

**TỔNG CÔNG TY CỔ PHẦN
BIA – RƯỢU – NƯỚC GIẢI KHÁT SÀI GÒN**
***SAIGON BEER – ALCOHOL – BEVERAGE
CORPORATION***

Số/No.: **322** /BSG-PQHCD

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

Tp. Hồ Chí Minh, ngày 24 tháng 4 năm 2026
Ho Chi Minh City, April 24, 2026

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi/*To*: - Ủy ban Chứng khoán Nhà nước/*State Securities Commission*
- Sở Giao dịch Chứng khoán Việt Nam/*Vietnam Exchange*
- Sở Giao dịch Chứng khoán TP.HCM/*Ho Chi Minh Stock Exchange*

1. Tên tổ chức: **TỔNG CÔNG TY CỔ PHẦN BIA - RƯỢU - NƯỚC GIẢI KHÁT SÀI GÒN**

- *Organization name:* ***SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION***
- Mã chứng khoán: SAB
- *Stock symbol:* ***SAB***
- Địa chỉ: 187 Nguyễn Chí Thanh, Phường Chợ Lớn, Tp. Hồ Chí Minh
- *Address:* ***187 Nguyen Chi Thanh, Cho Lon Ward, Ho Chi Minh City***
- Số điện thoại: (8428) 38 296 342
- *Telephone:* ***(8428) 38 296 342***
- Fax: (8428) 38 296 856

2. Nội dung thông tin công bố/*Information to be disclosed:*

Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên SABECO 2026

Minutes and Resolution of SABECO Annual General Meeting of Shareholders 2026

3. Thông tin này được công bố trên trang điện tử của SABECO vào ngày 24/4/2026 tại đường dẫn:

This information is disclosed on SABECO's website on April 24, 2026 at the link below:

- Tiếng Việt/*Vietnamese:* <https://www.sabeco.com.vn/co-dong/dai-hoi-dong-co-dong/2026-4>
- Tiếng Anh/*English:* <https://www.sabeco.com.vn/en-US/2026-5>



Chúng tôi 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 declare that all information provided in this announcement is true and accurate. We shall be legally responsible for the accuracy of our information disclosure.

Nơi nhận/*Recipients:*

- Như trên/*As above;*
- Lưu: Phòng Quan hệ cổ đông/*IR archive.*

ĐẠI DIỆN TỔ CHỨC
NGƯỜI ĐƯỢC ỦY QUYỀN CÔNG BỐ THÔNG TIN
ORGANIZATIONAL REPRESENTATIVE
AUTHORIZED PERSON TO DISCLOSE INFORMATION



**TỔNG CÔNG TY CỔ PHẦN BIA -
RƯỢU - NƯỚC GIẢI KHÁT SÀI GÒN**

Digitally signed by TỔNG CÔNG TY CỔ PHẦN
BIA - RƯỢU - NƯỚC GIẢI KHÁT SÀI GÒN
Date: 2026.04.24 16:17:10 +07'00'





RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
SAIGON BEER – ALCOHOL – BEVERAGE CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amendments and supplements;
Pursuant to the Charter of Saigon Beer – Alcohol – Beverage Corporation (SABECO);
Pursuant to the Meeting Minutes of SABECO Annual General Meeting of Shareholders 2026 dated April 23, 2026,

RESOLVES:

Article 1: Approve the 2025 separate financial statements and 2025 consolidated financial statements of Saigon Beer – Alcohol – Beverage Corporation which were audited by KPMG (Vietnam) Limited.

Article 2: Approve the Report of the Board of Directors on 2025 performance and 2026 orientation.

1. Business performance in 2025

Categories	Unit	2024 Actual	2025 Plan	2025 Actual
Net Sales	Billion VND	31,872	31,641	25,888
Profit After Tax	Billion VND	4,495	4,802	4,573

2. 2026 Planning

Categories	Unit	2025 Actual	2026 Plan	% Growth Rate
Net Sales	Billion VND	25,888	28,959	12%
Profit After Tax	Billion VND	4,573	4,937	8%

Article 3: Approve the Report on 2025 activities of the Independent Directors in the Audit Committee.

Article 4: Approve the selection of independent auditor for the fiscal year 2026 and Q1 2027.

To assign the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2026, Q1 2027 and all relevant periods as deemed necessary from the list below:

- Ernst & Young Vietnam Limited;
- KPMG Vietnam Company Limited;
- PWC (Vietnam) Limited;
- Deloitte Vietnam Company Limited.

Article 5: Approve the 2025 profit distribution.

No.	Categories	Budget 2025 (Billion dong)	Actual 2025 (Billion dong)
1	Undistributed profit - Beginning	7,984	9,218
2	Profit after tax for the year	4,728	4,424
3	Profit distribution, in which:	6,568	6,565
	- Distribute to Bonus and Welfare fund	131	129
	- Distribute to Investment and Development fund	-	-

No.	Categories	Budget 2025 (Billion dong)	Actual 2025 (Billion dong)
	- Distribute Social activities fund	24	23
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	6,144	7,076

Implement the remaining payment of 2025 dividend in cash, as follows:

- Payment ratio: 30% / par value of share (VND 3,000 per share)
- Record date: July 29th, 2026
- Date of payment: August 28th, 2026
- Source of payment: Retained profits.

Article 6: Approve the 2026 profit distribution plan.

No.	Categories	Actual 2025 (Billion dong)	Budget 2026 (Billion dong)
1	Undistributed profit - Beginning	9,218	7,076
2	Profit after tax for the year	4,424	4,761
3	Profit distribution, in which:	6,565	6,594
	- Distribute to Bonus and Welfare fund	129	157
	- Distribute to Investment and Development fund	-	-
	- Distribute Social activities fund	23	24
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	7,076	5,243

Article 7: Approve the settlement of remuneration in 2025 for the Board of Directors.

To approve the remuneration settlement in 2025 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2025 Plan	2025 Actual
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 6,500,000,000 VND	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people 1,014,000,000 VND	3 people ⁽²⁾ 798,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	4 people 1,014,000,000 VND	3 people ⁽¹⁾ 780,000,000 VND

No.	Content	2025 Plan	2025 Actual
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
Total		10,088,000,000 VND	6,688,000,000 VND

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

Article 8: Approve the plan of remuneration in 2026 for the Board of Directors.

To approve the remuneration plan in 2026 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2025 Actual	2026 Plan
1	Remuneration for members of the Board of Directors - Member: - Amount:	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND	7 people 6,500,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people ⁽²⁾ 798,000,000 VND	3 people 1,014,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	3 people ⁽¹⁾ 780,000,000 VND	4 people 1,014,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
Total		6,688,000,000 VND	10,088,000,000 VND

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

Article 9: Approve related party transactions within SABECO group of companies.

Article 10: Approve the dismissal of Mr. Le Thanh Tuan as a member of the Board of Directors.

Article 11: Approve the election of Ms. Nguyen Thanh Huong as a member of the Board of Directors for the term 2023–2028.

Article 12: Implementation provisions:

The Resolution of the 2026 Annual General Meeting of Shareholders of Saigon Beer – Alcohol – Beverage Corporation is approved and takes effect from the signing date.

All shareholders of Saigon Beer – Alcohol – Beverage Corporation, members of the Board of Directors, the General Director and all employees of the Corporation are responsible for implementing this Resolution.

Recipients:

- SABECO shareholders;
- Board of Directors;
- General Director;
- BOD Office archives.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**





SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

MEETING MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Ho Chi Minh City, April 23, 2026

Name of company: Saigon Beer - Alcohol - Beverage Corporation (SABECO)

Address of Head Office: No. 187 Nguyen Chi Thanh, Cho Lon Ward, Ho Chi Minh City

Enterprise registration number: 0300583659

Time: April 23, 2026 at 8:30 am

Venue: Grand Ballroom, Sheraton Saigon Hotel & Towers,
80 Dong Du, Saigon Ward, HCMC, Vietnam

PART I: OPENING & INTRODUCTION

A. Participants:

1. The total number of shareholders and authorized representatives attended the Annual General Meeting of Shareholders (AGM) was 252 persons, represented 1,207,015,444 shares, equivalent to 94.1097% of voting shares.
2. Delegates and guests invited to the Annual General Meeting:
 - The Board of Directors, excluding Mr. Le Thanh Tuan – Board Member, who could not attend the AGM due to personal reasons.
 - The Board of Management, SABECO's executives.
 - The Annual General Meeting was honored to welcome the following guests:
 - + Representatives from major shareholders.
 - + Representative from the independent auditor.

B. Report on shareholders' eligibility verification:

Shareholders' Eligibility Verification Committee:

- | | | |
|-------------------------|--------------------------------|----------|
| - Mr. Duong Van Minh | - Director of Legal Department | - Head |
| - Mr. Tran Nguyen Trung | - Chief Accountant | - Member |
| - Mr. Nguyen Van Trung | - Shareholder of SABECO | - Member |

Mr. Duong Van Minh - Head of Shareholders' Eligibility Verification Committee reported the results of shareholders' eligibility verification:

Total number of invited shareholders: All shareholders in the list of shareholders as of March 24, 2026, represented 1,282,562,372 shares with voting rights of SABECO.

At 9:00, April 23, 2026, the total number of shareholders and authorized representatives was 164 persons, represented 1,205,936,708 shares, equivalent to 94.0256 % of voting shares of SABECO. Thus, pursuant to the clause 1, Article 20 of SABECO Charter, constituted a quorum and the 2026 AGM was able to convene.

All shareholders and shareholders' representatives were eligible to attend the Annual General Meeting of Shareholders 2026.

C. Introduction of Chairpersons, Secretaries, and the Vote Counting Committee

AGM Chairpersons:

Chairpersons of the meeting were as follows:

- Mr. Koh Poh Tiong	- Chairman	- Chairperson
- Mr. Pramoad Phornprapha	- Independent Director	- Member
- Mr. Nguyen Tien Vy	- Independent Director	- Member
- Mr. Michael Chye Hin Fah	- Board Member	- Member
- Ms. Tran Kim Nga	- Board Member	- Member
- Ms. Ngo Minh Chau	- Board Member	- Member
- Mr. Tan Teck Chuan Lester	- General Director	- Member
- Mr. Koo Liang Kwee	- Deputy General Director	- Member

AGM Secretaries:

In order to record the Minutes and Resolution of AGM, the Chairperson appointed the following AGM Secretaries:

- Ms. Nguyen Duc An Vy	- Investor Relations Manager, BOD Office
- Mr. Trang Duc Thinh	- Associate of BOD Office

Vote Counting Committee:

- Mr. Duong Van Minh	- Director of Legal Department	- Head
- Mr. Tran Nguyen Trung	- Chief Accountant	- Member
- Mr. Nguyen Van Trung	- Shareholder of SABECO	- Member

The AGM approved the vote counting committee.

D. Agenda and Regulation at AGM

1. Agenda items include:

Agenda 1:	Audited separate and consolidated financial statements for the fiscal year 2025
Agenda 2:	Report of the Board of Directors on 2025 performance and 2026 orientation
Agenda 3:	Report on 2025 activities of the Independent Directors in the Audit Committee
Agenda 4:	Proposal on selecting the independent auditor for the fiscal year 2026 and Q1.2027
Agenda 5:	Proposal on the 2025 profit distribution
Agenda 6:	Proposal on the 2026 profit distribution plan

Agenda 7:	Proposal on the settlement of remuneration in 2025 for the Board of Directors
Agenda 8:	Proposal on the plan of remuneration in 2026 for the Board of Directors
Agenda 9:	Proposal on related party transactions within SABECO group of companies
Agenda 10	Proposal on dismissal of Board member
Agenda 11	Proposal on election on new Board member

The AGM approved the Agenda.

2. AGM Working Regulation

The AGM approved the regulation.

3. The regulation on nomination, self-nomination and election of new Board members for the 2023 -2028 term

The AGM approved the regulation.

PART II: CONTENTS OF THE MEETING

A. Presentation

All agenda items to be voted on had been posted on SABECO's website for the first time on April 01, 2026 and updated since then, and were included in the set of documents provided to shareholders and authorized representatives who attended AGM and were taken as read.

Mr. Tan Teck Chuan Lester, the General Director, presented the 2025 performance and 2026 business plan.

B. Q&A

The Chairperson informed the AGM to start the Q&A session.

1. **Question:** Does SABECO have any plans to launch zero alcohol beer since Heineken already launched one?

Answer: We are focusing on innovation this year. Any products we launch must be in line with market expectations and market demand. We continuously monitor the market to assess whether there is sufficient commercial demand to launch a zero alcohol beer. We already have a recipe for a zero alcohol beer. We can launch it at any time, but we will continue to prioritize market demand. When the conditions are right, we will proceed with the launch.

2. **Question:** Whether SABECO has planned to develop red wine in the future? Whether SABECO will go into healthcare?

Answer: Our core business is the beer business. This core business must be strong and highly resilient. We will always look for opportunities to ensure that we do not rely on a single pillar, as this would be very risky for the business. For now, the easier pivot is export. An export plan is a more feasible shift away from relying solely on the core beer business in Vietnam. We can also expand our beer business through exports to help buffer domestic sales. By doing so, we diversify our risk. We will not depend only on the Vietnam beer market but will spread the risk across other export markets as well. Once these two pillars are strong, we may consider expanding into other areas in the future.

3. **Question:** What is the current market share of SABECO?

Answer: We do not disclose market share figures. The Vietnamese market remains highly dynamic, with frequent changes in market share and leadership positions. However, Bia Saigon is currently recognized as the leading beer brand in the domestic market.

4. **Question:** SABECO volume growth underperformed Heineken, who reported double-digit growth in 2025. Did SABECO lose market share to Heineken? What is SABECO market share in HCMC?

Answer: We can share that our market share in Ho Chi Minh City area has doubled over the past four years and that it currently holds the leading position in the area. Our strength is not limited to the Northern region, but extends across both Northern and Southern Vietnam.

5. **Question:** What impact will the planned increase in the special consumption tax (SST) on beer to 70% - 90% during the 2027 - 2031 have on SABECO's long-term outlook?

Answer: It is noted that the Vietnamese Government has provided a clear and extended lead time, with the special consumption tax scheduled to take effect from 1 January 2027. This timeline enables the companies to adequately prepare for potential impacts arising from the tax increase. In line with regulatory requirements and in the spirit of law, SABECO intends to reflect the tax increase in its pricing, with the corresponding adjustments passed on to consumers.

Globally, within the beer industry, tax-driven price increases typically lead to a short-term moderation in demand. In response, SABECO will continue to enhance its commercial initiatives to sustain consumer engagement and support category demand. Over the longer term, the outlook for the Vietnamese beer market remains positive. SABECO notes that Vietnam continues to be the largest beer market in Southeast Asia, with beer accounting for a significant majority of total alcohol consumption (more than 90%). Supported by rising income levels and sustained economic growth, the long-term fundamentals of the market remain robust.

6. **Question:** Can you provide more colour about the key drivers for growth in 2026, such as market share, better price mix?

Answer: We saw a strong start in terms of volume, with the positive momentum sustained through March. This increase in volume supported revenue and translated into profit growth. In addition, margins benefited from a better product mix and price increases. Overall, the combination of higher volumes and an improved product mix drove our performance in the first quarter.

7. **Question:** Can you share about the margin outlook in 2026 and also Heineken's strategy, why they closed their factory in Singapore?

Answer: Heineken's decision to close its Singapore facility and shift operations to Vietnam is a competitor's strategic decision, and we are not in a position to comment.

On the margin outlook, we continue to manage margins through multiple levers, including hedging strategy, SG&A optimization, operational efficiency and pricing. Margin performance in the first quarter was strong at both gross and profit margin levels, supported by proactive raw material hedging, disciplined cost management and a favorable pricing environment.

For SG&A, we continue to treat A&P as a key lever in optimizing spend and improving returns, while also pursuing warehouse optimization to enhance efficiency. Where necessary, pricing remains an additional lever, taking into account competitive dynamics and inflationary pressures.

Overall, the Company has multiple levers in place to manage margins and support the business going forward.

8. **Question:** What is the duration of the 50% dividend? How is the cash being utilized?

Answer: SABECO will maintain a 50% dividend as our recommendation if the conditions are allowed. We do not give forward indications as to whether this will continue forever, but we think, subject to the performance of the business, we will always try to give back to the shareholders who have been very supportive in our business throughout these years.

9. **Question:** As HABECO (Hanoi Beer) expands aggressively into the Southern Market, is this affecting SABECO's market share?

Answer: Competition in the beer market in Vietnam remains intense, including in the Southern region. SABECO focuses on being competitive in the markets it operates in, defending its strong positions while expanding into other areas.

To support this, SABECO continue to conduct market research to better understand consumer needs and trends, particularly as younger consumers are showing a tendency to reduce beer consumption. Based on these insights, the company has accelerated product innovation to better align with current preferences.

At the same time, SABECO places strong emphasis on strengthening its distribution network and enhancing collaboration with its tier-1 (C1) distributors, who play a critical role in delivering products to end consumers. In parallel, the company regularly conducts market visits to gather direct feedback, enabling timely and effective adjustments to its business strategies.

10. **Question:** With the 2026 FIFA World Cup approaching, what preparations has SABECO made to capture opportunities arising from this event?

Answer: Summer is a peak season for major football tournaments such as FIFA events and regional competitions in Europe and Asia. It is also a time when beer consumption tends to increase, particularly among football fans. Seizing this opportunity, SABECO has intensified consumer-focused initiatives, centering on football-related experiences to attract and strengthen engagement with its target audience. In addition, SABECO actively sponsors a wide range of football activities at various levels, from professional leagues to grassroots events, thereby expanding brand visibility and connecting more closely with consumers.

11. **Question:** Does SABECO have any additional M&A plans for the current year?

Answer: We are always open to potential M&A that provide economic benefits to SABECO. If any transactions materialize, you will be informed in due course. This is also one of the reasons why we keep excess cash for such acquisitions.

12. **Question:** Is SABECO going to launch new products targeting the premium segment?

Answer: We are always looking for new products to launch in the market, and we look at this from different perspectives. This includes product perspective - such as whether we want to do a zero alcohol beer, packaging options like smaller can formats, and the target segment, whether premium, mainstream, or economy. All new product launches are driven by consumer research and market demand. With regard to the premium segment, while we do plan to introduce new products, the specific details remain confidential at this stage.



Our goal is to always excite the market so that new consumers will come into the beer category and engage with us.

13. Question: How many percentages of sale in modern trade channel?

Answer: We cannot disclose as it is confidential. However, if the country grows in economy, the modern trade channel will always grow in importance. In Vietnam, we have seen hypermarkets, CVS recently have grown and as Vietnam continues to grow, this channel will continue to be stronger and SABECO will need to be ready for a new era because dealing with mom-and-pop will be different from modern trade.

14. Question: Listing plan since 2019 on the Singapore Stock Exchange. Is this plan still being implemented?

Answer: We believe that the question refers to BeerCo, not SABECO. SABECO continues to be listed on HOSE. We will not pursue dual listing on the SGX. So, we cannot comment on another company's plans.

15. Question: Does SABECO have any plans to export beer to markets outside Vietnam, particularly to the Asia and Southeast Asia markets?

Answer: We aim to develop export activities as a reliable second source of growth for our beer business. Currently, SABECO's products are exported to approximately 40 countries around the world. We intend to grow our export business through two approaches. First, we plan to increase export volumes in existing markets. Second, we try to expand into additional international markets. Overall, export activities are expected to serve as a buffer for the development of SABECO's domestic beer business in Vietnam.

PART III: VOTING AND ELECTING

Mr. Duong Van Minh - Head of the Vote Counting Committee explained the voting and electing rules for this AGM. Shareholders/authorized persons voted by filling in the voting and electing ballots and sent them to the Vote Counting Committee for vote counting.

I. Voting:

Mr. Duong Van Minh – Head of the Vote Counting Committee reported voting results as follows:

1. Audited separate and consolidated financial statements for the fiscal year 2025

Approve	1,206,902,825 shares	99.9907%	of the voting rights attending at the AGM
Disapprove	0 shares	0.0000%	of the voting rights attending at the AGM
Abstain	81,200 shares	0.0067%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

2. Report of the Board of Directors on 2025 performance and 2026 orientation

Approve	1,206,917,825 shares	99.9919%	of the voting rights attending at the AGM
Disapprove	0 shares	0.0000%	of the voting rights attending at the AGM
Abstain	66,200 shares	0.0055%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

3. Report on 2025 activities of the Independent Directors in the Audit Committee

Approve	1,206,908,525 shares	99.9911%	of the voting rights attending at the AGM
Disapprove	9,200 shares	0.0008%	of the voting rights attending at the AGM
Abstain	66,300 shares	0.0055%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

4. Proposal on selecting the independent auditor for the fiscal year 2026 and Q1.2027

Approve	1,203,957,505 shares	99.7467%	of the voting rights attending at the AGM
Disapprove	0 shares	0,0000%	of the voting rights attending at the AGM
Abstain	3,004,520 shares	0,2489%	of the voting rights attending at the AGM
Invalid	35.260 shares	0,0029%	of the voting rights attending at the AGM

5. Proposal on the 2025 profit distribution

Approve	1,198,035,825 shares	99.2560%	of the voting rights attending at the AGM
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Disapprove	8,857,900 shares	0.7339%	of the voting rights attending at the AGM
Abstain	90,300 shares	0.0075%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

6. Proposal on the 2026 profit distribution plan

Approve	1,198,050,825 shares	99.2573%	of the voting rights attending at the AGM
Disapprove	8,857,900 shares	0.7339%	of the voting rights attending at the AGM
Abstain	75,300 shares	0.0062%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

7. Proposal on the settlement of remuneration in 2025 for the Board of Directors

Approve	1,205,882,525 shares	99.9061%	of the voting rights attending at the AGM
Disapprove	9,200 shares	0.0008%	of the voting rights attending at the AGM
Abstain	1,092,300 shares	0.0905%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

8. Proposal on the plan of remuneration in 2026 for the Board of Directors

Approve	1,205,857,495 shares	99.9041%	of the voting rights attending at the AGM
Disapprove	42,000 shares	0.0035%	of the voting rights attending at the AGM
Abstain	1,084,500 shares	0.0898%	of the voting rights attending at the AGM
Invalid	13,290 shares	0.0011%	of the voting rights attending at the AGM

9. Proposal on related party transactions within SABECO group of companies

Approve	1,192,796,414 shares	98.8222%	of the voting rights attending at the AGM
Disapprove	13,068,980 shares	1.0828%	of the voting rights attending at the AGM
Abstain	1,114,231 shares	0.0923%	of the voting rights attending at the AGM
Invalid	14,260 shares	0.0012%	of the voting rights attending at the AGM

10. Proposal on dismissal of Board member

Approve	1,175,297,894 shares	97.3722%	of the voting rights attending at the AGM
Disapprove	19,372,560 shares	1.6050%	of the voting rights attending at the AGM
Abstain	12,313,571 shares	1.0202%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

11. Proposal on dismissal of Board member

Approve	1,175,330,225 shares	97.3749%	of the voting rights attending at the AGM
Disapprove	19,372,560 shares	1.6050%	of the voting rights attending at the AGM
Abstain	12,281,240 shares	1.0175%	of the voting rights attending at the AGM
Invalid	13,260 shares	0.0011%	of the voting rights attending at the AGM

⇒ As a result, all agenda items were approved by the General Meeting of Shareholders with the above approval rates.

II. Electing:

Mr. Duong Van Minh – Head of the Vote Counting Committee reported electing results as follows:

No.	Name	Total shares of election	% elected of the total voting rights attending the AGM
1	Nguyen Thanh Huong	1,175,148,234	97.3598%

⇒ As a result, Ms. Nguyen Thanh Huong was elected as member of the SABECO Board of Directors tenure 2023-2028 by the General Meeting of Shareholders.



PART IV: APPROVING THE RESOLUTION AND MINUTES OF THE MEETING

Mr. Trang Duc Thinh presented the Minutes of the 2026 AGM.

The AGM approved the Minutes and Resolution of the 2026 AGM with 100% of votes.

This Minutes were made in two copies and were kept at SABECO's office.

The 2026 AGM ended at 12:00 on the same day.

SECRETARIES



Nguyen Duc An Vy



Trang Duc Thinh

ON BEHALF OF CHAIRPERSONS
CHAIRPERSON



Koh Poh Tiong



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time : April 23, 2026, 8:30 am – 12:00 pm
Venue : Grand Ballroom, Floor 3, Sheraton Saigon Hotel & Towers
80 Dong Du, Saigon Ward, Ho Chi Minh City

Time	Agenda
8:30 – 9:00	- Registration and welcoming guests
	- Verifying guests' eligibility to attend the AGM, distributing AGM documents
9:00 – 9:15	- Greetings and introduction
	- Report of shareholders' eligibility verification
9:15 – 9:30	Introducing Chairpersons and Secretaries of the AGM
	- Approving members of the Vote Counting Committee
	- Approving the AGM agenda
	- Approving the AGM working regulation
	- Approving the regulation on nomination, self-nomination and election of new Board members for the 2023 – 2028 term
9:30 – 9:50	Presentation and reports
	- Audited separate and consolidated financial statements for the fiscal year 2025
	- Report of the Board of Directors on 2025 performance and 2026 orientation
	- Report on 2025 activities of the Independent Directors in the Audit Committee
	- Proposal on selecting the independent auditor for the fiscal year 2026 and Q1 2027
	- Proposal on the 2025 profit distribution
	- Proposal on the 2026 profit distribution plan
	- Proposal on the settlement of remuneration in 2025 for the Board of Directors
	- Proposal on the plan of remuneration in 2026 for the Board of Directors
	- Proposal on related party transactions within SABECO group of companies
	- Proposal on dismissal of Board member
	- Proposal on election of new Board member
9:50 – 10:35	Q&A
10:35 – 10:50	Voting and electing
10:50 – 11:05	Tea break
11:05 – 11:20	Announcing voting and election results
11:20 – 11:30	Approving the Meeting Minutes and AGM Resolution
11:30 – 11:40	Closing



**WORKING REGULATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;

Pursuant to the Charter of Saigon Beer – Alcohol – Beverage Corporation (SABECO);

In order to ensure the success of SABECO's Annual General Meeting of Shareholders in 2026, the Board of Directors ("**BOD**") has set up the following regulations, principles of working, conducting, and voting in the Annual General Meeting of Shareholders:

I. OBJECTIVES:

This Regulation was established to ensure the order and principles of conducting and voting at the Annual General Meeting of Shareholders ("**AGM**") of SABECO in 2026.

All shareholders, the representatives (the authorized persons) and invited guests shall abide by current laws, SABECO Charter, and this Regulation.

II. CONTENT OF THE REGULATION:

1. Conditions for convening the AGM:

- a. AGM shall be held when it is attended by a number of shareholders/authorized persons representing more than 50% of voting shares.
- b. If the first meeting fails to meet the conditions prescribed in Section II, Clause 1, Point a, the second meeting invitation shall be sent within thirty (30) days from the proposed date of the first meeting. The AGM shall be held when it is attended by a number of shareholders/authorized persons representing at least 33% of voting shares.
- c. If the second meeting fails to meet the conditions prescribed in Section II, Clause 1, Point b, the third meeting invitation shall be sent within twenty (20) days from the proposed date of the second meeting, and in this case, the AGM shall be held regardless of the number of shareholders or authorized persons attending and considered to be valid and have the power to make decision on all issues to be approved at the first AGM meeting.

2. Condition for shareholders to attend the AGM:

The shareholders of SABECO as of **March 24, 2026** are eligible to attend the AGM; shareholders can directly attend or authorize representatives to attend.

The authorization shall be made into Power of attorney form (sent to each shareholder and posted on SABECO's website) or into written documents. Authorization documents shall be made in accordance with the law and shall clearly specify the name of the authorizing shareholder, the authorized individual or organization, the number of shares authorized, authorization contents and scope, authorization period, signatures of the mandator and the authorized party. **If more than one authorized representatives are appointed, the number of shares and the number of votes for each representative must be specified.**

In case an authorized participant authorizes another person to participate in the meeting, the original authorization document issued by the shareholder or authorized representative of the shareholder that is an organization shall be presented (if it is yet to be registered with SABECO).

3. AGM Guests:

- Including managers of SABECO, advisors, guests, members of the AGM Organization Committee who are not shareholders of the Company but invited to attend the AGM.

- Guests shall not speak at the AGM (unless invited by the Chairperson of AGM or registered in advance with the AGM Organization Committee).
- 4. Shareholders/authorized persons and guests attending AGM must comply with the following provisions:**
- Be punctual, polite, comply with security and medical checks, bring personal documents, etc., as requested by the AGM Organization Committee.
 - Shareholders/authorized persons shall register and receive AGM documents at the reception.
 - Shareholders/authorized persons coming late shall register immediately and then have the right to participate and vote at the meeting. The Chairperson does not have the responsibility to suspend AGM for the late arrival of shareholders/authorized persons. The voting results before the attendance of such shareholders/authorized persons will not be affected.
 - Keep the phone in vibrate mode or turn off the phone, leave the room for conversations if necessary.
 - No smoking in the meeting room.
 - Comply with regulations of the AGM Organization Committee and Chairperson.
 - In case shareholders/authorized persons do not comply with the above rules and regulations, the Chairperson, after careful consideration, may expel the above shareholders/authorized persons from AGM to ensure that the meeting is in order.
- 5. Chairperson of AGM:**
- The Chairman of the Board shall act as the Chairperson of AGM or authorize another member of the Board to be the Chairperson of AGM. In case the Chairman is absent or temporarily incapable of working, the remaining members shall elect one of the members of the Board to act as the Chairperson of AGM. In case no person can be the Chairperson, the member of the Board with the highest position shall control AGM to elect the Chairperson of AGM among participants and the person with the highest number of votes shall act as the Chairperson of AGM.
 - Rights and obligations of the Chairperson:
 - ✓ The Chairperson shall decide the order, procedures, and events arising out of the AGM agenda in accordance with the Law and SABECO Charter.
 - ✓ Instruct shareholders and AGM to discuss on the agenda items and conclude the necessary issues for AGM to vote upon.
 - ✓ Respond or appoint relevant persons to respond to issues/questions raised by shareholders and resolve issues arising at AGM.
 - ✓ Other rights and obligations as stipulated in SABECO Charter.
- 6. Secretaries of AGM:**
- AGM Secretaries shall be appointed by the Chairperson.
 - Rights and obligations of AGM Secretaries:
 - ✓ Carry out tasks as assigned by the Chairperson.
 - ✓ Receive shareholders' queries and/or written opinions.
 - ✓ Record and reflect true and accurate contents of AGM in the Meeting Minutes and AGM Resolution.
- 7. Shareholders' Eligibility Verification Committee**
- Shareholders' Eligibility Verification Committee elected by AGM Organization Committee.
 - Rights and obligations of Shareholders' Eligibility Verification Committee:
 - ✓ Shareholders' Eligibility Verification Committee is responsible for receiving and

checking the documents on eligibility of shareholders attending AGM.

- ✓ Report the verification results of shareholders' eligibility at AGM.
- ✓ In case the attendees fail to prove their eligibility for shareholders attending AGM, the Shareholders' Eligibility Verification Committee shall have the right to refuse to provide Voting Ballots and AGM documents.

8. Vote Counting Committee:

- The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may be employees of SABECO, shareholders and/or consulting agency of AGM. Members of the Vote Counting Committee cannot concurrently be the Chairperson or Secretary of AGM.
- The Vote Counting Committee has the following tasks:
 - ✓ Check the content, form, and number of voting ballots and voting cards.
 - ✓ Disseminate principles, rules, and guidelines on voting method.
 - ✓ Inspect and supervise the voting of shareholders and authorized representatives.
 - ✓ Organize the counting of votes and prepare the minutes of vote counting.
 - ✓ Announce the results of the vote counting in an honest and accurate manner and take responsibility for the vote counting results at AGM.

9. Speaking at AGM:

- Shareholders or their authorized representatives attending the Meeting have the right to speak at the Meeting and shall comply with the direction of the Chairperson of the Meeting in accordance with the approved Meeting Agenda. The content of comments should be concise, clear, and relevant to the Meeting Agenda. To ensure that responses are clear, comprehensive, and to save the Meeting's time, shareholders are encouraged not to repeat questions raised by other shareholders and to submit their opinions in writing to the Secretary of the Meeting for consolidation and submission to the Chairperson to facilitate the efficient and effective conduct of the Meeting.
- The Chairperson of AGM will answer questions at AGM or respond later in writing.

10. Rules of Voting at AGM:

a. General provisions on voting:

- ✓ Each share owned or represented has one vote.
- ✓ Each shareholder attending AGM will be provided by the AGM Organization Committee with the following: **01 Voting Card and 01 Voting Ballot** with the code of ownership and/or representative stamped with the Company's seal for voting of the contents under the AGM Agenda.

b. Method of voting, order of voting:

Any issues raised at AGM under the authority of the General Meeting of Shareholders shall be voted in the following order:

- ✓ Approve the content as proposed.
- ✓ Disapprove the content as proposed.
- ✓ Abstain the content as proposed.

At AGM, shareholders shall vote in one of the following forms:

- "Voting Card": Each shareholder/authorized person(s) is given one (01) Voting Card. When voting at AGM, the shareholders/authorized persons raise the Voting Card towards the Chairperson.
 - ✓ In the form of voting by raising Voting Card, the members of Vote Counting Committee shall mark the voting code and the corresponding number of votes of each shareholder on approval, disapproval, or abstain.

- ✓ In case where a shareholder/authorized person(s) does not raise his/her vote in all three votes, it is considered that he/she voted for agreement with the issue.
- ✓ In case where a shareholder/authorized person(s) raises his/her vote in all three votes or two of three votes, it is considered that he/she voted for disagreement with the issue.
- "Voting Ballot": Each shareholder/authorized person(s) is given one (01) Voting Ballot with three (03) kinds of voting: approve, disapprove, and abstain on each agenda. Shareholders/authorized persons may mark "X" or "✓" for the selected voting contents.

c. The validity of Voting Ballot:

- Valid Voting Ballot:
 - ✓ Follow the template issued by AGM Organization Committee and having Company stamp.
 - ✓ Not be erased nor changed in printed content. In case of there was any content that needs to be added, the order of such contents must follow the last content. The additional contents shall not be acceptable except for the contents required by AGM Organization Committee.
 - ✓ Must be signed and must have full name of shareholder/authorized person under the signature.
 - ✓ For voting contents: Choose one (1) out of three (03) voting boxes on Voting Ballot.
- Invalid Voting Ballot:
 - ✓ The Ballot which does not meet one of the above conditions is invalid, except for the voting content that proved to be valid shall be counted and recognized.

d. Record the voting results:

- ✓ The Vote Counting Committee is responsible for recording, checking the number of votes on approval, disapproval, and abstain of each content adopted at AGM. At the same time, it is responsible for statistics and reporting results of vote counting at AGM.

e. Conditions for approval of Agenda:

- ✓ For decisions on the contents related to the class of shares, the total number of shares of each type; changing business lines; changing the organizational structure of SABECO; Investment projects or sales of assets valued at 35 % or more of the total value of assets recorded in SABECO's latest financial statements; reorganizing, dissolving SABECO; extension of SABECO' s activities, it shall be approved when having at least 65% of the total number of votes from all attending shareholders/authorized persons.
- ✓ For other issues, it should be approved when reaching more than 50% of the total number of votes from all attending shareholders/authorized persons.

11. Minutes and resolutions of the General Meeting of Shareholders:

- Contents of the Annual General Meeting of Shareholders 2026 must be recorded by the Secretaries in the Meeting Minutes of AGM.
- 2026 AGM's Meeting Minutes and Resolution must be approved before the closing of the meeting and kept at the SABECO office.

III. IMPLEMENTATION:

- All shareholders, representatives and guests attending the AGM are responsible for compliance with the provisions of this Regulation, current regulations, rules, and provisions of SABECO and relevant legal provisions, obey the decisions of the Chairperson, the AGM Organization Committee. In case of violation, the Chairman shall be entitled to handle and use measurements to restrict a person to speak, expel him/her from the AGM and/or take necessary legal actions in accordance with the law.

- The contents not specified in this Regulation shall be applied in accordance with Law on Enterprises, SABECO Charter, and related legal documents.

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

Ho Chi Minh City, April 01, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Koh Poh Tiong





SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION REGULATION ON NOMINATION, SELF-NOMINATION, AND ELECTION OF NEW BOARD MEMBERS FOR THE 2023 – 2028 TERM

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements;

Pursuant to the Charter of Saigon Beer – Alcohol – Beverage Corporation (SABECO);

The SABECO's Annual General Meeting of Shareholders (“AGM”) 2026 shall conduct an election of new members of the Board of Directors for the 2023 – 2028 term.

The Regulation of nomination, self-nomination, and election of new Board members for the 2023 – 2028 term is as follows:

I. OBJECTIVES

This Regulation stipulates the conditions and procedures for nominating, self-nominating, and electing of new Board members for the 2023 – 2028 term.

Shareholders/authorized persons, nominated and self-nominated candidates for electing new Board members for the 2023 – 2028 term shall comply with this Regulation.

II. ELECTION FOR MEMBER OF THE BOARD OF DIRECTORS FOR THE 2023 – 2028 TERM

- Number of members to be elected: 1 member;
- Term: 2023 – 2028;
- Maximum number of candidates: Unlimited.

III. PRINCIPLES OF NOMINATION, SELF-NOMINATION FOR BOARD MEMBERS

The shareholders have the right to accumulate the number of voting rights of each shareholder to nominate candidates to the Board. A shareholder or a group of shareholders holding ⁽¹⁾ ten percent (10%) of the total number of voting shares shall have the right to nominate one (01) candidate; from more than ten percent (10%) to less than thirty percent (30%) to nominate up to two (02) candidates; from thirty percent (30%) to less than forty percent (40%) to nominate up to three (03) candidates; from forty percent (40%) to less than fifty percent (50%) to nominate up to four (04) candidates, from fifty percent (50%) to less than sixty percent (60%) to nominate up to five (05) candidates, from sixty percent (60%) to less than seventy percent (70%) to nominate up to six (06) candidates, from seventy percent (70%) to less than eighty percent (80%) to nominate up to seven (07) candidates; and from eighty percent (80%) and less than ninety percent (90%) to nominate up to eight (08) candidates.

Where the number of candidates for the BOD by way of standing for nomination or self-nomination is insufficient, the incumbent Board of Directors may nominate additional candidates or hold a nomination according to a procedure regulated by SABECO's Internal Governance Regulations. The nomination procedure or the way the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before commencing the nomination.

IV. CRITERIA AND CONDITIONS OF BOARD MEMBERS

1. Criteria and conditions of Board members

Members of the Board of Directors are required to meet the following criteria and conditions:

- Board members must satisfy the Clause 1, Article 155 of the Law on Enterprises No.

¹ The ownership percentage of a shareholder or group of shareholders is determined as at the record date for shareholders entitled to attend and vote at the Annual General Meeting of SABECO, being March 24, 2026.



59/2020/QH14, Clause 1, Article 27 of the SABECO Charter and Article 12 of the SABECO Internal Regulation on Corporate Governance;

- Independent Directors must satisfy the Law on Enterprises No.59/2020/QH14, Article 155, Clause 2, SABECO Charter, Article 27, Clause 1, and SABECO Internal Regulation on Corporate Governance, Article 12;
- Board members must satisfy the criteria and conditions prescribed under Decree No. 155/2020/ND-CP, as amended and supplemented by Decree No. 245/2023/ND-CP;
- Having full legal capacity for civil acts and not fall within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14.

V. DOCUMENTS OF NOMINATION, SELF-NOMINATION

- Forms on nomination/self-nomination for Board members (please refer to the form);
- Curriculum vitae (please refer to the form);
- 01 certified true copy of ID card/Passport/ERC (latest) of the nominating shareholder;
- 01 certified true copy of ID card/Passport of the nominated candidate;
- 01 certified true copy of academic qualifications and professional qualifications (if any);
- Confirmation of shares ownership of the shareholder/group of shareholders who meet the conditions for nomination.

The nominee shall be legally responsible for the accuracy and honesty of their nomination documents at AGM.

VI. DEADLINE AND ADDRESS TO RECEIVE DOCUMENTS

The shareholder or the group of shareholders who meet the above criteria of nomination, self-nomination for members of the Board of Directors should send nomination and self-nomination documents by **April 20, 2026** to the following address:

DOCUMENTS OF NOMINATION, SELF-NOMINATION FOR BOARD MEMBERS

Recipient: The Board Of Directors Office

Saigon Beer - Alcohol - Beverage Corporation

5th Floor, Vincom Center, 72 Le Thanh Ton St, Sai Gon Ward, HCMC

Tel.: (028) 3829 4081



VII. PRINCIPLES, METHOD OF ELECTION

1. Principles of election

- Comply with the law, SABECO Charter.
- Secret ballot method.
- The right to vote is calculated based on the number of shares owned or authorized. The election result is calculated based on the number of voting shares of attending shareholders.
- The Vote Counting Committee is nominated by the Chairpersons and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee shall not be on the list of nominees and candidates for members of the Board of Directors.

2. Method of election

- The list of candidates is sorted alphabetically by name with their full names listed on the Electing Ballot.
- Method of election:
 - ✓ Cumulative voting method: each shareholder/authorized person has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders/authorized persons are entitled to give his/her total votes to one or a number of candidates.

- ✓ Each shareholder/authorized person attending the AGM shall be given one Electing Ballot. The shareholder shall fill in the number of votes for each candidate they wish to elect so that the total number of votes cast shall be equal to or less than the total number of votes held by that shareholder/authorized person. In case of voting error, shareholder/authorized person may contact the AGM Organization Committee to receive the new Electing Ballot and return the old one.
 - Electing Ballot will be placed in the ballot box which was sealed prior to vote counting.
- 3. Validity of Electing Ballot**
- Valid Electing Ballot:
 - ✓ Follows the template issued by the AGM Organization Committee and stamped by the Company;
 - ✓ Printed contents are not erased nor changed except for the contents required by the AGM Organization Committee;
 - ✓ Candidates' names are not crossed nor erased;
 - ✓ The total number of votes cast is not greater than the total number of votes of each shareholder/authorized person;
 - ✓ Signature and full name of the shareholder/authorized person shall be provided.
 - Invalid Electing Ballot:
 - ✓ Does not meet one of the above criteria of a valid Electing Ballot.
- 4. Record the electing results**
- Vote counting: Conducted under the supervision of at least one shareholder.
 - The Vote Counting Committee shall prepare minutes of vote counting, announce the results, and together with the Chairpersons address questions and complaints of shareholders (if any).
 - The counted votes will be archived in accordance with regulations and opened upon request of the General Meeting of Shareholders of SABECO.
- 5. Principles for elected Board member**
- Having obtained the highest number of votes, ranked in descending order until the required number of members of the Board of Directors is reached.
 - If two (02) or more candidates receive an equal number of votes for the last position of Board members, the General Meeting of Shareholders shall re-elect among these candidates in order to select the candidate with the highest number of votes.

VIII. IMPLEMENTATION

The Regulation of nomination, self-nomination, and election of new Board members for the 2023 – 2028 term will take effect immediately after being approved by the Annual General Meeting of Shareholders 2026.

Ho Chi Minh City, April 15, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Koh Poh Tiong



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**NOMINATION FORM FOR MEMBERS OF THE BOARD OF DIRECTORS
OF SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION**

Term: 2023 – 2028

To: *Saigon Beer - Alcohol - Beverage Corporation (SABECO)*

Name of shareholder:
ID card/Passport/Enterprise registration certificate No.:
Date of issue: Place of issue:
Address:
Legal representative (if any):
Currently holding: SAB shares, accounting for % voting shares of SABECO.

/My company would like to nominate the following person(s) for election to the position of member of the Board of Directors of SABECO for the 2023 – 2028 term:

1. Mr./Ms.:
Date of birth:
ID card/Passport No.:
Date of issue: Place of issue:
Address:
Candidate for: (1)

2. Mr./Ms.:
Date of birth:
ID card/Passport No.:
Date of issue: Place of issue:
Address:
Candidate for: (1)

Attached documents:

- Curriculum vitae of the candidate;
- Certified true copy of ID card/Passport/ Enterprise registration certificate of the shareholder;
- Certified true copy of ID card/Passport of the candidate;
- Certified true copy of qualifications;
- Confirmation of shares ownership from the shareholder.

Ho Chi Minh City, date month 2026

Nominator

(signature, stamp and full name)

Note: (1) Specifying the position: Member of the Board of Directors/Independent Director



SOCIALIST REPUBLIC OF VIETNAM
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**NOMINATION FORM FOR MEMBERS OF THE BOARD OF DIRECTORS
OF SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION**
Term: 2023 – 2028

To: *Saigon Beer - Alcohol - Beverage Corporation (SABECO)*

We are:

No.	Shareholder	ID card/ Passport/Enterprise registration certificate No.	Number of SAB shares owned
1			
2			
3			
4			

Hereby mutually agree to form a group of shareholders holding: SAB shares,
accounting for.....% on the total voting shares of SABECO.

We would like to nominate the following person(s) for the position of member of the Board of Directors of SABECO for the 2023 – 2028 term:

1. Mr./Ms.:
Date of birth:
ID card/Passport No.:
Date of issue: Place of issue:
Address:
Candidate for: (1)

2. Mr./Ms.:
Date of birth:
ID card/Passport No.:
Date of issue: Place of issue:
Address:
Candidate for: (1)

Attached documents:

- Curriculum vitae of the candidate;
- Certified true copy of ID card/Passport/ Enterprise registration certificate (latest) of the shareholder;
- Certified true copy of ID card/Passport of the candidate;
- Certified true copy of qualifications;
- Confirmation of shares ownership from the shareholder.

Note: (1) Specifying the position: Member of the Board of Directors/Independent Director



Ho Chi Minh City, date month 2026

NOMINATION CONFIRMATION OF THE GROUP OF SHAREHOLDERS

No.	Shareholder	Signature of the individual shareholder
		Signature of the authorized representative and stamp (if any) of the institutional shareholder
1		
2		
3		
4		



Note: (1) Specifying the position: Member of the Board of Directors/Independent Director



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NOMINATION FORM FOR MEMBERS OF THE BOARD OF DIRECTORS
OF SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

Term: 2023 – 2028

To: Saigon Beer - Alcohol - Beverage Corporation (SABECO)

Name of shareholder:
ID card/ Passport No.:
Date of issue: Place of issue:
Address:
Currently holding: SAB shares, accounting for % voting shares of SABECO.

*I would like to nominate myself as a candidate for the position of⁽¹⁾
of SABECO for the 2023 – 2028 term.*

Attached documents:

- Curriculum vitae of the candidate;
- Certified true copy of ID card/Passport;
- Certified true copy of qualifications;
- Confirmation of shares ownership from the shareholder.

Ho Chi Minh City, date month 2026

Candidate

(signature and full name)

Note: (1) Specifying the position: Member of the Board of Directors/Independent Director



Hình ảnh
Portrait
(3x4)

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập - Tự Do - Hạnh Phúc
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SƠ YẾU LÝ LỊCH
CURRICULUM VITAE

Ứng cử viên/ Candidate for: Thành viên hội đồng quản trị/ Member of
the Board of Directors

Họ và tên/ Full name	:	
Giới tính/ Gender	:	
Ngày sinh/ Date of birth	:	
Nơi sinh/ Place of birth	:	
CCCD/Hộ chiếu/Thẻ căn cước Identity card/Passport	:	
Ngày cấp/ Date of issue	:	
Nơi cấp/ Place of issue	:	
Quốc tịch/ Nationality	:	
Dân tộc/ Ethnic group	:	
Địa chỉ thường trú Permanent residence address	:	
Điện thoại/ Telephone	:	
Trình độ chuyên môn Qualifications	:	
Quá trình công tác Working experience	:	
Chức vụ hiện tại ở SABECO (nếu có) Current positions in SABECO (if any)	:	
Các chức vụ hiện đang nắm giữ tại tổ chức khác Current positions in other organizations	:	



Số cổ phần SAB nắm giữ <i>Number of SAB shares owned</i>	:	 cổ phần/ <i>shares</i>
+ Đại diện sở hữu <i>Representative ownership</i>	:	 cổ phần/ <i>shares</i>
+ Cá nhân sở hữu <i>Individual ownership</i>	:	 cổ phần/ <i>shares</i>
Những người liên quan ⁽¹⁾ có nắm giữ cổ phiếu SAB <i>Related persons ⁽¹⁾ holding SAB shares</i>	:	- Tên người liên quan:; - Mối quan hệ:; - Nắm giữ: cổ phiếu SAB;
	:	- <i>Name of related person:</i>; - <i>Relationship:</i>; - <i>Holding:</i> SAB shares;
Mối quan hệ khác với SABECO ⁽²⁾ (nếu có) <i>Other relationships with SABECO ⁽²⁾ (if any)</i>	:	
Các vị trí mà ứng viên đang được đề cử/ứng cử tại tổ chức khác (nếu có) <i>Positions which the candidate is currently nominated for in other organizations (if any)</i>	:	

(1): Người liên quan được định nghĩa tại Khoản 45, Điều 4, Luật Chứng khoán số 54/2019/QH14/ *Related persons are defined under the Law on Securities No. 54/2019/QH14, Article 4, Clause 45.*

(2): Vui lòng ghi rõ mối quan hệ này (người lao động, kiểm toán, nhà cung cấp, nhà phân phối...) và thời gian tương ứng/ *Please specify the relationship with SABECO (employee, auditor, supplier, distributor, etc.) and relevant periods.*

Tôi không thuộc đối tượng quy định tại Khoản 2, Điều 17, Luật Doanh nghiệp số 59/2020/QH14. Tôi cam đoan những lời khai trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật và cam kết thực hiện nhiệm vụ một cách trung thực nếu được bầu làm thành viên Hội đồng quản trị.

I am not a subject specified under the Law on Enterprises No. 59/2020/QH14, Article 17, Clause 2. I hereby declare that the above statements are true and accurate, and I shall be legally responsible and commit to honesty fulfillment of duties if elected as a Member of the Board of Directors.

TP. Hồ Chí Minh, ngày tháng năm 2026
....., date month 2026

Người khai/ Declarant

(ký tên, ghi rõ họ tên)
(signature and full name)



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

SUMMARY OF DOCUMENTS ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

The Board of Directors of Saigon Beer – Alcohol – Beverage Corporation (SABECO) would like to summarize the following proposals for Shareholders' approval:

1. Audited separate and consolidated financial statements for the fiscal year 2025:

Please refer to the audited financial statements which have been disclosed and posted on the Company's website at:

<https://www.sabeco.com.vn/en-US/investors/financial-statements/2025-2>

2. Report of the Board of Directors on 2025 performance and 2026 orientation:

Please refer to the attached document.

3. Report on 2025 activities of the Independent Directors in the Audit Committee:

Please refer to the attached document.

4. Proposal on selecting the independent auditor for the fiscal year 2026 and Q1 2027:

The Board proposes the General Meeting of Shareholders to assign the Board to select the independent auditor for SABECO's financial statements and other businesses upon request for the fiscal year 2026, Q1 2027 and all relevant periods as deemed necessary from the list below:

- Ernst & Young Vietnam Limited;
- KPMG Vietnam Company Limited;
- PWC (Vietnam) Limited;
- Deloitte Vietnam Company Limited.

Please refer to the attached document.

5. Proposal on the 2025 profit distribution:

No.	Categories	Budget 2025 (Billion dong)	Actual 2025 (Billion dong)
1	Undistributed profit - Beginning	7,984	9,218
2	Profit after tax for the year	4,728	4,424
3	Profit distribution, in which:	6,568	6,565
	- Distribute to Bonus and Welfare fund	131	129
	- Distribute to Investment and Development fund	-	-
	- Distribute Social activities fund	24	23
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	6,144	7,076

Implement the remaining payment of 2025 dividend in cash, as follows:

- Payment ratio: 30% / par value of share (VND 3,000 per share)
- Record date: July 29th, 2026
- Date of payment: August 28th, 2026
- Source of payment: Retained profits.

6. Proposal on the 2026 profit distribution plan:

No.	Categories	Actual 2025 (Billion dong)	Budget 2026 (Billion dong)
1	Undistributed profit - Beginning	9,218	7,076
2	Profit after tax for the year	4,424	4,761
3	Profit distribution, in which:	6,565	6,594
	- Distribute to Bonus and Welfare fund	129	157
	- Distribute to Investment and Development fund	-	-
	- Distribute Social activities fund	23	24
	- Dividend	6,413	6,413
	- Dividend ratio	50%	50%
4	Undistributed profit - Ending	7,076	5,243

7. Proposal on the settlement of remuneration in 2025 for the Board of Directors:

The Board of Directors would like to seek Shareholders' approval for the remuneration settlement in 2025 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:

No.	Content	2025 Plan	2025 Actual
1	Remuneration for members of the Board of Directors - Member: - Amount:	7 people 6,500,000,000 VND	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people 1,014,000,000 VND	3 people ⁽²⁾ 798,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	4 people 1,014,000,000 VND	3 people ⁽¹⁾ 780,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	3 people 780,000,000 VND	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND
Total		10,088,000,000 VND	6,688,000,000 VND

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

8. Proposal on the plan of remuneration in 2026 for the Board of Directors:

The Board of Directors would like to seek Shareholders' approval for the remuneration plan in 2026 for the members of the Board of Directors, Audit Committee and other Committees in SABECO as follows:



No.	Content	2025 Actual	2026 Plan
1	Remuneration for members of the Board of Directors - Member: - Amount:	6 people ⁽¹⁾⁽²⁾ 4,498,000,000 VND	7 people 6,500,000,000 VND
2	Remuneration for members of the Audit Committee - Member: - Amount:	3 people ⁽²⁾ 798,000,000 VND	3 people 1,014,000,000 VND
3	Remuneration for members of the Nomination and Remuneration Committee - Member: - Amount:	3 people ⁽¹⁾ 780,000,000 VND	4 people 1,014,000,000 VND
4	Remuneration for members of the Sustainability and Risk Management Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
5	Remuneration for members of the Land Committee - Member: - Amount:	2 people ⁽¹⁾⁽²⁾ 306,000,000 VND	3 people 780,000,000 VND
Total		6,688,000,000 VND	10,088,000,000 VND.

⁽¹⁾ Mr. Koh Poh Tiong has waived his remuneration in 2025.

⁽²⁾ Mr. Michael Chye Hin Fah has waived his remuneration from May 2025.

9. Proposal on related party transactions within SABECO group of companies:

Please refer to the attached document.

10. Proposal on dismissal of Board member:

Please refer to the attached document.

11. Proposal on election of new Board member:

Please refer to the attached document.

Respectfully yours,

Ho Chi Minh City, April 20, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Koh Poh Tiong



REPORT OF THE BOARD OF DIRECTORS
ON 2025 PERFORMANCE AND 2026 ORIENTATION

To: Shareholders of SABECO

The Board of Directors ("BOD" or "the Board") of Saigon Beer - Alcohol - Beverage Corporation ("SABECO" or "Corporation") would like to report to the Annual General Meeting of Shareholders ("AGM") on Corporation's performance in 2025 and its orientation in 2026.

I. Assessment of 2025 Performance

1. Overview

In 2025, the global economy showed signs of recovery, though marked by ongoing fluctuations, while also presenting a challenge to countries' response capabilities and to multilateral cooperation. Looking ahead, maintaining macroeconomic stability, promoting innovation, and enhancing international collaboration will be essential for building a vibrant, sustainable, and resilient economy.

Macroeconomics¹

- According to international organizations, global economic development in the first half of 2025 was weak and uneven across regions. By the end of 2025, global GDP growth slowed due to economic risks arising from tariffs and ongoing geopolitical conflicts. The International Monetary Fund ("IMF"), the World Bank ("WB"), and the Organization for Economic Co-operation and Development ("OECD") reported global growth for 2025 in the range of approximately 3.2% to 3.3%.
- **Global merchandise trade expanded in the first half of 2025 but slowed sharply toward the end of the year.** Trade activity rose markedly during the first half of 2025, driven in part by a surge in shipments to the United States ("US"), as companies front-loaded exports and accumulated inventories in anticipation of higher tariffs.
- **Global inflation continues to decline; however, the pace of disinflation varies across countries.** According to international organizations, the global inflation outlook for 2025 remains complex, but the overall trend points to easing inflation due to weakened demand and lower energy prices. The IMF reported that inflation is on a downward trajectory, reaching approximately 4.2% in 2025 and 3.7% in 2026. Nevertheless, inflationary pressures remain elevated in the United States, while inflation has eased in many other economies.
The price of energy commodities is expected to generally decrease by 2025, with Brent crude oil prices falling due to heightened concerns over the escalation of US tariffs and a faster-than-expected increase in OPEC+ production. These factors had outweighed the effects of reduced Iranian exports and supply disruptions in Iraq linked to regional geopolitical tensions. Meanwhile, natural gas prices have remained relatively stable, as liquefied natural gas ("LNG") supplies to Europe continue to expand. In addition, the European Union has indicated its intention to introduce greater flexibility in natural gas storage targets to ease market pressures.
- **Financial conditions remained accommodative in 2025.** Global financial conditions eased during 2025, notwithstanding continued market volatility. The stock markets experienced periodic corrections amid inflation concerns, slowing economic momentum, and heightened geopolitical risks. Bank lending conditions improved modestly, although credit growth in advanced economies remained subdued. Capital flows to emerging and developing economies recovered, supported by improved investor sentiment. Furthermore, the depreciation of the US dollar against most major currencies provided greater monetary policy flexibility for emerging and developing market economies.
- **Global employment growth moderated during 2025.** Market conditions remained stable in the first half of the year but showed signs of adjustment, particularly in advanced economies. International organizations have cautioned that labor market resilience remains vulnerable to shifts in global trade policy and changes in overall economic conditions.

¹ General Statistics Office of Vietnam, "Overview of the forecast of the world economic situation in 2025"
Institute for Economic and Financial Strategy and Policy, Ministry of Finance, "Economy in the first 10 months of the year and solutions to implement the growth target for the whole year 2025"

- In the short term, the IMF has identified **four (4)** major risks to the global economic growth outlook as follows:

Trade and policy instability, rising protectionism and heightened trade policy uncertainty, particularly among major economies, are weighing on global trade and investment.

Geopolitical tensions, which may lead to energy price volatility, supply disruptions, and heightened market uncertainty, are adversely affecting both advanced and emerging economies.

Financial instability, elevated public debt and widening fiscal deficits have increased vulnerabilities in sovereign bond markets and contributed to financial market volatility. These conditions could trigger asset price corrections or renewed tightening of global financial conditions, posing downside risks to growth.

Structural and developmental constraints, slowing productivity growth, fragmentation of global value chains, and constraints on cross-border trade and investment are weighing on medium-term growth prospects. Limited development financing and fiscal space may further restrict investment in essential services and climate resilience, particularly in developing economies.

Vietnam Economy and the Beer Market²

Despite significant changes in the global environment and the adverse impact of prolonged rainfall and flooding, Vietnam's economic in 2025 has continued to demonstrate a clear recovery momentum. This has been supported by accelerated credit growth, high public investment, and the implementation of supportive policy measures, providing a solid foundation for achieving the 2025 target.

- Vietnam's General Statistics Office ("GSO") estimates that the country's GDP grew by **8.02%** in 2025, despite the negative effects of a tough global market and multiple natural disasters.

Vietnam's socioeconomic conditions in 2025 are expected to remain stable despite external shifts and domestic challenges. Macroeconomic stability has been maintained through consistent policy implementation, supporting market confidence and a favourable business environment. Economic resilience remains evident, with GDP high growth in 2025, average inflation contained at 3.21%, and exchange and interest rates remaining broadly stable, providing momentum for production, exports, and investment.

- As 2025 concludes, the economy shows sufficient positive momentum to sustain growth, alongside persistent vulnerabilities to shocks. Export growth, the recovery of investment flows, the processing and manufacturing sector's role as a key growth pillar, and continued efforts to maintain macroeconomic stability have supported development, while exposure to natural disasters in the Central region and global economic volatility remains a key risk.
- In 2025, the beer market was expected to see a decline in total revenue amid weak consumer purchasing power, while net profit improves significantly. Lower input costs, particularly malt, rice, and aluminum have reduced cost of goods sold and lifted the industry's average gross profit margin to nearly 29%, compared with 24.6% in 2024.

However, the industry continues to face structural challenges from stricter alcoholic beverage regulations and shifting consumer preferences toward premium products, attractive packaging, and enhanced consumption experiences.

- According to Euromonitor data, beer consumption in Vietnam declined for two consecutive years (2023-2024), but it is expected to recover at a Compound Annual Growth Rate ("CAGR") of approximately 5% during 2025-2029. The postponement of Special Sales Tax ("SST") increase until 2027 provides brewers with additional room to reinvest while maintaining stable pricing. Under the National Assembly approved roadmap, the SST on beer will increase from 65% to 70% by 2027, then by 5 percentage points annually to reach 90% by 2031 prompting companies to gradually adjust selling prices to offset tax impacts

² General Statistics Office of Vietnam, "Overview of the forecast of the world economic situation in 2025" Government Electronic Newspaper, "Economy 11 months 2025: Resilient recovery in challenges, towards a sustainable future"
Institute for Economic and Financial Strategy and Policy, Ministry of Finance, "Economy in the first 10 months of the year and solutions to implement the growth target for the whole year 2025"

and protect margins Companies are expecting to modify selling prices to balance tax expenses, preserving profit margins.

- The health of Vietnam's beer industry is no longer measured solely by revenue growth. Competitive differentiation is increasingly driven by companies' ability to control costs, strengthen operational efficiency, and leverage mergers and acquisitions to enhance profit margins.

2. Business Performance in 2025

In 2025, the Board of Directors operated in accordance with the Law, the Corporation's Charter, and relevant regulations and delivered results as follows:

Categories	Unit	2024 Actual	2025 Plan	2025 Actual
Net Sales	Billion VND	31,872	31,641	25,888
Profit After Tax	Billion VND	4,495	4,802	4,573

Earnings and Dividend:

The accomplishments from our disciplined execution across all business areas included satisfactory earnings and sustainable dividend payouts. The operational performance allowed a dividend payment of up to 50% of par value to shareholders for 2025.

3. The Board of Directors Activities in 2025

In 2025, the Board of SABECO held five (05) physical meetings and meetings via video conference to facilitate the implementation of the Corporation's strategic plans and to supervise the business activities of SABECO and its group of companies.

Besides regular BOD meetings, the Board also approved resolutions through circular resolutions for urgent business decisions under the authority of the Board of Directors.

3.1 Remuneration

Remuneration for Board members was approved in the 2025 AGM. Hence, they received the amount in accordance with the Corporation's regulations and policies.

3.2 Performance Assessment of the Board and Committees

BOD members have been working with the highest sense of responsibility, developing their leadership capacity to pursue SABECO's sustainable development in the interests of shareholders.

Activities of Committees under the Board of Directors

In 2025, each member of the Board of Directors, the Committees, and the whole Board of Directors completed their tasks completely and quickly through the following key activities:

3.2.1 The Audit Committee ("AC") performed its role of advising and supervising in accordance with its assigned authority. In 2025, the AC had five (05) physical meetings and video conferences as well as some voting circulations. The meetings are held in accordance with the annual work plan, with the full participation of the AC members and representatives from relevant departments and persons, to ensure information transparency, accuracy, and timeliness.

The scope of the AC in supporting the Board includes: (1) review financial statements and SABECO's internal control system; (2) review related party transactions which might lead to a conflict of interest; (3) supervise compliance and fraud prevention; (4) oversee and evaluate Internal Audit performed; (5) approved audit plans and (6) assess independent auditing services.

3.2.2 The Nomination and Remuneration Committee ("NRC") has fully and effectively implemented the functions and tasks assigned by the Board in accordance with the provisions of law, the Company's Charter and the principles of good corporate governance. In 2025, the NRC had two (02) physical meetings and video conferences as well as some voting circulations. The meetings are held in accordance with the annual work plan, with the full participation of the NRC members and representatives from relevant departments and persons, to ensure information transparency, accuracy, and timeliness.

The scope of the NRC in supporting the Board includes: (1) consider succession plans for the Board and the Executive; (2) assessment of management training and management capacity development; (3) review the appointments, reappointments, and personnel recommendations under the authority of the Board of Directors.

3.2.3 The Sustainability and Risk Management Committee (“SRMC”) has fully and effectively implemented the functions and tasks assigned by the Board in accordance with the provisions of law, the Company’s Charter and the principles of good corporate governance. In 2025, the SRMC had four (04) physical meetings and meetings via video conferences as well as some voting circulations. The meetings are conducted according to the annual work plan, with the full participation of the SRMC members and representatives from relevant departments and persons, to ensure information transparency, accuracy, and timeliness.

The scope of the SRMC in supporting the Board includes: (1) assist the BOD in monitoring the scope, orientation and risk management policies of SABECO to ensure that the risk management system operates fully, appropriately and effectively; (2) report, update and make recommendations on material risks, and reviewed risk identification and management systems to promptly handle and mitigate risks that may significantly affect SABECO’s operations; (3) assist the BOD in identifying and monitoring the implementation of material environmental, social and corporate governance (“ESG”) criteria, ensuring that SABECO complies with sustainability standards, processes and strategies in line with good governance practices; (4) report and propose updates and recommendations related to sustainable development issues, contributing to supporting the BOD in implementing SABECO’s strategic goals on sustainable development.

3.2.4 The Land Committee (“LC”). In 2025, the LC had three (03) physical meetings and meetings via video conferences as well as some voting circulations to fully implement the tasks under its competence and support the BOD in monitoring key matters relating to the management, usage, and development of SABECO’s land portfolio. The meetings are implemented according to the annual work plan with the full participation of the LC members and representatives from relevant departments and persons, to ensure information transparency, accuracy, and timeliness.

The scope of the LC in supporting the Board includes: (1) develop and propose strategies for management, conservation and exploitation of the value of SABECO’s land fund, ensuring that it is consistent with long-term development goals; (2) review and monitor land portfolio management to guarantee efficiency, sustainability, legal compliance, and system expansion plan; (3) review, analyze and make recommendations for implementation plans, implementation roadmaps and land-related decisions after comprehensive consideration of legal, financial, operational and risk, to propose to the BOD for consideration and approval.

3.3 Business transactions between SABECO and its related persons

All related party transactions (“RPTs”) that occurred were subject to strict reviews and approval processes following the pre-defined approval matrix according to SABECO’s Charter. AC then reviewed and discussed with the Independent Auditor and the Management any complex and unusual related party transactions, if necessary and required.

Members of the Board and the Management were required to disclose to the Board whether they, directly, indirectly, or on behalf of third parties, had a material interest in any transaction or matter which directly affected the Corporation. The Board must ensure that transactions between related parties are carried out on standard commercial terms and are not detrimental to the interests of the Corporation.

In addition to transactions serving regular production and business activities within the SABECO group of companies, the RPTs that occurred in 2025 are as follows:

Company	Transaction Detail	SABECO Board’s approval
Me Linh Point Limited (“MLP”)	Extension and amendment of the appendix of the consultancy services agreement for real estate development and management with MLP	Resolution No.61A/2025/NQ-HDQT dated 25 June 2025
TBC-Ball Beverage Can Vietnam Limited (“TBC-Ball”)	Aluminum can contract for production demand year 2025 and 2026	Resolution No.62A/2025/NQ-HDQT dated 25 June 2025
Chuong Duong Beverages Joint Stock Company (“CDBECO”)	Extension of interco-loan repayment in order to ensure company’s operation	Resolution No.72A/2025/NQ-HDQT dated 29 August 2025

Saigon Beer Group Company Limited ("SBCo")	The lease of office space together with related services	Resolution No.75A/2025/NQ-HDQT dated 03 September 2025
Sai Gon Beer Trading Company Limited ("SATRACO")	The lease of office space together with related services	Resolution No.75A/2025/NQ-HDQT dated 03 September 2025
	Lease back the internal area at Cu Chi Brewery	Resolution No.81A/2025/NQ-HDQT dated 13 November 2025

3.4 Self-assessment of the Board

The Board performance review by all Board Members was conducted by circulation based on six (06) assessment criteria namely (1) Board Composition, (2) Strategy and Performance, (3) Governance - Board risk management and internal controls, (4) Board Function - Information management, (5) Top Management Performance and Succession Planning, (6) Director Development. The assessment form used contains questionnaires with a 05-level rating scale.

As per the results, in 2025, the overall rating was **"exceed expectations"**. The Board operated in accordance with Law and SABECO's Charter aimed at achieving positive results for the corporation. The instructions under the Board's authority regarding governance, strategic supervision, master plans of action, risk management, annual budgets, nomination, and remuneration have been executed professionally. Besides, the Board has ensured adequate communications with shareholders, investors, regulators, and the general public by pursuing a transparent and effective disclosure policy. The suggestions of the Board for performance improvement have been noted for implementation in 2025.

Some awards won in 2025:

- On 03 December 2025, SABECO was honored with the Top 08 Large-cap Companies with Good Corporate Governance at the 18th Vietnam Listed Company Awards ("VLCA") - 2025.
- On 05 December 2025, SABECO was honored to be recognized as Pioneering Enterprise Committed to Improving Corporate Governance in Vietnam - VNCG50 at the 8th Annual Forum on Corporate Governance - AF8.

(Please refer to Appendix - Each Independent Board member's assessment report on the activities of the Board of Directors)

3.5 Supervision and Assessment of the Management

Based on the Corporation's Charter and relevant regulations, BOD resolutions are then delegated to the Management for execution to be in line with the Corporation's business plan. The Board adheres to the development goals and orientations approved by the AGM in making decisions and offering solutions to specific issues.

A summary of the Board's supervising activities is as follows:

3.5.1 Sales and Marketing Activities

- Monitored and guided branding and marketing activities, including developing brand positioning, production and distribution strategies to meet market needs, professional distribution network restructuring, effective supporting channels and product segment control and strengthening the domestic market and reaching out to the international market.

3.5.2 Environmental, Social, Governance ("ESG") Activities

- Directed and supervised the strategic plan and implementation of activities in relation to ESG in line with Corporation's policy to ensure continuing to implement ESG commitments in compliance with international standards.

3.5.3 Production and Supply Chain Activities

- Directed and supervised the research and development initiatives to improve product quality and new product offerings
- Monitored and guided activities that enhanced efficiency and capabilities for the supply chain within SABECO system.
- Encouraged for research and beer analysis activities at testing laboratories of the Corporation's system, developed documentation, and maintained and improved the laboratory management system ISO 17025:2005.

- In 2025, SABECO received awards in various categories for (1) **Brussels Beer Challenge (Belgium)**: Gold medals for 333 Pilsner and Bia Saigon Chill, and Silver for Saigon Export Premium, confirm international-quality brewing standards. Recognition at a global competition enhances SABECO's product credibility and export reputation and for (2) **International Beer Cup (Japan)**: Saigon Export Premium received a Silver medal, reflecting consistent product quality in a highly competitive international arena. Such recognition strengthens the Corporation's position in overseas markets.

3.5.4 Investment Activities

- Directed and supervised to ensure compliance with the Law and SABECO's regulations while implementing capital investment projects.
- Directed and supervised to ensure increasing investment and operational efficiencies and reducing costs, thereby increasing productivity.

3.5.5 Human Resources Activities

- Supervised the implementation of the management structure that combines international management experience, understanding local practices and networks, and further developing expertise throughout the organization.
- Encouraged on training and developing human resources, with an emphasis on the management team, successor personnel, and key positions.

3.5.6 Subsidiaries, Associates, and Joint Ventures' Activities

- As of 31 December 2025, SABECO has 30 subsidiaries with at least 50% ownership, 18 associates, and joint ventures.
- Most of SABECO's subsidiaries and associates in main business activities (beer manufacturing and trading) and supporting industries (packaging, transportation, mechanical) recorded positive results despite being impacted by the provisions of law and relevant regulations, maintaining returns on SABECO's capital investment.

II. 2026 Orientation

1. Macroeconomics Overview and the Beer Market in 2026

1.1 Overview³

- At the start of 2026, the global economy avoided a severe recession but remains constrained by weak underlying momentum. The sustaining long-term growth will depend increasingly on the development of new growth drivers, reflecting the effectiveness of policy frameworks, structural reforms, and overall economic competitiveness.
- According to the IMF's World Economic Outlook Report, global growth in 2026 is expected to be around 3.1%, which is significantly lower than the 3.7% average from 2000 to 2019. This reflects not only cyclical weakness but also structural shifts, as emerging growth drivers such as technological transformation, supply-chain reconfiguration, and the energy transition—have yet to generate sufficiently broad and synchronized momentum to lift global growth on a sustained basis.

If the period 2024-2025 marked a period of macroeconomic rebalancing focused on inflation control amid prolonged monetary tightening, 2026 represents a critical test of economies' ability to generate new growth drivers. The IMF characterizes the 2026 outlook as one of broadly steady growth on the surface, but increasingly divergent beneath, shaped by differing policy capacity, structural reforms, and the pace of technological investment across economies.

- In 2026, global growth is expected to remain stable but subdued, with increasing divergence across regions and groups of economies. The outlook depends not only on growth indicators, but also fundamentally on how major economies navigate three key drivers: trade dynamics, technological investment, and fiscal policy capacity.
- Conflicts are intensifying geopolitical tensions in the Middle East, a region of considerable economic potential and a significant consumer market. Heightened instability in this region poses risks to economic growth and may adversely affect global trade flows, including those involving Vietnam.

³ People's Deputies Newspaper, Office of the National Assembly, "World Economy 2026: Finding New Growth Drivers", "Three Key Trends Shaping the Global Economy in 2026"
 Rapporteur, Website of the Central Committee for Propaganda and Mass Mobilization, "Reshaping the growth drivers of the world economy"
 Vietnam News Agency, "Vietnam's economy strongly impacted by the conflict in the Middle East"

Vietnam may also be impacted by fluctuations in global oil prices. As the Middle East is a major supplier of crude oil, ongoing conflicts could disrupt extraction, transportation, and logistics activities, thereby exerting upward pressure on oil prices. Such developments would likely increase input costs and contribute to inflationary pressures, not only in Vietnam but across the global economy.

- For 2026-2030 period, the Vietnamese Government aims to achieve a double-digit economic growth. However, in the current environment, this objective is highly challenging and will require a fundamental shift in growth models, including renewed development thinking and the creation of new growth drivers based on innovation, science, and technology, as well as digital and green transformation. At the same time, organizations and drastic and effective solutions are needed to support strong institutional reform and decisive, effective policy implementation will be critical to sustaining and upgrading traditional growth drivers.

1.2 Beer Market in 2026⁴

- In 2026, Vietnam's beer market is expected to remain one of the largest in Southeast Asia. Competitive intensity is likely to increase as young customers look for differentiated experiences, premium products, and digital purchasing channels. At the same time, excise tax policies, advertising regulations, and green consumption trends are expected to play a significant role in shaping corporate strategies across the industry.
- In 2026, Vietnam's beer industry will continue to be affected by existing regulations including the Law on Prevention and Control of Harmful Effects of Alcoholic Beverages and Decree 168/2024/ND-CP, which are expected to weigh on industry performance. In addition, the revised Special Sales Tax Law ("SST"), which was approved by the National Assembly on 14 June 2025, will have a significant medium-term impact, with the SST on beer and wine scheduled to increase by 5 percentage points annually from 2027 to 2031, while sugary beverages will be taxed at 8% from 2027, rising to 10% in 2028 for products exceeding 5g of sugar per 100ml. In response, companies will need to proactively adjust product portfolios and pricing strategies to remain competitive and aligned with changing consumer preferences.
- Despite challenges, Vietnam's beer market continues to offer significant long-term potential, supported by its population of over 100 million, a young demographic profile, and a growing preference for higher-quality and healthier products. Competitive advantage is expected to increasingly depend on product innovation in health-oriented offerings, the use of technology and Artificial Intelligence ("AI") to analyze consumer behavior, data-driven marketing optimization, and the integration of sustainability considerations. In this context, companies that remain consumer-centric, innovate continuously, and embed social responsibility into their strategies are well positioned to lead, while those that rely on traditional business models risk losing competitiveness.

2. 2026 Planning

Recognizing the opportunities and challenges ahead, in 2026, SABECO's Board of Directors will set sustainable growth goals to create tangible action for the long-term development of SABECO. Hence, the Board would like to propose the following business plan for 2026:

Categories	Unit	2025 Actual	2026 Plan	% Growth Rate
Net Sales	Billion VND	25,888	28,959	12%
Profit After Tax	Billion VND	4,573	4,937	8%

Additionally, to achieve the proposed 2026 business plan, the Board guides in the following areas:

- Implementing resolutions of the General Meeting of Shareholders, including achieving the 2026 business plan.
- Focusing resources on branding and marketing activities, including developing brand positioning, production and distribution strategies to meet market needs, professional distribution network restructuring, and effective supporting channels and product segment control.
- Strengthening the domestic market and reaching out to the international market.

⁴ Vietnam Beer - Alcohol - Beverage Association, "Vietnam Beverage Industry in the Face of Challenges and Opportunities"

- Promoting research and development initiatives to improve product quality and new product offerings.
- Enhancing capabilities and efficiency of SABECO's supply chain system.
- Increasing investment and operational efficiencies and reducing costs, thereby increasing productivity.
- Focusing on E-commerce/online and the on-off premise channels according to the changing trend.
- Adopting renewable and solar energy systems for cost-effectiveness and reducing the effects of climate change.
- Continuing to implement ESG commitments covering Environmental, Social, Governance, and Economic in compliance with international standards;
- Setting base-year and base-line to define targeted initiatives for operational cost-efficient management.
- Leveraging both local and international expertise to preserve SABECO values and the Corporation's brands while constantly adapting to the dynamic market with its ever-changing business environment.

The Board respectfully proposes the BOD report to the 2026 General Meeting of Shareholders for approval.

Sincerely yours,

Ho Chi Minh City, 04 April 2026

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



[Signature]
Koh Poh Tiong

058:
G CÒN
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SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

APPENDIX

EACH INDEPENDENT BOARD MEMBER'S ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

In 2025, the Board is appropriately structured in terms of size, independence, and composition, with a balanced mix of independent and non-independent directors possessing the necessary expertise, experience, skills, and gender diversity to meet the Company's needs. The Board operates in a professional, objective, and effective manner, acting on an informed basis, in good faith, with due care and diligence, and in the best long-term interests of the Company and all shareholders.

The Board provides strategic direction and oversight by reviewing and approving corporate strategy, major plans of action, risk policies, annual budgets, and business plans. It sets performance objectives, monitors implementation and corporate performance, and oversees major capital expenditures, acquisitions, and divestitures. Strategic plans and capital budgets are reviewed in sufficient depth, with progress monitored regularly throughout the year using appropriate financial indicators and benchmarks. Action plans are approved with clear implementation timelines, and progress is tracked accordingly.

The Board ensures transparent, timely, and effective disclosure and maintains appropriate communication with shareholders, investors, regulators, and the public. Specialized Board committees are established in line with the Code to support the Board's functions and to manage potential conflicts of interest. Board members uphold high ethical standards, protect shareholders' rights, and consider the interests of all relevant stakeholders in decision-making.

The Company maintains a sound risk management framework and an effective internal control system, with the Board retaining ultimate responsibility and oversight. Information provided before and during Board and committee meetings is timely, accurate, and sufficient to enable informed decision-making within the Board's authority.

The Board conducts periodic reviews of top management development and succession planning, ensures formal induction programs for new directors, and receives regular updates on financial, legal, and regulatory matters.

Audit Committee is appropriately sized, comply with the recommendations of the Code, and operate effectively with adequate meeting frequency, timely circulation of materials and having sufficient time for discussion, and comprehensive reporting of their roles, responsibilities, and activities in the annual report. The Audit Committee has duly fulfilled its responsibilities and satisfactorily discharged its duties in compliance with the applicable code and company's regulation.

Respectfully yours,

Pramoad Phornprapha

Independent Member of the Board of Directors





SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

APPENDIX

EACH INDEPENDENT BOARD MEMBER'S ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

In 2025, the Board is appropriately sized and structured, with a sufficient level of independence and a balanced mix of independent and non-independent directors. It comprises a diverse range of expertise, experience, skills, and gender representation to effectively meet the Company's needs. The Board operates in a professional, objective, and effective manner, making decisions on an informed basis, in good faith, with due care and diligence, and in the best long-term interests of the Company and all shareholders, while giving due consideration to the interests of relevant stakeholders.

The Board provides strategic leadership and oversight by reviewing and guiding the Company's corporate strategy, major plans of action, risk policies, annual budgets, and business plans. It sets performance objectives, monitors implementation and overall corporate performance, and oversees significant capital expenditures, acquisitions, and divestitures. The Board approves action plans with clear implementation timelines and systematically monitors their execution.

The Board ensures transparent, timely, and effective disclosure and maintains appropriate and constructive communication with shareholders, investors, regulators, and the public. Specialized Board committees are established in accordance with the Code to support the Board in fulfilling its responsibilities and to manage potential conflicts of interest. The Board and its committees regularly conduct performance evaluations to assess effectiveness, composition, and competencies, supported by a transparent and appropriate remuneration framework. Board members uphold high ethical standards, safeguard shareholders' rights, and take into account the interests of all relevant stakeholders in their decision-making.

Board's committees, including the Audit Committee and the Nomination and Remuneration Committee, are appropriately sized and composed in line with the recommendations of the Code and operate effectively. Committees meet with appropriate frequency; agendas and supporting materials are circulated in a timely manner; and sufficient time is allocated for meaningful discussion and deliberation. The comprehensive reporting on their roles, responsibilities, and actions taken of each sub-committee is appropriately included in the annual report as required by applicable rules and regulations.

Respectfully yours,

Nguyen Tien Vy

Independent Member of the Board of Directors





SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

REPORT ON 2025 ACTIVITIES OF THE INDEPENDENT DIRECTORS IN THE AUDIT COMMITTEE

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

In compliance with the provisions of the Enterprise Law 2020, the Charter and Internal Regulations on corporate governance approved by the General Meeting of Shareholders of Saigon Beer – Alcohol - Beverage Corporation, the Independent Directors in the Audit Committee would like to report the activities of the Audit Committee in 2025 to the Annual General Meeting of Shareholders (“AGM”).

I. Organizational structure of the Audit Committee

The Audit Committee (“AC”) under the Board of Directors (“BOD”) of Saigon Beer – Alcohol - Beverage Corporation (“SABECO”) comprises three Directors as follows:

- **Mr. Pramoad Phornprapha** – Independent member of the BOD, AC Chairman;
- **Mr. Nguyen Tien Vy** – Independent member of the BOD, AC member;
- **Mr. Michael Chye Hin Fah** – BOD member, AC member.

II. Remuneration, operation expenses, and other benefits of the Audit Committee

The AC members had received remuneration, operation expenses, and other benefits in accordance with the Law on Enterprises, the Charter, and the regulations of the company.

III. Meetings of the Audit Committee

During the fiscal year ended 31st December 2025, the AC held five meetings, and each committee member’s attendance is presented below:

No	Members of the Audit Committee	Position	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Pramoad Phornprapha	Chairman	5/5	100%	100%	
2	Mr. Nguyen Tien Vy	Member	5/5	100%	100%	
3	Mr. Michael Chye Hin Fah	Member	5/5	100%	100%	

IV. Supervision of the BOD and Management

- Supervising the activities of the BOD and Management directly through meetings, discussions, and communications with them as well as with Internal Audit and the Independent Auditor.
- Having regular meetings with Internal Audit and Management to discuss SABECO’s issues.
- Supervising Management’s activities in terms of compliance with the BOD’s resolutions (if any).

V. Coordination between the Audit Committee and the BOD, Management, and shareholders

- The Audit Committee always coordinated well with BOD members and Management within the scope of work of the AC.
- The Audit Committee received full support from the BOD and Management to fulfill its duties for 2025.
- The Audit Committee periodically reported the supervision results to the BOD.
- The Audit Committee supervised the periodic financial statements and financial performance results.

VI. The Audit Committee’s supervision results

1. Financial Statements

The AC had reviewed quarterly, semi-annual, and annual financial statements before Management submitted them to the BOD, and then to shareholders at the AGM, or for public release as required by the law, and assessed whether they were presented fairly, completely, and timely in accordance with current accounting standards and regulations and legal requirements. For 2025, the results of the review showed that:

- Quarterly and annual financial statements were prepared and disclosed in accordance with current accounting standards and regulations.
- Although it is not required by the law, Q1/2025 and Q3/2025 Financial Statements were reviewed by the Independent Auditor, who provide assurance to the reliability and credibility of the reports before being disclosed.
- There were no major changes in accounting policies, accounting standards, or tax policies during the year, which had material impact(s) on the financial position and Financial Statements.
- No material errors were found regarding accounting estimates (provisions, goodwill valuation, etc.).
- Some comments in the management letter to improve SABECO's internal control system, which were made by the Independent Auditor, had been reviewed and considered by the AC as not having a significant impact on the preparation and disclosure of the Financial Statements. The AC also agreed with Management and relevant stakeholders on measures for improvement.

2. Related Party Transactions

The AC in conjunction with independent auditor reviewed related party transactions that SABECO had entered into, which might lead to conflicts of interest. Such transactions were undertaken on an arm's length basis, reasonably, on standard commercial terms, and in the best interest of the Corporation with appropriate approval procedures, including information being disclosed sufficiently, accurately, and completely.

3. Compliance and Fraud Prevention

The AC would supervise the effectiveness of SABECO's internal controls to prevent fraud and ensure compliance with the law and the Corporation's charter and regulations. The AC would focus on the efficiency of internal audit and risk management systems. The AC reviewed SABECO's internal control system every quarter based on the audit report of the Internal Audit Department. The report included recommendations to improve some internal controls so that the Corporation's business operations would be adequate, effective, and comply with the provisions of law, Corporation's Charter. Together with the Sustainability and Risk Management Committee (SRMC), the AC also reviewed the quarterly report on internal controls and enterprise risk management to help safeguard the assets of the Corporation.

4. Internal Audit function

The AC had oversight of the Corporation's internal audit activities, including approving the annual audit plan, evaluating internal audit performance, and ensuring that the Internal Audit Department independently performed its duties by having it report directly to the AC and providing advice to be in accordance with the International Standards for the Professional Practice of Internal Auditing and the approved audit plan. The AC found that the internal audit activities had achieved established goals and plans. Moreover, the AC held an annual meeting with the Internal Audit Director without the attendance of Management to enhance independence and transparency.

5. Independent Audit Services

The AC found that the proposed 2025 audit plan and its implementation by the Independent Auditor were suitable to meet the Corporation's requirements in terms of scope, objectives, methodology, and timeline while ensuring the auditing service quality and independence with no conflict of interest. In addition, the AC reviewed and approved the non-assurance services pre-approval policy. The policy ensures that the AC understands the provision of non-assurance services by the Independent Auditor will not compromise the auditor's independence. The AC also held two separate meetings with the Independent Auditor without the attendance of Management. This was done to enhance independence and transparency,

facilitate candid communication, ensure the integrity of financial reporting, and assess the effectiveness of the audit process. These private sessions were crucial for identifying and addressing matters that may not be openly discussed in the presence of Management. In implementing the 2025 audit plan, KPMG successfully fulfilled its tasks as the Independent Auditor, met the AC's expectations, and ensured the reliability and integrity of the financial statements disclosed to shareholders and relevant stakeholders. For the financial year 2026, the BOD will submit the proposal of selecting an independent auditing firm to the AGM for approval.

Respectfully yours,

INDEPENDENT DIRECTOR



Nguyen Tien Vy

INDEPENDENT DIRECTOR



Pramoad Phornprapha





SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

PROPOSAL ON SELECTING THE INDEPENDENT AUDITOR FOR THE FISCAL YEAR 2026 AND Q1 2027

Ho Chi Minh City, April 01, 2026

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

Pursuant to the Enterprises Law No. 59/2020/QH14 passed on June 17, 2020;

Pursuant to the Charter of Saigon Beer - Alcohol - Beverage Corporation ("SABECO");

The Board of Directors would like to submit to shareholders for approval the list of auditing companies to audit financial statements for the fiscal year 2026, Q1 2027 and all relevant periods as deemed necessary for SABECO as follows:

1. Criteria for selecting an independent auditing company:

- Selecting an international auditing firm that is authorized to operate in Vietnam and approved by the State Securities Commission for provide audit service for security issuers and listing organizations.
- Be one of the leading international auditing companies, which has audit quality reputation and extensive experience in auditing financial statements for consumer good company in accordance with the accounting standards of Vietnam Accounting System (VAS) and International Financial Reporting Standards (IFRS) in general and for the Corporation in particular.
- Highly qualified and experienced auditors who meet the Corporation's requirements on the work scopes, audit timelines and reasonable audit fees in consistent with the audit quality based on valuating all of audit proposals and audit work scopes.

2. List of audit companies:

Based on the above selection criteria, the Board proposes the following four prestigious international auditing firms to be selected as SABECO's independent auditor:

- Ernst & Young Vietnam Limited;
- KPMG Vietnam Company Limited;
- PWC (Vietnam) Limited;
- Deloitte Vietnam Company Limited.

3. Objectives, work scopes on audit and review of financial statements for the fiscal year 2026, Q1 2027:

- Objectives:
 - Separate financial statements of the parent company and its subsidiaries.
 - Consolidated financial statements.
 - Other business upon request.
- Period:
 - For the fiscal year 2026, Q1 2027 and all relevant periods as deemed necessary.

4. Proposal on the selection of audit company:

Assigning the Board of Directors to decide on selecting one of the four independent auditing companies as proposed in this proposal and assigning the General Director to sign the audit contract with the selected company to perform the audit and review of SABECO's financial statements.

Respectfully yours,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Koh Poh Tiong



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

PROPOSAL ON TRANSACTIONS BETWEEN SABECO AND RELATED PARTIES

Ho Chi Minh City, April 01, 2026

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its 2025 amendments;
- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- Pursuant to the current Charter of Saigon Beer – Alcohol – Beverage Corporation (“SABECO”).

To ensure flexibility in SABECO's business operations while maintaining compliance with legal regulations and internal corporate governance policies, the Board of Directors would like to submit the General Meeting of Shareholders (GMS) for approval the following contents regarding transactions between SABECO and the Related Parties:

1. Transaction objects

Entities within SABECO system who are related to SABECO as defined by the Law on Enterprises, the Law on Securities, and SABECO's Charter, including its subsidiaries, member companies, associates, and joint ventures (hereinafter collectively referred to as “Related Parties”).

2. List of contracts and transactions:

- 2.1 **Sale and purchase of beer products and raw materials:** such as trading of SABECO's beer products; trading of raw materials for beer production (malt, hops, additives, etc.) and packaging (cans, bottles, crates, cartons, etc.) for beer production and business activities;
- 2.2 **Sales support and advertising:** such as trading of point of sale materials (POSM) for marketing and consumption of SABECO's beer products; transactions related to sales support costs, implementation of promotion programs, provision of advertising materials, and and outsourcing of promotional scratch-card labeling services;
- 2.3 **Logistics and transportation services:** such as lease/sublease of warehouses; provision of transportation, delivery, and distribution services for goods (raw materials, beer products, packaging, crates, pallets, POSM, etc.) serving the production and consumption of SABECO's beer;
- 2.4 **Sale and purchase of scrap and waste:** such as trading of beer packaging scrap (damaged glass bottles, damaged plastic crates, carton waste, etc.) and related materials arising from production and business activities;
- 2.5 **Technical services:** such as consulting, design, installation, operation, maintenance, and repair of machinery, equipment, or technical systems for production (including the trading of components, spare parts, and replacement machinery);
- 2.6 **Asset leasing:** such as lease/sublease of machinery, equipment, and tools for production and business activities; lease/sublease of offices and premises under the ownership or legal operation rights of the parties;
- 2.7 **Cost sharing:** such as allocation or sharing of investment costs for construction, renovation of facilities, IT software systems, utility fees (electricity, water, telecommunications, etc.), and other shared fees and charges for production and business operations;



- 2.8 **Trademark Licensing:** such as granting the right to use trademarks owned by SABECO (with or without fees) for the production, processing, and trading of products;
- 2.9 **Real estate:** such as services related to management consultancy, exploitation, trading, and investment in real estate;
- 2.10 **Other ordinary activities:** such as trading of essential supplies, commercial goods, and consumer products for operational purposes; trading of goods serving charitable and corporate social responsibility (CSR) activities; administrative support, accommodation, hotel, and event organization services.

(All the above-mentioned contracts and transactions are collectively referred to as "Transactions")

The Transactions above shall be conducted based on the following principles and conditions:

- a) These Transactions are conducted to serve ordinary production and business activities and/or are necessary for the daily business operations of SABECO and Related Parties within the system of SABECO.
- b) These Transactions must be conducted under ordinary commercial terms and conditions and shall not be detrimental to the interests of SABECO.
- c) Applicable to Transactions arising from the **fiscal year 2026** until the GMS approves new contents regarding transactions with Related Parties at the next nearest Annual General Meeting.

3. Implementation:

The GMS authorizes the Board of Directors to implement the contents mentioned in Section 1 and Section 2 above. Concurrently, the Board of Directors is permitted to authorize the General Director and Deputy General Directors of SABECO to directly perform:

- 3.1 Deciding on specific terms and conditions of the Transactions and related contracts, agreements, and documents, including any amendments, supplements, replacements, or terminations (if any), ensuring compliance with Section 1 and Section 2 above; and
- 3.2 Executing and organizing the implementation of the Transactions and related contracts, agreements, and documents and documents including any amendments, supplements, replacements, or terminations.

Respectfully yours,

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Koh Poh Tiong



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

PROPOSAL ON DISMISSAL OF MEMBER OF BOARD OF DIRECTORS

Ho Chi Minh City, April 15, 2026

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its guiding regulations in force;
- Pursuant to the current Charter of Saigon Beer – Alcohol – Beverage Corporation ("SABECO");
- Pursuant to the resignation letter of Mr. Le Thanh Tuan from the position of Member of the Board of Directors dated March 25, 2026.

The Board of Directors of SABECO respectfully submits to the General Meeting of Shareholders for approval the dismissal of the following member(s) of the Board of Directors:

1. MR. LE THANH TUAN.

Respectfully yours,

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



[Signature]
Koh Poh Tiong



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

PROPOSAL ON ELECTION OF NEW MEMBER OF THE BOARD OF DIRECTORS

Ho Chi Minh City, April 20, 2026

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its guiding regulations in force;
- Pursuant to the current Charter of Saigon Beer – Alcohol – Beverage Corporation ("**SABECO**");
- Pursuant to the nomination letter for member of the Board of Directors from the State Capital Investment Corporation ("**SCIC**") dated April 9, 2026.

The Board of Directors of SABECO respectfully submits to the General Meeting of Shareholders for approval election of new member of the Board of Directors as follow:

- Number of members of the Board of Directors to be elected: 01 persons
- Term: 2023 - 2028
- List of candidates for members of the Board of Directors:

1. **MS. NGUYEN THANH HUONG**

- Date of birth: 30/08/1981
- Nationality: Vietnamese
- Ethnic: Kinh
- Education: Master of Business Administration
- Number of SAB shares owned: 0 shares

Respectfully yours,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Koh Poh Tiong

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập - Tự Do - Hạnh Phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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SƠ YẾU LÝ LỊCH
CURRICULUM VITAE

Ứng cử viên/ Candidate for: Thành viên hội đồng quản trị/ Member of
the Board of Directors

Họ và tên/ Full name	:	NGUYỄN THANH HƯƠNG/ NGUYEN THANH HUONG
Giới tính/ Gender	:	Nữ/ Female
Ngày sinh/ Date of birth	:	30-08-1981/ 30 th August 1981
Nơi sinh/ Place of birth	:	Hà Nội/ Hanoi
CCCD/Hộ chiếu/Thẻ căn cước Identity card/Passport	:	
Ngày cấp/ Date of issue	:	
Nơi cấp/ Place of issue	:	
Quốc tịch/ Nationality	:	Việt Nam/ Vietnamese
Dân tộc/ Ethnic group	:	Kinh/ Kinh
Địa chỉ thường trú Permanent residence address	:	
Điện thoại/ Telephone	:	
Trình độ chuyên môn Qualifications	:	Thạc sĩ Quản trị kinh doanh/ Master of Business Administration
Quá trình công tác Working experience	:	08/2006 - 03/2007: Chuyên viên Ban Tài chính - Kế toán, Tổng công ty Đầu tư và Kinh doanh vốn nhà nước (SCIC) 03/2007 - 08/2008: Chuyên viên Ban Đầu tư, SCIC 08/2008 - 09/2018: Chuyên viên Ban Đầu tư 4, SCIC 10/2018 - 09/2021: Chuyên viên Thư ký Ban Lãnh đạo, Văn phòng Điều hành, SCIC 2018 - 2024: Thành viên Hội đồng quản trị, Công ty cổ

		phần Tập đoàn Vinacontrol 10/2021 - 12/2024: Phó Chánh Văn phòng Điều hành, Văn phòng Điều hành, SCIC 01/2025 - nay: Phó Trưởng ban, Ban Tổ chức cán bộ, SCIC 8/2006 - 3/2007: Analyst, Finance and Accounting department, State Capital Investment Corporation (SCIC) 3/2007 - 8/2008: Analyst, Investment department, SCIC 8/2008 - 9/2018: Analyst, Investment department 4, SCIC 10/2018 - 9/2021: Secretary of The Board of Directors, Executive Office, SCIC 2018 - 2024: Member of The Board of Directors, Vinacontrol Group 10/2021 - 12/2024: Vice Director, Executive Office, SCIC 01/2025 - now: Vice Director, Human Resources department, SCIC
Chức vụ hiện tại ở SABECO (nếu có) <i>Current positions in SABECO (if any)</i>	:	Không/ No
Các chức vụ hiện đang nắm giữ tại tổ chức khác <i>Current positions in other organizations</i>	:	Không/ No
Số cổ phần SAB nắm giữ <i>Number of SAB shares owned</i>	:	0 cổ phần/ 0 shares
+ Đại diện sở hữu <i>Representative ownership</i>	:	0 cổ phần/ 0 shares
+ Cá nhân sở hữu <i>Individual ownership</i>	:	0 cổ phần/ 0 shares
Những người liên quan ⁽¹⁾ có nắm giữ cổ phiếu SAB <i>Related persons ⁽¹⁾ holding SAB shares</i>	:	- Tên người liên quan:; - Mối quan hệ:; - Nắm giữ: cổ phiếu SAB;
	:	- <i>Name of related person:</i>.....; - <i>Relationship:</i>; - <i>Holding:</i> SAB shares;
Mối quan hệ khác với SABECO ⁽²⁾ (nếu	:	Không/ No

có) <i>Other relationships with SABECO ⁽²⁾ (if any)</i>		
Các vị trí mà ứng viên đang được đề cử/ứng cử tại tổ chức khác (nếu có) <i>Positions which the candidate is currently nominated for in other organizations (if any)</i>	:	Không/ No

(1): Người liên quan được định nghĩa tại Khoản 45, Điều 4, Luật Chứng khoán số 54/2019/QH14/ *Related persons are defined under the Law on Securities No. 54/2019/QH14, Article 4, Clause 45.*

(2): Vui lòng ghi rõ mối quan hệ này (người lao động, kiểm toán, nhà cung cấp, nhà phân phối...) và thời gian tương ứng/ *Please specify the relationship with SABECO (employee, auditor, supplier, distributor, etc.) and relevant periods.*

Tôi không thuộc đối tượng quy định tại Khoản 2, Điều 17, Luật Doanh nghiệp số 59/2020/QH14. Tôi cam đoan những lời khai trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật và cam kết thực hiện nhiệm vụ một cách trung thực nếu được bầu làm thành viên Hội đồng quản trị.

I am not a subject specified under the Law on Enterprises No. 59/2020/QH14, Article 17, Clause 2. I hereby declare that the above statements are true and accurate, and I shall be legally responsible and commit to honesty fulfillment of duties if elected as a Member of the Board of Directors.

Hà Nội, ngày 02 tháng 04 năm 2026

Hanoi, 02nd April 2026

Người khai/ Declarant

(ký tên, ghi rõ họ tên)

(signature and full name)



Nguyễn Thanh Hương