock Company would like to submit to the General Meeting of Shareholders to consider and approve the list of independent auditing companies for the fiscal year 2024 and other relevant periods of the Company as follows:

1. Ernst & Young Vietnam Co., Ltd
2. KPMG Vietnam Co., Ltd
3. PWC Vietnam Co., Ltd
4. Deloitte Vietnam Co., Ltd

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an independent auditing company on the above list and is the same as the Independent Auditing Company that audits the Parent Company - Saigon Beer - Alcohol - Beverage Corporation (SABECO).

6. 2024 profit distribution:

Unit: VND

No.	Categories	2024 Plan	2024 Actual
1	Undistributed profit – beginning	356.833.905.027	356.833.905.027
2	Profit after tax	65.276.294.243	82.536.315.873
3	Profit distribution:		
	Bonus and Welfare Fund	6.251.000.000	7.450.845.415
	Social Activities Fund	326.381.471	326.381.471
	Dividend payment		
	<i>Dividend ratio</i>	40%	50%
	<i>Value of dividend payment</i>	58.000.000.000	72.500.000.000
4	Undistributed profit – ending	357.532.817.799	359.092.994.014

7. 2025 plan profit distribution:

Đơn vị tính/ Unit: VND

No.	Categories	2024 Actual	2025 Plan
1	Undistributed profit – beginning	356.833.905.027	359.092.994.014
2	Profit after tax	82.536.315.873	82.162.125.676
3	Profit distribution:		
	Bonus and Welfare Fund	7.450.845.415	6.412.131.090
	Social Activities Fund	326.381.471	410.810.628
	Dividend payment		
	<i>Dividend ratio</i>	50%	50%
	<i>Value of dividend payment</i>	72.500.000.000	72.500.000.000
4	Undistributed profit – ending	359.092.994.014	361.932.177.972

8. Settle salary, remuneration, bonus in 2024 for the Board of Directors and the Supervisory Board

Kindly propose the 2024 settlement of salary, remuneration, bonus for Members of the Board of Directors and the Supervisory Board for Shareholders' approval as follows:

8.1 For Member of the Board of Directors:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	5	5
2	Remuneration Fund	VND	494.000.000	494.000.000
III	Total Amount	VND	494.000.000	494.000.000

8.2 For Member of the Supervisory Board:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	3	3
2	Remuneration Fund	VND	195.000.000	195.000.000
III	Total Amount	VND	195.000.000	195.000.000

9. Plan of salary, remuneration, bonus in 2025 for the Board of Directors and the Supervisory Board:

Kindly submit to the AGM for the approval of the plan of salary, remuneration, bonus for BOD and the Supervisory Board in 2025 as follows:

9.1 For Members of the Board of Directors:

No.	Categories	Unit	2024 actual	2025 plan
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	5	5
2	Remuneration Fund	VND	494.000.000	494.000.000
III	Total Amount	VND	494.000.000	494.000.000

9.2 For Members of the Supervisory Board:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	3	3
2	Remuneration Fund	VND	195.000.000	195.000.000
III	Total Amount	VND	195.000.000	195.000.000

10. Proposal on contracts and transactions subject to AGM approval:

Kindly propose the following production and sales contracts, contract to buy raw materials in 2025 between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company with related entities (draft contract as attached), with value being equal to or greater than 20% of the Company’s total assets calculated from the latest audited financial statement for Shareholders’ approval:

1. Contract for Cooperation in production and sale of goods between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company with Saigon Beer – Alcohol – Beverage Corporation and Saigon Beer Trading One Member Limited Company.
2. Contract to buy raw materials between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company and Saigon Beer – Alcohol – Beverage Corporation.

Assign the Legal Representative of the Western – Saigon Beer Joint Stock Company and the Legal Representative of the Saigon – Soc Trang Beer One Member Limited Company to undertake the necessary procedures for signing and executing the Contracts, including any agreements to amend, supplement, replace, or terminate the Contract (if applicable) in accordance with each Company's annual production and business plan.

11. Proposal on No tender offer of shares of Western – Saigon Beer Joint Stock Company for Saigon Beer – Alcohol – Beverage Corporation

Please refer to the proposal No...../2025/TTr-HĐQT attached.

12. Dismission and election of additional member of the BOD for the term 2022-2027

- **Dismission of members of the BOD for the 2017-2022 term:**

No.	Full name	Current Position	Notes
1.	Ms. Teoh Jia Ee	Member of BOD	

- **Election of additional member of BOD for the term 2022-2027**

- Number of BOD members to be elected: 01 member
- List of candidates and curriculum vitae of the candidates: attached the proposal
- Other contents related to the election of members of the BOD shall be applied according to the regulations approved by the General Meeting of Shareholders.

Respectfully./.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

No.:/2025/TTr-HĐQT

Can Tho, March.....,2025

DRAFT

PROPOSAL

Re: Approval of the Audited financial statements 2024

To: **General meeting of shareholders**

- Pursuant to 2020 Law on Enterprises;
- Pursuant to the Company's Charter of Western - Saigon Beer Joint Stock Company.

Following the company's charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2024 financial reports audited by KPMG Limited Vietnam (attached).

Respectfully./.

**ON BEHALF OF BOD
Chairman**

Recipients:

- As above;
- Archived.

Tan Teck Chuan Lester

DRAFT

**REPORT ON 2024 BUSINESS PERFORMANCE,
BUSINESS AND INVESTMENT PLAN FOR 2025**

To: **General Meeting of Shareholders**

I. 2024 Business performance:

1. 2024 Business performance:

- In 2024, the global situation remained risk factors across affecting stability and socio-economic development in many countries. However, improved global trade, easing inflationary pressures, and more relaxed financial market conditions helped alleviate the risk of economic recession. Domestically, the economy continued to show a clear sign of recovery trend, with growth strengthening month by month and quarter by quarter, while inflation remained below target.
- Beer market overview: strict regulations on alcohol concentration when participating in traffic have been a significant barrier, hindering the beer industry's recovery since the COVID-19 pandemic. Consumers have been still tightening their spending, so while the beer market showed signs of growth over the past year, the increase was not substantial. Additionally, rising costs of production and business operation - such as raw materials (malt, rice, etc.), packaging (aluminum cans, cartons), and transportation - put significant impact on the Company's overall performance.
- With support from the local authorities and assistance from SABECO during operations, the Company, as a whole, made great efforts to achieve the business targets set by the General Meeting of Shareholders. Following are the results obtained:

Unit: Mil.VND

No.	Categories	2023 Actual	2024 Plan	2024 Actual	% A/P	% 2024/2023
A	B	1	2	3	4=3/2	5=3/1
1	Total revenue	877.780	990.148	982.702	99%	112%
2	Profit before tax	94.073	72.078	90.595	126%	96%
3	Profit after tax	83.431	65.276	82.536	126%	99%

- With production allocated by SABECO closely in line with the plan, the Company's total revenue reached 99% of the target set by the General Meeting of Shareholders. Additionally, lower-than-expected increases in raw material and energy costs, along with effective cost control measures and expense reductions, contributed to profit after tax exceeding the target by 26%, nearly matching the 2023 performance.
- Compared to 2023 actual:
 - o Delivery volume improved (with bottled beer decreasing and canned beer increasing).
 - o SABECO raised its purchase price for beer from breweries to partially offset the impact of rising raw material costs.
 - o Management effectively controlled cost standards and business expenses.

2. 2024 activities:

2.1 Production:

- Through the implementation of innovative solutions and comprehensive research to streamline production processes, raw material and energy usage were effectively controlled.

As a result, both breweries ranked among the top in SABECO's system for raw material and energy efficiency in 2024, saving the company VND 5.7 billion compared to 2023.

- Product quality management: Adhered to technological procedures, ensuring stable product quality in line with SABECO standards and food safety regulations. Both company breweries ranked in the top 10 for product quality within the system.
- Maintained effective implementation of integrated management systems, including ISO 9001:2015, ISO 22000:2018, ISO 14001:2015, ISO 50001:2018, and ISO/IEC 17025:2017 for laboratory management.
- Following the intergrated management system hợp ISO 9001:2015; ISO 22000:2018, ISO 14001:2015, ISO 50001:2018 and laboratory management system ISO/IEC 17025:2017.
- Procurement for production: Worked with SABECO to negotiate reasonable material prices. For other suppliers, the company proactively negotiated contracts to secure stable pricing and supply.

2.2 Investment:

- Implementing investment projects in accordance with the financial plan approved by the 2024 General Meeting of Shareholders. Before execution, the Company carefully reviewed and reassessed each project. The investments made in 2024 primarily aimed at improving production efficiency, maintaining product quality, and conserving energy. Postpone evaluation items investment that are not really effective.
- The actual expenditure was lower than the approved budget. The total disbursed investment value for the year was VND 4.4 billion.
- Execution procedures were carried out in full compliance with applicable regulations.
- Details:

No.	Items	Progress		Notes
		Finished	In progress	
I	WESTERN – SAI GON BEER JOINT STOCK COMPANY			
1.	Reinforcement of truss frame at Filling - Packaging Plant	X		
2.	Repair the operating floor at the top of fermentation tank	X		
3.	Barley Grinding and Transporting System	X		
4.	Energy monitoring equipment		X	
5.	Air dryer	X		
6.	Buying and repairing the warehouse		X	
7.	Upgrade Braumat process control system		X	
8.	The malt dust bin with a feed screw		X	
9.	Primary sedimentation tank in wastewater treatment system			Postponed (only repair old equipment)
10.	Renovate the 2 ⁰ C water cooling system (2 ⁰ C water cooled directly by NH ₃)			Postpone to review effectiveness
II	SAI GON - SOC TRANG BEER ONE MEMBER LIMITED COMPANY			
1.	Overhaul of Ferrum can seamer	X		
2.	Can filling adapter (sleek 330 ml) for canning line			Postponed
3.	Barley storage and grinding system			
3.1	Barley silo foundation and relocation of oil tanks	X		
3.2	System for grinding and transporting barley to the malt pot		X	
3.3	Silo (for Barley)		X	

No.	Items	Progress		Notes
		Finished	In progress	
3.4	Hiring a consultant for detailed planning of 1/500		X	
4.	Building Filling – Warehouse 2 and internal roads			Adjustment to implement item: "Newly warehouse 1 and internal roads"
5.	Consultancy fees for finalizing legal documents of the project "Build Filling – Warehouse 2 and internal roads"			Postponed due to change the investment item No.4

2.3 Organization and management of Human Resources:

- The employees of the two breweries ensures production operations and is suitable for the new personnel structure.
- Salaries and employee benefits were fully implemented in accordance with the Company regulations, applicable laws.

2.4 Accounting - Finance:

- Monitoring each cost item in accordance with the approved budget plan.
- Effectively managing cash flow, ensuring the Company incurred no short-term or long-term debt.
- Financial investments: Fully collecting dividend payments from existing investments. No new investments were made during the year, with financial resources focused on core production activities.
- Dividend distribution to shareholders:
 - o Fully pay the remaining dividends of 2023 in accordance with the rate approved by the 2024 AGM (payment rate: 30%).
 - o The first dividend for 2024 has been advanced at a rate of 20% (the plan for 2024 is 40%).

II. 2025 business and investment plan

1. 2025 Business plan:

- The global economy in 2025 is expected to show little improvement compared to 2024, with lower inflation and ongoing monetary easing in many economies potentially providing a modest boost to global economic activity. However, risks remain due to geopolitical conflicts and escalating trade tensions.
- Domestically, the beer market will continue facing challenges from the combined impact of increasingly strict new regulations on alcohol concentration control and changing consumer habits.
- In response to these developments, the company has outlined key business targets for 2025, which will be submitted to the General Meeting of Shareholders for review.

Unit: Mil.VND

No.	Categories	2024 Actual	2025 plan	% 2025/2024
1	Total revenue	982.702	1.007.126	102%
2	Profit before tax	90.595	91.049	101%
3	Profit after tax	82.536	82.162	100%

2. Implementation:

To achieve the business targets set for 2025, the company will focus on the following key initiatives:

- Continue optimizing the production plan in line with SABECO's assigned volumes, with a

stronger emphasis on raw material efficiency and energy savings to reduce costs and increase profitability.

- Ensure 100% product quality and food safety.
 - Collaborate effectively with trade and transportation units to streamline the delivery process.
 - Support product branding and social welfare initiatives in the region, following SABECO's directives to enhance sales efforts.
 - Implement human resource management, production management, and IT management software in line with SABECO's policies to improve operational efficiency and strengthen information security.
 - Closely monitor business expenses according to the planned cost items.
 - Manage cash flow in compliance with banking and treasury regulations and SABECO's financial policies.
 - Distribute dividends to shareholders as approved by the General Meeting of Shareholders.
- Adhere to national laws and ensure the Company operates with a focus on sustainable development.

Respectfully./.

DIRECTOR

Recipients:

As above;

Archivist.

Lê Đăng Khoa

DRAFT

**REPORT OF THE BOARD OF DIRECTORS ON BUSINESS
PERFORMANCE IN 2024 AND PLAN FOR 2025**

To: General Meeting of Shareholders

Board of Directors (BOD) of Western – Saigon Beer Joint Stock Company would like to report to General Meeting of Shareholders (“GMS”) on business performance in 2024 and plan for 2025 as follows:

I. 2024 Business performance:

1. The BOD’s activities in 2024:

– BOD had regularly meetings to facilitate the implementation of the company’s strategic plans and to supervise the business activities of the Company. BOD guided, managed, and supervised all aspects of the Company’s business activities including production/sales; investment; activities related to shareholders, dividend payment; corporate governance, information disclosure and other activities complying with laws.

– In 2024, BOD had 5 physical/online meetings and 21 times for collecting opinions by written voting. There were 26 resolutions issued.

No.	No. of Resolution	Date	Contents
1.	01/2024/NQ-HĐQT	31/01/2024	Approval of the time to hold 2024 AGM
2.	02/2024/NQ-HĐQT	27/02/2024	Approval of termination of the Labor contract for Deputy Directors
3.	03/2024/NQ-HĐQT	11/03/2024	Approval of the regime and support when upon termination of labour contract for Mr. Tran Hoang Tuan
4.	04/2024/NQ-HĐQT	11/03/2024	Acceptance of the report on business performance in Quarter 4/2023 and FY2023 and other contents related.
5.	05/2024/NQ-HĐQT	21/03/2024	Approval of the documents of 2024 Annual General Meeting of Shareholders of Western – Sai Gon Beer JSC
6.	07/2024/NQ-HĐQT	27/03/2024	Approval of the record date for the last 2023 dividend payment in cash.
7.	08/2024/NQ-HĐQT	15/04/2024	Approval of the 2024 Annual General Meeting of Shareholders documents of Saigon – Bac Lieu Beer JSC.
8.	09/2024/NQ-HĐQT	15/04/2024	Approval of the vote of the Company's capital representative at Saigon - Tay Do Beer – Beverage JSC.
9.	10/2024/NQ-HĐQT	26/04/2024	Appointed Mr. Le Thanh Phuc as Deputy Director of Western - Saigon Beer JSC.
10.	11/2024/NQ-HĐQT	23/05/2024	Approval of the policy to implement, the economic-technical report and plan on contractor selection of the project: “Barley Grinding and Transporting System” of Western – Sai Gon Beer JSC.

No.	No. of Resolution	Date	Contents
11.	12/2024/NQ-HĐQT	12/06/2024	Approving the policy to appoint Mr. Nguyen Thanh Dien as Deputy Director of Saigon – Soc Trang Beer One member Co.Ltd.
12.	13/2024/NQ-HĐQT	12/06/2024	Approval of the policy to implement, the economic-technical report and plan on contractor selection of the project: “Barley storage and grinding system” of Saigon - Soc Trang Beer One Member Co.Ltd
13.	14/2024/NQ-HĐQT	03/07/2024	Approval of promulgating the Regulation on information disclosure of Western - Saigon Beer JSC
14.	15/2024/NQ-HĐQT	31/07/2024	Approval of the results of the contractor selection for the investment item of "Barley grinding and transportation system" of Western - Saigon Beer JSC
15.	16/2024/NQ-HĐQT	13/08/2024	Acceptance of the Report on the business performance in Q2/2024, the first 6 months and estimations on the last 6 months of 2024
16.	17/2024/NQ-HĐQT	21/08/2024	Approval of the Tranning Policy of Western - Saigon Beer JSC
17.	18/2024/NQ-HĐQT	04/09/2024	Approval of the record day for organization of the 1 st Extraordinary General Meeting of Shareholders in 2024
18.	19/2024/NQ-HĐQT	04/09/2024	Approval of the results of the contractor selection for the bidding packages of project "Barley storage and grinding system" of Saigon - Soc Trang Beer One Member Co.Ltd.
19.	20/2024/NQ-HĐQT	07/10/2024	Approval of the contents related to the organization of the 1 st Extraordinary General Meeting of Shareholders in 2024 Western - Saigon Beer JSC
20.	21/2024/NQ-HĐQT	14/10/2024	Approval of the update of documents for the 1 st Extraordinary General Meeting of Shareholders in 2024 of Western - Saigon Beer Joint Stock Company
21.	23/2024/NQ-HĐQT	30/10/2024	Approval of the policy, the Economic-Technical Report, plan on contractor selection of the investment item “Upgrade Braumat controlling Brewing – Fermenting” of Western - Saigon Beer JSC
22.	24/2024/NQ-HĐQT	30/10/2024	Approval of the policy for re-appointment of the Director of Saigon - Soc Trang Beer One member Co.Ltd.
23.	25/2024/NQ-HĐQT	30/10/2024	Approval of the policy of implementation and contractor selection plan of the item “Hiring a consultant for detailed planning of 1/500” of the project “Barley storage and grinding system” of Saigon - Soc Trang Beer One Member Co.Ltd.
24.	26/2024/NQ/HĐQT	26/11/2024	Acceptance of the Report on the business performance of the Q3/2024, accumulated for the first 9 months of the year and estimated performance for the Q4/2024.
25.	27/2024/NQ/HĐQT	27/11/2024	Approval of the policy to implement, the Economic-Technical Report, plan on contractor selection of the investment item: “Buy and repairing the warehouse” of Western - Saigon Beer JSC
26.	28/2024/NQ/HĐQT	27/11/2024	Approval of the record date for the first advance dividend payment in 2024

– BOD members are well-qualified, competent at many fields, contribute many practical ideas, supervise effectively for the Company’s sustainable development.

– BOD makes sure to disclose information to shareholders, investors and management agencies transparently, timely and accurately.

2. Remuneration, interests of the BOD in 2024:

No.	Contents	Value (mil. VND)	
		Plan	Actual
A	Remuneration	494	494
1	Tan Teck Chuan Lester	130	130
2	Trần Nguyên Trung	91	91
3	Nguyễn Thị Kim Cúc	91	91
4	Phạm Đình Hùng	91	91
5	Teoh Jia Ee	91	91
B	Salary	-	-
C	Bonus	-	-

– Remuneration of BOD received in 2024 is equal to the plan approved by the Annual General Meeting of Shareholders.

3. Report on transactions:

– Reports on transactions between the company, subsidiary and companies over 50% charter capital of which is held by the company with members of the BOD and their related persons; transactions between the company with companies whose founders or executive officers are members of the BOD over the last 03 years from the transaction date: approved by AGM and BOD, complying with Law on Enterprises, the Company’s Charter.

a. Transactions of the Company

No.	Individuals/organizations	Relationship with the Company	Content of transaction
1	Saigon Beer – Alcohol – Beverage Corporation	Parent company	Buy raw materials and Production cooperation contract
2	Saigon – Soc Trang Beer One Member Ltd., Co	The company related to the internal person	Borrowing materials
3	Saigon - Song Hau Beer Trading JSC	Subsidiary of the same parent company	Buying beer
4	Saigon Beer Trading Company Limited	Subsidiary of the same parent company	Bottle usage fee and warehouse service
5	Sa Be Co Mechanical Co., Ltd	Subsidiary of the same parent company	Purchase of spare parts and repair services
6	Branch of Binh Tay Liquor JSC – Binh Duong Liquor Factory	Subsidiary of the same parent company	Alcohol, beverage
7	Chuong Duong Beverages JSC	The company related to the internal person - Subsidiary of the same parent company	Buying beverage.
8	Saigon Beer Group Company Limited	Subsidiary of the same parent company	Buying beer

b. Transactions of the Subsidiary

No.	Persons performing the transaction	Relationship with internal persons of the Company	Subsidiaries, Companies controlled by the listed company	Content of transaction
1	Saigon Beer – Alcohol – Beverage Corporation	The company related to the internal person	Saigon – Soc Trang Beer One Member Ltd., Co	Contract to buy raw materials and Production cooperation contract

No.	Persons performing the transaction	Relationship with internal persons of the Company	Subsidiaries, Companies controlled by the listed company	Content of transaction
2	Sa Be Co Mechanical Co., Ltd	Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Purchase of spare parts and repair services
3	Branch of Binh Tay Liquor JSC – Binh Duong Liquor Factory	Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Alcohol, beverage
4	Saigon - Song Hau Beer Trading JSC	Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Buying beer.
5	Chuong Duong Beverages JSC	The company related to the internal person - Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Buying beverage.
6	Saigon Beer Trading Company Limited	The company related to the internal person - Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Warehouse service
7	Saigon Beer Group Company Limited	Subsidiary of the same parent company	Saigon – Soc Trang Beer One Member Ltd., Co	Buying beer.

Details of transactions have been reported to the Company's disclosed financial statements and report on corporate governance.

4. Results of supervisory activities for the Director and the Managements

– In 2024, the BOD has fully performed the role of directing, managing and monitoring all aspects of the Company's business activities. The directives under the authority of the Board of Directors on supervision and management of production, sales, investment, human resources, shareholder-related activities and other activities have been fully implemented.

– Summary of results of directing and supervising as follows:

- + Organize the 2024 AGM in March 26th, 2024 in accordance with regulations.
- + Successfully organized an EGM in October 22nd, 2024 at the request of a group of shareholders to approve the transaction of SABECO purchasing additional shares of the Company. SABECO has now increased its ownership ratio of the Company's shares to 84.46%. The increase of SABECO share ownership is on long-term investment purpose, expressing our long-term commitment to the development of Western - Saigon Beer JSC in the future.
- + Pay full 2023 dividend, advance 2024 dividend at 20% rate to shareholders.
- + The Board of Directors highly appreciates the performance of the Board of Management and all employees for their efforts in managing and completing their tasks well in the past year: controlling business targets, production costs quarterly and annually. 2024 business results exceeded the plan.

Unit: Mil.VND

No.	Categories	2023 Actual	2024 Plan	2024 Actual	% A/P	% 2024/2023
A	B	1	2	3	4=3/2	5=3/1
1	Total revenue	877.780	990.148	982.702	99%	112%
2	Profit after tax	83.431	65.276	82.536	126%	99%

- + Approving investments as planned and contents related to investment process.
- + Complete the positions of Deputy Directors of the Company and Subsidiaries to match the new organizational chart.
- + Complete and re-issue the Information Disclosure Regulations to ensure compliance with the current operating situation and MOA.

II. 2025 plan:

The BOD agreed on 2025 plan targets to submit to AGM for consideration and approval as follows:

Unit: Mil.VND

No.	Categories	2024 Actual	2025 plan	% 2025/2024
1	Total revenue	982.702	1.007.126	102%
2	Profit before tax	90.595	91.049	101%
3	Profit after tax	82.536	82.162	100%

To achieve the planned targets as presented by the Board of Management in the beer market situation affected by the double impact of Decree 168 and changes in consumption habits, the Board of Directors implement the following tasks in 2025:

- Guiding the Management to implement AGM’s Resolution including plan for business and investment in 2025 and periodically report to the Board of Directors.
 - Controlling costs and cash flows, ensure to use capital in the best way.
 - Direct the implementation of production management well, prioritize the goal of saving costs, improving productivity and operating capacity of equipment systems, ensuring product quality, labor safety and hygiene and environmental protection.
 - Dividend payment to shareholders as AGM’s approval.
 - Ensure the Company’s activities to comply with laws on corporate governance.
 - Continue to review and promulgate some internal regulations on corporate governance in line with SABECO’s guidelines.
 - Coordinate with SABECO in sales support and social welfare in the locality.
- Kindly report to the General Meeting of Shareholders.

Respectfully./.

**ON BEHALF OF BOD
Chairman**

Recipients:

- As above;
- Archivist.

Tan Teck Chuan Lester

Can Tho,2025

REPORT OF THE SUPERVISORY BOARD FOR 2024 PERFORMANCE AND 2025 PLAN

To: **General Meeting of Shareholders**

- Pursuant to Law on Enterprises No. 59/2020 on rights and obligations of the Board of Supervisors.
- Pursuant to the Charter & Regulations of Western - Saigon Beer Joint Stock Company.
- Pursuant to the business performance of the Company.
- Pursuant to performance of the Board of Directors, the Management Board and the Board of Supervisors in 2024.

The Board of Supervisors would like to present the report for 2024 performance and 2025 plan to the General Meeting of Shareholders as follows:

I. REMUNERATION, OPERATING EXPENSES AND OTHER BENEFITS OF THE SUPERVISORY BOARD.

Remuneration and operating expenses of the Supervisory Board are implemented in compliance with the approved Resolution of the General Meeting of Shareholders in 2024.

II. 2024 PERFORMANCE OF THE SUPERVISORY BOARD.

2.1. The number of meetings of the Supervisory Board in 2024:

There were 04 meetings of the Supervisory Board at the end of each quarter in 2024.

2.2. Methodology of supervising the Company's operations:

- Supervising whether the Company complies with the law, charter and its regulations.

- Supervising whether the Board of Directors (BOD) and the Management Board comply with Resolution, Decision of 2024 Annual General Meeting of Shareholders (AGM).

- Verifying the monthly, quarterly, biannual and annual financial statements to assess the truthfulness and rationality of the financial data.

- Attending all BOD's meetings, the Company's monthly meetings to comprehend business activities as well as information about the Company's management and operations and giving recommendations to BOD and Management Board within the scope of BOS.

- Participate in reviewing the Company's regulations, contributing to building an effective internal control system that is consistent with current law & limiting risks and frauds.

- Inspecting and supervising other business activities of the Company.

2.3. Results of supervising the Company's operation and financial situation.

2.3.1. The Company's operation.

- In 2024, SABECO completed a transaction increasing its ownership stake in the company from 70,55% to 84,46%

- Production and delivery of the Company still closely followed SABECO's S&OP.

- Investments, procurement, and repairs have been implemented according to the approved investment plan of the AGM and the law.

- Effective management of cash flows, good control of product costs and financial expenses.

- Dividend payments to shareholders are carried out fully and on schedule according to the 2024 AGM's Resolution.

- Selection of the audit firm under the authorization of the General Meeting of Shareholders.

2.3.2 The Company's financial situation

The 2024 financial statements were audited by KPMG Vietnam Co., Ltd, which reflected the Company's financial situation fully, clearly and truthfully.

Some main financial indicators are as follows:

No.	Categories	Unit	2022 Actual	2023 Plan	2023 Actual	% 2024 /Plan	% 2024 /2023
A	B	C	1	2	3	4=3/2	5=3/1
1	Total revenue	Mil.VND	877.780	990.148	982.702	99%	112%
2	Profit before tax	"	94.073	72.078	90.595	126%	96%
3	Profit after tax	"	83.431	65.276	82.536	126%	99%

2.4. Results of supervising the performance of BOD and the Management board.

- The Board of Directors has supervised the Management board in implementing the resolutions and decisions of the General Meeting of Shareholders. The resolutions and decisions are issued by the BOD promptly and in accordance with the Company's current regulations and laws.

- The management board has performed production management well, helping to reduce the consumption of raw materials, energy and other costs. Thereby significantly reducing production costs to ensure the achievement of the plan according to the Resolutions of the AGM & the Board of Directors.

2.5. Results of the coordination of BOS with BOD, Director, and Shareholders.

- The coordination between the Supervisory Board and the BOD, Director and shareholders is always for the common good and ensures compliance with legal regulations, charter and resolutions of the General Meeting of Shareholders.

- BOS has been supported by BOD and the Management board to provide information on the business activities and the financial situation of the Company.

- During the year, regular BOD meetings were attended by representatives of the Supervisory Board. The recommendations of the BOS have been recognized and implemented.

III. REPORT ON TRANSACTIONS.

Report on assessment of transactions between the Company, the subsidiary, the company owned by the company with more than 50% of charter capital and BOD members, Director, other executive of the enterprise and his/her related persons; Transactions between the Company and the Company in which BOD members, Director, other executive of the enterprise are founders or the enterprise's executive within the last 3 years before time of transaction (details in Report on corporate governance on the Company's website on January 22nd, 2025).

IV. OPERATIONAL DIRECTIONS IN 2025:

- Continue to perform the inspection and supervision within the scope of functions and duties specified in the Enterprise Law, the Company's Charter and other regulations of the Company.

- Coordinate closely with the Board of Directors and Management Board to improve control effectiveness and minimize all risks and frauds.

Here is the report of BOS in 2024. We look forward to receiving opinions from the AGM to help us perform our tasks effectively in the coming year.

Sincerely thank you and wishing the AGM a great success.

Respectfully./.

**ON BEHALF OF BOS
HEAD OF BOS**

Doan Tien Dung

Recipients:

- *As above;*
- *Archived at the Company.*

No.:/2025/TTr-HĐQT

Can Tho, March.....,2025

DRAFT

PROPOSAL

Re: Selecting an independent auditing company in 2025

To: **General meeting of shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14 and Decree 155/2020/ND-CP detailing the implementation of the Securities Law;
- Pursuant to the Company's Charter of Western - Saigon Beer Joint Stock Company.

The Board of Directors and the Supervisory Board of Western - Saigon Beer Joint Stock Company would like to submit to the General Meeting of Shareholders to consider and approve the list of independent auditing companies for the fiscal year 2025 and other relevant periods of the Company as follows:

1. Ernst & Young Vietnam Co., Ltd
2. KPMG Vietnam Co., Ltd
3. PWC Vietnam Co., Ltd
4. Deloitte Vietnam Co., Ltd

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an independent auditing company on the above list and is the same as the Independent Auditing Company that audits the Parent Company - Saigon Beer - Alcohol - Beverage Corporation (SABECO).

Respectfully./.

**ON BEHALF OF BOD
Chairman**

Recipients:

- *As above;*
- *Archivist.*

Tan Teck Chuan Lester

DRAFT

PROPOSAL

Re: 2024 profit distribution

To: **General meeting of shareholders**

Pursuant to 2024 actual results, the Board of Directors of Western - Saigon Beer Joint Stock Company would like to propose the 2024 profit distribution for Shareholders' approval as follows:

Unit: VND

No.	Categories	2024 Plan	2024 Actual
1	Undistributed profit – beginning	356.833.905.027	356.833.905.027
2	Profit after tax	65.276.294.243	82.536.315.873
3	Profit distribution:		
	Bonus and Welfare Fund	6.251.000.000	7.450.845.415
	Social Activities Fund	326.381.471	326.381.471
	Dividend payment		
	<i>Dividend ratio</i>	40%	50%
	<i>Value of dividend payment</i>	58.000.000.000	72.500.000.000
4	Undistributed profit – ending	357.532.817.799	359.092.994.014

Respectfully./.

Recipients:

- As above;
- Archivist.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

DRAFT

PROPOSAL

Re: 2025 Profit distribution plan

To: **General meeting of shareholders**

Pursuant to 2024 actual results and 2025 business plan, the Board of Directors of Western - Saigon Beer Joint Stock Company would like to propose the 2025 profit distribution plan for General Meeting of Shareholders' approval as follows:

Unit: VND

No.	Categories	2024 Actual	2025 Plan
1	Undistributed profit – beginning	356.833.905.027	359.092.994.014
2	Profit after tax	82.536.315.873	82.162.125.676
3	Profit distribution:		
	Bonus and Welfare Fund	7.450.845.415	6.412.131.090
	Social Activities Fund	326.381.471	410.810.628
	Dividend payment		
	<i>Dividend ratio</i>	50%	50%
	<i>Value of dividend payment</i>	72.500.000.000	72.500.000.000
4	Undistributed profit – ending	359.092.994.014	361.932.177.972

Respectfully./.

Recipients:

- As above;
- Archivist.

**ON BEHALF OF BOD
Chairman**

Tank Teck Chuan Lester

DRAFT

PROPOSAL

Re: Settlement of salary, remuneration, bonus in 2024 for the BOD and BOS

To: **General meeting of shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14
- Pursuant to the Company's Charter of Western - Saigon Beer Joint Stock Company.
- Pursuant to 2024 business performance;
- Complying with the Resolution No. 06/2024/NQ-DHDCD of the 2024 AGM of Western – Sai Gon Beer Joint Stock Company.

The Board of Directors (BOD) would like to propose the 2024 settlement of salary, remuneration, bonus for Members of the BOD and the Supervisory Board (BOS) for Shareholders' approval as follows:

1. For Members of the BOD:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	5	5
2	Remuneration Fund	VND	494.000.000	494.000.000
III	Total Amount	VND	494.000.000	494.000.000

2. For Members of the BOS:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	3	3
2	Remuneration Fund	VND	195.000.000	195.000.000
III	Total Amount	VND	195.000.000	195.000.000

Respectfully./.

Recipients:

- As above;
- Archived.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

No.:/2025/TTr-HĐQT

Can Tho, March.....,2025

DRAFT

PROPOSAL

Re: Salary, Remuneration, Bonus plan in 2025 for the BOD and BOS

To: **General meeting of shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14;
- Pursuant to the Company's Charter of Western - Saigon Beer Joint Stock Company.
- Pursuant to 2025 business plan.

Board of Directors (BOD) would like to propose to the AGM for approval of the plan of salary, remuneration, bonus for BOD and the Supervisory Board (BOS) in 2025 as follows:

1. For Members of the BOD:

No.	Categories	Unit	2024 actual	2025 plan
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	5	5
2	Remuneration Fund	VND	494.000.000	494.000.000
III	Total Amount	VND	494.000.000	494.000.000

2. For Members of the BOS:

No.	Categories	Unit	2024 plan	2024 actual
I	Salary & Bonus			
1	Number of full-time Members	People	-	-
2	Salary Fund	VND	-	-
3	Bonus Fund	VND	-	-
II	Remuneration			
1	Number of concurrent Members	People	3	3
2	Remuneration Fund	VND	195.000.000	195.000.000
III	Total Amount	VND	195.000.000	195.000.000

Respectfully./.

Recipients:

- As above;
- Archived.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

DRAFT

PROPOSAL

Re: Contracts and transactions subject to AGM approval

To: **General meeting of shareholders**

- Pursuant to Law on Enterprises No. 59/2020/QH14
- Pursuant to the Company's Charter of Western - Saigon Beer Joint Stock Company.

The Board of Directors of Western – Saigon Beer Joint Stock Company (“The Company”) would like to propose the following production and sales contracts, contract to buy raw materials in 2025 between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company with related entities (draft contract as attached), with value being equal to or greater than 20% of the Company’s total assets calculated from the latest audited financial statement for Shareholders’ approval:

1. Contract for Cooperation in production and sale of goods between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company with Saigon Beer – Alcohol – Beverage Corporation and Saigon Beer Trading One Member Limited Company.
2. Contract to buy raw materials between Western – Saigon Beer Joint Stock Company and Saigon – Soc Trang Beer One Member Limited Company and Saigon Beer – Alcohol – Beverage Corporation.

Assign the Legal Representative of the Western – Saigon Beer Joint Stock Company and the Legal Representative of the Saigon – Soc Trang Beer One Member Limited Company to undertake the necessary procedures for signing and executing the Contracts, including any agreements to amend, supplement, replace, or terminate the Contract (if applicable) in accordance with each Company's annual production and business plan.

Respectfully./.

Recipients:

- *As above;*
- *Archivist.*

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

DRAFT

PROPOSAL

Re: No tender offer of shares of Western – Saigon Beer Joint Stock Company
for Saigon Beer – Alcohol – Beverage Corporation

To: General Meeting of Shareholders of Western – Saigon Beer JSC

Pursuant to:

- Enterprise Law No. 59/2020/QH14; Law on Securities No. 54/2019/QH14;
- Decree 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Charter of Western - Saigon Beer Joint Stock Company;
- Letter dated ..., 2025 of the group of shareholders of Western - Saigon Beer Joint Stock Company.

Kindly submit to the General Meeting of Shareholders (AGM) of Western - Saigon Beer Joint Stock Company for consideration and approval for no tender offer of shares of Western - Saigon Beer Joint Stock Company for Saigon Beer – Alcohol – Beverage Corporation (SABECO) in the case of acquisition of shares of Western - Saigon Beer Joint Stock Company from the following subjects, directly or indirectly owning or exceeding shares specified in Point b, Clause 1, Article 35 of the Law on Securities. Details are as follows:

❖ **Transferors:**

No.	Name	Number of Ownership Registration /date of issuance/place of issuance (*)	Number of shares (ratio) expected to be transferred
1.	REVERIE LTD		270.500 (1,87%)
TỔNG CỘNG/TOTAL			270.500 (1,87%)

(*)Number of ownership registration means: ID card/Citizen Identification/Passport number (for individuals) or enterprise registration number (for organizations)

❖ **Transferees:**

No.	Name of organization	Number of Ownership Registration /date of issuance/place of issuance	Number of shares (ratio) held on February 28 th , 2025	Number of shares (ratio) held (expected after transfer)
1.	Saigon Beer – Alcohol – Beverage Corporation	0300583659, issued by the Department of Planning and Investment of Ho Chi Minh City for the last time on December 28, 2023	12.246.550 (84,46%)	12.517.050 (86,32%)

- ❖ **Estimated transfer price:** Based on the agreement principle between the transferors and the transferees.

❖ **Transfer methods on the estimated transaction date:**

- If the transfer price is **within** the allowable price range at the Hanoi Stock Exchange: **Agreement method** (a transaction method in which the trading conditions are mutually agreed upon by the parties and confirmation via UPCOM system)
- If the transfer price is **higher than** the ceiling price within the allowed price range at Hanoi Stock Exchange: **ownership transfer through the system of the Vietnam Securities Depository after being approved by the State Securities Commission.**

❖ **Time of transfer:** Expected to be transferred after being approved by the 2025 AGM.

In order to guarantee the fulfillment of the proposal's contents as approved by the 2025 AGM, the General Meeting of Shareholders authorizes the Board of Directors complete ability to make decisions on every issue of the aforementioned transfer.

Kindly submit to General Meeting of Shareholders for approval./.

**ON BEHALF OF BOD
Chairman**

Recipients:

- *As above;*
- *Archivist.*

Tan Teck Chuan Lester

No.:/2025/TTr-HĐQT

Can Tho, March....., 2025

DRAFT

PROPOSAL

Re: Dismissal and election of additional member of the BOD for the term 2022-2027

To: **General meeting of shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14 and Decree 155/2020/ND-CP detailing the implementation of the Securities Law;
- Pursuant to the Charter and Internal regulations on governance of Western - Saigon Beer Joint Stock Company.
- Pursuant to Letter No.05/2025/CV-HĐQT of Saigon Beer - Alcohol - Beverage Corporation (SABECO).

The Board of Directors (BOD) of Western - Saigon Beer Joint Stock Company would like to submit to the General Meeting of Shareholders as follows:

1. Dismissal of members of the BOD for the 2017-2022 term:

No.	Full name	Current Position	Notes
1.	Ms. Teoh Jia Ee	Member of BOD	

2. Election of additional member of BOD for the term 2022-2027

- Number of BOD members to be elected: 01 member
- List of candidates and curriculum vitae of the candidates: attached
- Other contents related to the election of members of the BOD shall be applied according to the regulations approved by the General Meeting of Shareholders.

Respectfully./.

Recipients:

- As above;
- Archivist.

**ON BEHALF OF BOD
Chairman**

Tan Teck Chuan Lester

LIST OF CANDIDATES
TO ELECT ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
OF WESTERN - SAIGON BEER JOINT STOCK COMPANY
FOR THE TERM 2022-2027
(As of March....., 2025)

No.	Full name' candidates	Nominated by
1.	Ms. Phạm Thị Thanh Thùy	SABECO