

No. : 01/2026/BC - BSGPT

Phu Tho, 27/01/2026

**CORPORATE
GOVERNANCE REPORT
(In 2025)**

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

- Head office address: Trung Ha Industrial Park, Tam Nong Commune, Phu Tho Province
- Phone: 02103 650 688 Email: saigonphutho@gmail.com
- Charter capital: **125,000,000,000 VND** (*In words: One hundred and twenty-five billion VND*)
- Stock symbol: BSP
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director/Director
- Regarding the implementation of the internal audit function: Not yet implemented

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written comments)

No	Resolutions/ Decision No.	Date	Contents
1	01/2025/NQ – DHDCD	March 29,2025	<ul style="list-style-type: none">-Approval of the audited Financial Statements for 2024.- Approval of the Board of Directors' Report on the governance and operations of the Board of Directors in 2024, and the 2025 operating plan.- Approval of the Operational Report of Board of Supervisors in 2024 and the operating plan in 2025.



No	Resolutions/ Decision No.	Date	Contents
			<ul style="list-style-type: none"> - Approval of the Proposal to select an auditor for the Financial Statements in 2025. - Approval of the Proposal for the distribution of profits for the year 2024. - Approval of the Proposal for the profit distribution plan for the year 2025. - Approval of the Proposal for the finalization of salaries, remuneration, and bonuses for the Board of Directors and the Board of Supervisors for the year 2024. -Approval of the Proposal for the salary, remuneration, and bonus plan for the Board of Directors and the Board of Supervisors for the year 2025. - Approval of the Proposal to enter into contracts with related individuals/organizations within the authority of the General Meeting of Shareholders.

II. Board of Directors

1. Information about members of the Board of Directors:

No	BOD's Member	Position (Independent BOD's Member, Non-executive BOD's Member)	Start Date/ Date No Longer a BOD's Member/Independent BOD's Member	
			Appointment Date	Dismissal rate
1	Mr: Nguyen Hoang Giang	Chairman of the BOD/ Non- Executive	March 26, 2022	
2	Mr. Vo Sy Dong	Non-executive BOD's Member	March 26, 2022	

No	BOD's Member	Position (Independent BOD's Member, Non-executive BOD's Member)	Start Date/ Date No Longer a BOD's Member/Independent BOD's Member	
			Appointment Date	Dismissal rate
3	Mr. Bui Van Thieng	Director, Executive BOD's Member	March 26, 2022	
4	Ms. Nguyen Thu Huong	Non-executive BOD's Member	March 26, 2022	
5	Mr. Le Hoai Thanh	Non-executive BOD's Member	March 26, 2022	

2. Board Meetings:

No	BOD's Member	Number of Board Meetings Attended	Attendance Rate	Reasons for Absence
1	Mr. Nguyen Hoang Giang	6/6	100%	
2	Mr. Vo Sy Dong	6/6	100%	
3	Mr. Bui Van Thieng	6/6	100%	
4	Ms. Nguyen Thu Huong	6/6	100%	
5	Mr. Le Hoai Thanh	6/6	100%	

3. Supervisory activities of the Board of Directors over the Board of Directors

Based on the annual activity plan approved by the General Meeting of Shareholders, as well as the provisions of the Charter, the Company's regulations, and relevant laws, the Board of Directors has focused on supervising and guiding the activities for the Executive Board to implement.

3.1. Supervision methods:

Supervise the implementation of the business production plan approved by the General Meeting of Shareholders based on monthly and quarterly report data, listen to the company's obstacles, difficulties, and other operational results. The Board of Directors promptly directs appropriate implementation strategies in response to market changes to

gradually improve business outcomes positively during meetings with the Executive Board.

Supervise through the implementation results of the resolutions of the General Meeting of Shareholders, as well as the resolutions and regulations issued by the Board of Directors.

Maintain regular communication with the Board of Supervisors regarding the compliance with regulations during the Executive Board's performance at the Board of Directors' meetings.

3.2. Supervision results:

In 2025, the Board of Directors highly appreciates the efforts of the Executive Board in the process of implementing functions and tasks according to the competence and provisions of law, the Company's Charter, internal regulations and Resolutions, Decision of the Board of Directors.

The Executive Board has organized the implementation of production and business plans in accordance with the orientation and direction of the General Meeting of Shareholders and the Board of Directors; proactively adjust operating activities in response to market fluctuations; at the same time, allocate and use resources rationally, contributing to maintaining stable operations and gradually improving efficiency to overcome difficulties in production and business, bringing profits to the Company.

In addition, within its powers and responsibilities, the Executive Board has proactively implemented measures to find and expand markets, and at the same time promote digital transformation in production, focusing on optimizing operational processes and improving management efficiency, contributing to the realization of the Company's long-term goals.

The implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors is implemented by the Executive Board, with periodic reports for the Board of Directors to control the progress and results of implementation; arising issues are reported and consulted by the Board of Directors in accordance with their competence.

On the basis of the supervision results, the Board of Directors noted that the Executive Board has operated the Company in accordance with the set strategies and goals, complying with the principles of management and production and business activities.

4. Activities of subcommittees of the Board of Directors (if any): None

5. Resolutions/decisions of the Board of Directors

No	Resolutions/Decisions No	Date	Contents	Approval Rate
1	01/2025/NQ – HDQT	February 28, 2025	<ul style="list-style-type: none"> - Approved the content of the production and business situation report for January 2025, estimated performance for the first quarter, and operational directions for the upcoming months. Balance sheet; business results; tax obligations from January 01, 2025, to January 31, 2025. - Approved the proposal to adjust the 2025 production and business plan, operational directions for 2025 submitted to the General Meeting of Shareholders for approval - Approved the sales policy for draft beer and fresh beer in 2025. - Approved the signing of contracts with related organizations of insiders. - Approved the draft documents for the 2025 Annual General Meeting of Shareholders to be submitted to the Meeting 	100%
2	02/2025/NQ – HDQT	March 29, 2025	Approval of the contract signing with organizations related to insiders	100%
3	03/2025/NQ – HDQT	May 10, 2025	Approved the finalization of the shareholder list for exercising the right to receive dividends for the year 2024.	100%
4	04/2025/NQ – HDQT	July 04, 2025	- Approving the report on production and business in the first	

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			<p>5 months of 2025, estimated to be implemented in 06 months of 2025; orientation of activities in the following months. Balance sheet; business results; tax payment obligation from 01/01/2025 to 31/05/2025.</p> <ul style="list-style-type: none"> - Approved the proposal of the Board of Directors to produce more canned beer products under the Company's brand, but did not increase the cost according to the production and business plan. - Approval of the Company's organizational restructuring proposal - Approve the salary increase proposal for employees working at the Company. - Through the signing of a crushing shaft restoration service contract with Sabeco Mechanical Company Limited – a related organization of insiders. - Approving the termination of the labor contract with Mr. Bui Van Thieng (retired according to the regime). - Approving the dismissal of the position of Director of the Company with Mr. Bui Van Thieng from 31.07.2025 (Mr. Thieng retired according to the criticism). 	

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			<ul style="list-style-type: none"> - Approving the signing of the labor contract for Mr. Bui Van Thieng from 01.08.2025. - Approving the appointment of the position of Director of the Company for Mr. Bui Van Thieng from 01.08.2025 to 02.04.2027 	
5	05/2025/NQ – HDQT	October 10, 2025	<ul style="list-style-type: none"> - Approving the report on production and business situation in 09 months of 2025 and the direction of operation in the following months. Balance sheet; business results; tax payment obligation from 01/01/2025 to 30/09/2025. - Approve proposals for product export policies and cooperation with foreign partners. - Approve the proposal for major maintenance and repair plans in 2026. - Approve the investment plan in 2026. - Through the signing of a contract with Sabeco Mechanical Company Limited (a related organization of the insider) to perform the service of restoring the installation position of the malt crushing shaft bearing. - Approving the proposal to adjust the transaction value of the principle contract for the purchase and sale of caustic soda and salt in 	

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			2025 with Tan Hanh Nguyen Co., Ltd. - a relevant organization of insiders. - Through the signing of the contract: the principle of purchase and sale of 32% NaOH solution (liquid caustic soda); NaCl salt and HCL acid solution in 2026 with Tan Hanh Nguyen Co., Ltd. - Relevant organization of internal people.	
6	05A/2025/NQ – HDQT	October 10, 2025	- Approving the adjustment of the contract value, the principle of purchase and sale of 32% NaOH solution and refined salt in 2026.	
7	05B/2025/NQ – HDQT	October 10, 2025	- Through the signing of a contract in principle for the purchase and sale of 32% NaOH solution and NaCl salt and HCL acid solution in 2026.	
8	05C/2025/NQ – HDQT	October 10, 2025	- Through the signing of a contract with Sabeco Mechanical Company Limited (a related organization of the insider) to perform the service of restoring the installation position of the malt crushing shaft bearing.	
9	06/2025/NQ – HDQT	December 20, 2025	- Approve the content of the report on production and business results for 11 months of 2025, estimated implementation results in 2025. Balance sheet; business results; Tax payment obligation from 01/01/2025 to 30/11/2025	

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			<ul style="list-style-type: none"> - Unanimously assign the Executive Board to promulgate and amend the Salary Regulation. - It was agreed that the Board of Directors will develop a set of criteria for evaluating work according to performance, level of completion (KPIs) for each position and implement salary according to KPIs. - Assign the Executive Board to implement digital transformation and artificial intelligence (AI) investment as soon as possible to improve management efficiency, labor productivity and cost savings. - Approve the content of the 2025 production and business plan as a basis for submission to the 2026 Annual General Meeting of Shareholders (the General Meeting) for approval. In case there is a change due to objective factors affecting the production and business plan, the Board of Directors will consider the adjustment before submitting it to the General Meeting for approval. - Agreed for the Company to coordinate with partners in Japan to participate in the Fair in Tokyo in February 2026 for URA canned beer products. In addition, it was agreed that the Company will strengthen activities to promote beer exports abroad. 	

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			<ul style="list-style-type: none"> - Approved the proposal for bank loans to serve production and business in 2026. - Approved the plan to organize the Annual General Meeting of Shareholders in 2026. 	
10	06A/2025/NQ – HDQT	December 20, 2025	- Resolution of the Board of Directors on bank loans to serve production and business in 2026	100%
11	06B/2025/NQ - HDQT	December 20, 2025	- Resolution of the Board of Directors on the plan to organize the Annual General Meeting of Shareholders in 2026	100%
12	05/2025/QD- HDQT	February 28, 2025	- The decision of the Board of Directors on the signing of the contract with the relevant organization of the insider.	100%
13	23/2025/ QD- HDQT	July 04, 2025	- Decision of the Board of Directors approving the transaction between the Company and the related person of the Insider	100%
14	24/2025/ QD- HDQT	July 04, 2025	- Decision of the Board of Directors on the merger of the Technical Department and the Testing Laboratory. Promulgating the Company's new organizational chart.	100%
15	25/2025/ QD- HDQT	July 04, 2025	- Decision of the Board of Directors on the dismissal of Mr. Bui Van Thieng from the position of Director of the Company on retirement according to the regime from 31.07.2025.	100%
16	26/2025/ QD- HDQT	July 04, 2025	- Decision of the Board of Directors on the appointment of the	100%

No	Resolutions/Decisions No	Date	Contents	Approval Rate
			position of Director of the Company for Mr. Bui Van Thieng – from 01.08.2025 to 02.04.2027	

III. Supervisory Board

1. Information about members of the Supervisory Board (Supervisory Board)

No	Member of Board of Supervisors	Position	Start Date/End Date as Member of Board of Supervisors	Professional Qualifications
1	Mr. Nguyen Tien Tho	Head of Board of Supervisors	March 26, 2022	Bachelor of Economics
2	Ms. Nguyen Thi Huong Giang	Members	March 26, 2022	Bachelor of Economics
3	Ms. Nguyen Ho Bao Ngoc	Members	March 26, 2022	Bachelor of Finance

2. Meeting of the Supervisory Board

No	Member of Board of Supervisors	Number of Meetings Attended	Attendance Rate	Voting Rate	Reasons for Absence
1	Mr. Nguyen Tien Tho	2/2	100%	100%	
2	Ms. Nguyen Thi Huong Giang	2/2	100%	100%	
3	Ms. Nguyen Ho Bao Ngoc	2/2	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Management Board and Shareholders:

In 2025, the Supervisory Board has implemented and conducted activities in accordance with the provisions of the Company's Charter as well as complying with other provisions of the Law, specifically:

- Supervise the activities and comply with the Law and the Company's Charter for the Board of Directors, Directors and the Executive Board in the management and administration of the Company;

- Review of financial statements in 2024; financial statements for the quarters of 2025; Report summarizing the activities of the Supervisory Board in 2024 and the direction of operation in 2025;

- Participate in meetings of the Board of Directors in 2025 and submit reports on the activities of the Supervisory Board at the Annual General Meeting of Shareholders in 2025.

- Inspect and control the observance of the internal expenditure regime at the Company, comply with the provisions of law and the Company's regulations and regulations;

- Accounting and statistics are recorded in accordance with accounting standards and the current Accounting Law.

- Other tasks as prescribed by the Law on Enterprises and the Company's Charter.

Through supervision activities, the Supervisory Board finds that:

- The Board of Directors has properly performed its rights and obligations under the law, in accordance with the provisions of law; Resolution of the General Meeting of Shareholders and the Company's Charter.

- The Board of Directors and the Executive Board fully exercise the rights of the shareholders of the Company.

- The Company's production and business activities are closely directed and supervised by the Board of Directors, the Executive Board reports to the Board of Directors to promptly seek guidance on matters beyond its competence at meetings of the Board of Directors and/or ask for written opinions.

- The Board of Directors strictly complies with its functions and tasks, actively implements the contents of the Resolutions of the General Meeting of Shareholders and Resolutions of the Board of Directors, and performs management and administration in accordance with the law.

- Social security regimes and taking care of employees' lives are of special interest to the Company.

4. The coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Executive Board and other managers.

In 2025, the Supervisory Board has attended all meetings of the Board of Directors to monitor the Company's operations.

The Supervisory Board also receives documents in the process of executive direction of the Board of Directors and the Executive Board.

The Executive Board has created all favorable conditions for the Supervisory Board

to access information and reports in the fastest time, and at the same time, the Board of Directors has provided information and reports on the Company's operation every month.

The Board of Directors and the Supervisory Board always exchange information and issues related to the company's general operations.

The Board of Directors has created the best conditions for members of the Supervisory Board in performing the functions and tasks of the Supervisory Board.

5. Other activities of the Supervisory Board (if any): None

IV. Executive Board:

No	Members Board of Directors	Date of birth	Qualifications	Date of appointment/dismissal from Executive Board
1	Mr. Bui Van Thieng	April 04, 1964	Food Chemical Engineer	Dismissal date: July 31, 2025 Reappointment Date August 01, 2025
2	Mr. Nguyen Xuan Truong	December 23, 1986	Electrical – Automation Engineer	June 01, 2021
3	Ms: Tran Bich Thuy	June 26, 1984	Bachelor of Accounting	November 01, 2015

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Appointment/Dismissal Date
Ms: Tran Bich Thuy	June 26, 1984	Bachelor of Accounting	November 01, 2015

VI. Training on corporate governance:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Director (General Director), other managers and the Company Secretary have participated in in accordance with the regulations on corporate governance: None

VII. List of related persons of the public company and transactions of related persons of the company with the Company itself

1. List of related persons of the company: *Appendix 01A attached*

2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: *Appendix 01B attached*

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: None

4. Transactions between the company and other entities:

4.1. Transactions between companies in which members of the Board of Directors, members of the Control Board, Director (General Director) and other managers have been founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (counting at the time of making the report)

No	Name of organization/ individual	Relationship	Business Registration Certificate No.*, date of issue, place of issue	Head Office Address	Time of transaction with the company	Resolution/ Decision No.	Content, quantity, total transaction value/	Notes
1	Sai Gon Beer Trading Company Limited (SATRACO)	Mr. Nguyen Hoang Giang (Chairman of the BOD of Saigon - Phu Tho Beer Joint Stock Company) serves as General Director	0303140574 Issued on 08/11/2023 At Ho Chi Minh City Department of Planning and Investment	12 Dong Du Street, Saigon Ward, Ho Chi Minh City	Year 2025	Resolution No. 01/2025/ NQ – DHDCD on March 29, 2025	Cooperation contract on production and supply between Saigon Beer Alcohol - Beverage Corporation (SABECO), SATRACO, and Sai Gon - Phu Tho Beer Joint Stock Company: SATRACO is the commercial unit designated by SABECO. No transactions arose between -Saigon Phu Tho Beer Joint Stock Company and SATRACO under this contract.	

No	Name of organization/ individual	Relationship	Business Registration Certificate No.*, date of issue, place of issue	Head Office Address	Time of transaction with the company	Resolution/ Decision No.	Content, quantity, total transaction value/	Notes
						Decision No. 05/2025/ QD - HDQT dated February 28, 2025	Pallet usage contract: 261,732,784 VND (not including VAT)	
						Resolution No. 02/2025/NQ – HDQT dated March 29, 2025	Warehouse Service: 778,426,093 VND (not including VAT)	

4.2. Transactions between companies that are operated by related persons of members of the Board of Directors, members of the Control Board, Director (General Director) and other managers who are members of the Board of Directors or Director (General Director).

No	Name of organization/individual	Relationship	Business Registration Certificate No.*, date of issue, place of issue	Head Office Address	Time of transaction with the company	Resolution/ Decision No.	Content, quantity, total transaction value/	Notes
1	Tan Hanh Nguyen Company Limited	Mr. Vo Thai Son (son of Mr. Vo Sy Dong, member of the Board of Directors of Saigon – Phu Tho Beer Joint Stock Company) serving as Director	0102022644 issued on March 20, 2018 by the Department of Planning and Investment of Hanoi City	D4, Lot 18, Dinh Cong Urban Area, Phuong Liet Ward, Hanoi City	Year 2025	Decision No. 26/2024/QĐ – HDQT dated October 25, 2024 and Resolution No. 05A/2025/NQ – HDQT dated October 10, 2025	Purchase contract of salt and liquid caustic soda: 1,123,410,000 VND (not including VAT)	

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Director (General Director) and other managers: None

VIII. Trading of shares of insiders and related persons of insiders

1. List of insiders and related persons of internal persons: Appendix 01C attached

2. Transactions of insiders and related persons on the company's shares:

No	Transaction Executor	Relationship with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease (buying, selling, converting, bonus...)
			<i>Number of shares</i>	<i>Rate</i>	Number of shares	Rate	
1	Bui Thi Thai Ha	Daughter of Mr. Bui Van Thieng – Member of the Board of Directors – Director of the Company	0	0%	106,800	0,854%	Buy

IX. Other significant issues: *None*

Recipient:

- *As above;*
- *Saved: Official*

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



NGUYEN HOANG GIANG

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APPENDIX 01A: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No	Full Name	Securities trading account (nếu có)	Position (If any)	NSH No.	Date of issue	Palce of issue	Palce of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships with the company
I. Board of Directors											
1	Nguyen Hoang Giang		Chairman					14/11/2020			Insider
2	Vo Sy Dong		Member					27/05/2017			Insider
3	Bui Van Thien		Member					27/05/2017			Insider
4	Nguyen Thu Huong		Member					27/05/2017			Insider
5	Le Hoai Thanh	011C100723	Member					27/05/2017			Insider
II. Board of Supervisory											
1	Nguyen Tien Tho	005C056233	Head of BOS					27/05/2017			Insider
2	Nguyen Thi Huong Giang		Member					27/05/2017			Insider

No	Full Name	Securities trading account (nếu có)	Position (If any)	NSH No.	Date of issue	Palce of issue	Palce of issue	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationships with the company
3	Nguyen Ho Bao Ngoc		Member					30/03/2019			Insider
III. Executive Board											
1	Bui Van Thieng		Director					1/3/2017			Insider
2	Nguyen Xuan Truong	275184	Deputy Director					1/6/2021			Insider
3	Tran Bich Thuy	509151	Chief accountant					1/11/2015			Insider
IV. Chief accountant											
1	Tran Bich Thuy	509151	Chief accountant					1/11/2015			Insider
V. Company secretary: Authorized representative to disclose information; Person in charge on Corporate Governance											
1	Tran Thi Lien	007C907907	Company secretary, Authorized representative to disclose information, Person in charge on Corporate Governance					1/1/2016			Insider
VI. Other organization											
1	Sai Gon Beer-Alcohol-Beverage Corporation (SABECO)							2007			Organizations that own more than 10% of the Company's voting shares

APPENDIX IB.: TRANSACTIONS BETWEEN THE COMPANY AND AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No	Name of organization/individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Notes
1	Sai Gon Beer - Alcohol- Beverage corporation (SABECO)	SABECO own more than 10% of the voting shares or capital contributions of the Company and are also related person of internal person			2025	Resolution 01/2025/NQ DHDCD dated 29/3/2025	Purchased raw materials: 160.803.615.996 VND; Sales of finished goods: 468.451.711.920 VND (not include VAT) Dividends paid 2024: 3.378.750.000 VND	
2	Sai Gon Beer Trading company limited (SATRACO)	Related person of internal person			2025	Resolution 01/2025/NQ DHDCD dated 29/3/2025	Cooperation contract on production and supply between Saigon Beer Alcohol -Beverage Corporation (SABECO), SATRACO, and Saigon Phutho Beer Joint Stock Company: SATRACO is the commercial unit designated by SABECO. No transactions arose between Saigon Phutho Beer Joint Stock Company and SATRACO under this contract.	Mr. Nguyen Hoang Giang- Chairman of SaiGon - Phu Tho Beer JSC is General Director of SATRACO
						Decide 05/2025/QD-HDQT dated 28/2/2025	Pallet usage contract: 87,938,421 VND (not including VAT)	
						Resolution 02/2025/NQ-HDQT dated 29/3/2025	Warehouse services contract: 163,783,564 VND (not including VAT)	
3	MESAB	Related person of internal person			2025	Decide 05/2025/QD-HDQT dated 28/2/2025 Decision No. 23/2025/QD - HDQT dated 04/07/2025 Resolution 05C/2025/NQ - HDQT dated 10/10/2025	Buy equipment: 1.029.357.000 VND (not including VAT)	Ms Nguyen Ho Bao Ngoc is member of BOS
4	Sai Gon - Dong Xuan Beer - Alcohol JSC	Major shareholders			2025		Dividends paid 2024: 853.050.000 VND	

No	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Notes
5	Vo Sy Dong	Major shareholders. Internal person			2025		Dividends paid 2024: 1.000.992.200 VND (excluding personal income tax)	
6	Tan Hanh Nguyen Co. LTD	Mr Vo Thai Son (Mr Dong's son – Member of BOD of Sai Gon – Phu Tho Beer JSC) is Directors			2025		Purchased raw materials: 1.123.410.000 VND (excluding personal income tax)	
7	Nguyen Thanh Quang	Affiliated person			2025		Dividends paid 2024 9.500.000 VND (excluding personal income tax)	
8	Nguyen Thu Huong	Major shareholders. Internal person			2025		Dividends paid 2024. 622.502.700 VND (excluding personal income tax)	
9	Hoang Cong Thai	Affiliated person			2025		Dividends paid 2024: 222.585.000 VND (excluding personal income tax)	
10	Vu Hoai Son	Major shareholders			2025		Dividends paid 2024: 641.250.000 VND (excluding personal income tax)	
11	Le Hoai Thanh	Major shareholders. Internal person			2025		Dividends paid 2024: 650.018.500 VND (excluding personal income tax)	
12	Bui Van Thieng	Internal person			2025		Dividends paid 2024: 145.701.500VND (excluding personal income tax)	
13	Dao Van Tang	Affiliated person			2025		Dividends paid 2024: 1.366.100 VND (excluding personal income tax)	
14	Nguyen Tien Tho	Internal person			2025		Dividends paid 2024: 2.185.000 VND (excluding personal income tax)	
15	Nguyen Thi Huong Giang	Internal person			2025		Dividends paid 2024: 176.635.400 VND (excluding personal income tax)	



APPENDIX 01C: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Hoang Giang		Chairman					0	0.00%	
1.1	Nguyen Van Than									Mr Giang's father - Deceased
1.2	Huynh Xuan Lan									Mr Giang's mother - Deceased
1.3	Huynh Xuan Phan									Mr Giang's mother inlaw - Deceased
1.4	Tieu Tuan Ca							0	0.00%	Mr Giang's father -inlaw -
1.5	Tieu Yen Trinh							0	0.00%	Mr Giang's wife
1.6	Nguyen Hoang Ha							0	0.00%	Mr Giang's young sister
1.7	Nguyen Tieu Minh Khue							0	0.00%	Mr Giang's daughter
1.8	Nguyen Luong Nghi							0	0.00%	Mr Giang's son
1.9	Sai Gon Beer Trading Company Limited							0	0.00%	Mr Giang is General manager
1.10	Sai Gon - Mien Trung Beer Trading Joint Stock Company							0	0.00%	Mr Giang is Chairman
1.11	Sai Gon Bac Trung Bo Beer Trading Joint Stock Company							0	0.00%	Mr Giang is Chairman
1.12	Sai Gon - Khanh Hoa Beer Joint Stock Company							0	0.00%	Mr Giang is member of BOD
1.13	Sai Gon - Mien Dong Beer Trading Joint Stock Company									Mr Giang is Chairman



No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.14	Sai Gon Beer Packaging Joint Stock Company							0	0.00%	Mr Giang is Chairman.
1.15	Sai Gon Beer - Alcohol - Beverage Corporation (SABECO)							3,378,750	27.03%	Mr Giang is representative of SABECO at Sai Gon - Phu Tho Beer JSC
2	Bui Van Thien		Member of BOD, Director					153,370	1.23%	
2.1	Bui Van Tue									Mr Thien's father - Deceased
2.2	Dinh Thi To							0	0.00%	Mr Thien's mother
2.3	Bui Thi Thai Ha	0001753460						106,800	0.854%	Mr Thien's daughter
2.4	Bui Thanh Vy							0	0.00%	Mr Thien's brother
2.5	Bui Thanh Dinh							0	0.00%	Mr Thien's brother
2.6	Bui Thi Ty							0	0.00%	Mr Thien's sister
2.7	Bui Van Bach							0	0.00%	Mr Thien's young brother
2.8	Bui Thi Ngoi							0	0.00%	Mr Thien's young sister
2.9	Pham Thi Huong							0	0.00%	Mr Thien's sister - in-law
2.10	Tran Thi Hang							0	0.00%	Mr Thien's sister - in-law

No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.11	Dao Van Tang	007C907755						1,438	0.01%	Mr Thieng's brother - in - law
2.12	Sai Gon Beer - Alcohol - Beverage Corporation							3,378,750	27.03%	Mr Thieng is representative of SABECO at Sai Gon - Phu Tho Beer JSC
2.13	Vimeco JSC							0	0.00%	Mr Thieng is Independent member of BOD
3	Vo Sy Dong		Member of BOD					1,053,676	8.43%	
3.1	Vo Van Thieu									Mr Dong's father - Deceased
3.2	Nguyen Thi Chanh									Mr Dong's mother - Deceased
3.3	Dinh Thi Huan									Mr Dong's mother - in-law - Deceased
3.4	Bui Dien							0	0.00%	Mr Dong's father - in- law
3.5	Bui Thi Thai							0	0.00%	Mr Dong's wife
3.6	Vo Thai Son							0	0.00%	Mr Dong's son
3.7	Khuc Nhat Huyen							0	0.00%	Mr Dong's daughter - in - law.
3.8	Vo Thi Hong Nhung							0	0.00%	Mr Dong's daughter
3.9	Luc Quoc Hung							0	0.00%	Mr Dong's son - in- law.

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No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.10	Vo Hong Thuy							0	0.00%	Mr Dong's daughter
3.11	Nguyen Thanh Quang							10,000	0.08%	Mr Dong's son - in- law
3.12	Vo Thi Nganh							0	0.00%	Mr Dong's sister
3.13	Võ Thi Dan									Mr Dong's young sister - Deceased
3.14	Vo Manh Tang							0	0.00%	Mr Dong' young brother
3.15	Ngo Thi Que							0	0.00%	Mr Dong's young sister in-law.
3.16	Son Son Cassava Joint Stock Company							0	0.00%	Related person - Mr Dong is member of BOD
3.17	Dong A Chemical Joint Stock Company							0	0.00%	Related person - Mr Dong is member of BOD
3.18	Tan Hanh Nguyen Company Limited							0	0.00%	Related organizations of Mr. Vo Sy Dong - Mr Vo Thai Son - Mr Dong's son is Director.
4	Nguyen Thu Huong		Member of BOD					655,266	5.24%	
4.1	Nguyen Huy Hung							0	0.00%	Ms Huong's father
4.2	Tran Thi Phuong Mai							0	0.00%	Ms Huong's mother
4.3	Hoang Phi Long									Ms Huong's father in- law - Deceased
4.4	Nguyen Thi Yen							0	0.00%	Ms Huong's mother in - law
4.5	Hoang Cong Thai							234,300	1.87%	Ms Huong's husband
4.6	Hoang Cong Vinh							0	0.00%	Ms Huong's son
4.7	Hoang Cong Hieu							0	0.00%	Ms Huong's son
4.8	Nguyen Huy Hoang							0	0.00%	Ms Huong's brother

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4.9	Le Thu Hong							0	0.00%	Ms Huong's sister in- law
4.10	Nguyen Thu Huyen							0	0.00%	Ms Huong's young sister.
4.11	Nguyen Thu Huong							0	0.00%	Ms Huong's young sister.
4.12	Nguyen Quoc Quan							0	0.00%	Ms Huong's young brother in - law
4.13	Cao Quy Cuong							0	0.00%	Ms Huong's young brother in - law
4.14	Gold Sun Trading JSC							0	0.00%	Related person - Ms Huong is Director
5	Le Hoai Thanh	011C100723	Member of BOD					684,230	5.47%	
5.1	Le Van Tham							0	0.00%	Mr Thanh's Father
5.2	Trien Thi Ghi							0	0.00%	Mr Thanh's mother
5.3	Vu Duc Thang									Mr Thanh's Father in - law - Deceased
5.4	Vu Thi Ngoc Tram	039C120956						0	0.00%	Mr Thanh's mother in-law
5.5	Vu Thanh Huyen	011C108081						0	0.00%	Mr Thanh's wife
5.6	Le Huyen Phuong	011C222256						0	0.00%	Mr Thanh's daughter
5.7	Le Duc Anh							0	0.00%	Mr Thanh's son
5.8	Le Duc Trung							0	0.00%	Mr Thanh's young brother
5.9	Hoang Thi Thanh Nhan							0	0.00%	Mr Thanh's young sister in-law
5.10	Havi Viet Nam Consulting Company Limited							0	0.00%	Related person - Mr Thanh is Deputy Director
5.11	Havi 168 Company Limited							0	0.00%	Related person - Mr Thanh is Chairman

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No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6	Nguyen Tien Tho	005C056233	Head of BOS					2,300	0.02%	
6.1	Nguyen Tien Loc									Mr Tho's Father _ Deceased
6.2	Nguyen Thi Hai									Mr Tho's mother _ Deceased
6.3	Nguyen Van Sach									Mr Tho's Fathe in - law - Deceased
6.4	Khong Thi Bau									Mr Tho's mother in - law - Deceased
6.5	Nguyen Thi Bon									Mr Tho's wife - Deceased
6.6	Nguyen Thi Kim Thach									Mr Tho's sister - Deceased
6.7	Hoang Hiep Dinh									Mr Tho's young brother in - law
6.8	Nguyen Tien Viet							0	0.00%	Mr Tho's son
6.9	Nguyen Thi Thuy Hang							0	0.00%	Mr Tho's daughter
6.10	Doan Thi Thu Phuong							0	0.00%	Mr Tho's daughter in - law
6.11	Nguyen Viet Dung							0	0.00%	Mr Tho's son - in - law
6.12	Nguyen Thi Le My							0	0.00%	Mr Tho's young sister
6.13	Le Van Minh							0	0.00%	Mr Tho's young brother in - law
6.14	Nguyen Thi Minh Hoa							0	0.00%	Mr Tho's young sister
6.15	Mau Thanh Phuc							0	0.00%	Mr Tho's young brother in - law
6.16	Nguyen Thi Bich Lan							0	0.00%	Mr Tho's young sister

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6.17	Nguyen Thi Tu Anh							0	0.00%	Mr Tho's young sister
6.18	Nguyen Thi Dung							0	0.00%	Mr Tho's sister
6.19	Nguyen Dac Binh							0	0.00%	Mr Tho's brother in - law
7	Nguyen Ho Bao Ngoc		Member of BOS					0	0.00%	
7.1	Nguyen Ba Canh									Ms Ngoc's father - Deceased
7.2	Ho Thi Kim Anh							0	0.00%	Ms Ngoc's mother
7.3	Le Huu Phuoc							0	0.00%	Ms Ngoc's father in -law
7.4	Truong Thi Cam Van							0	0.00%	Ms Ngoc's mother in - law
7.5	Le Huu Tan Phu							0	0.00%	Ms Ngoc's husband
7.6	Le Nguyen Minh Khang							0	0.00%	Ms Ngoc's son
7.7	Tinh Hoa Y Viet Company Limited							0	0.00%	Ms Ngoc's husband is Director
7.8	Sai Gon Beer - Alcohol - Beverage Corporation							3,378,750	27.03%	Ms Ngoc is representative of SABECO at Sai Gon - Phu Tho Beer JSC
7.9	SABECO Mechanical Co, LTD							0	0.00%	Related person - Ms Ngoc is member of BOS
7.10	Sai Gon Beer Packaging Joint Stock Company							0	0.00%	Related person - Ms Ngoc is member of BOS
7.11	Sai Gon Khanh Hoa Beer Joint Stock Company							0	0.00%	Related person - Ms Ngoc is member of BOS
8	Nguyen Thi Huong Giang		Member of BOS					185,932	1.49%	
8.1	Nguyen Huy Khanh							0	0.00%	Ms Giang's father

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No.	Full name	Securities trading account	Position at the company (if any)	ID card No./Passport No.	date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.2	Nguyen Thi Thanh							0	0.00%	Ms Giang's mother
8.3	Phan Chi Thuc							0	0.00%	Ms Giang's father in - law
8.4	Nguyen Thi Minh Luan							0	0.00%	Ms Giang's mother in - law
8.5	Phan Chi Thanh							0	0.00%	Ms Giang's husband
8.6	Phan Nhat Anh							0	0.00%	Ms Giang's son
8.7	Phan Tung Lam							0	0.00%	Ms Giang's son
8.8	Nguyen Anh Tuan							0	0.00%	Ms Giang's brother
8.9	Nguyen Thi Thu Huong							0	0.00%	Ms Giang's sister in - law
9	Nguyen Xuan Truong	275184	Deputy Director					0	0.00%	
9.1	Nguyen Van Suot							0	0.00%	Mr Truong's father
9.2	Pham Thi Phuong							0	0.00%	Mr Truong's mother
9.3	Dao Van Tang	007C907755						1,438	0.01%	Mr Truong's father in - law
9.4	Bui Thi Ty							0	0.00%	Mr Truong's mother in - law
9.5	Dao Thi Huyen							0	0.00%	Mr Truong's wife
9.6	Nguyen Son Tung							0	0.00%	Mr Truong's son
9.7	Nguyen Tung Chi							0	0.00%	Mr Truong's daughter
9.8	Nguyen Thi Thuy Chung							0	0.00%	Mr Truong's sister
9.9	Doan Kim Hung							0	0.00%	Ms Truong's brother in - law

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10	Tran Bích Thuy	509151	Chief accountant					0	0.00%	
10.1	Tran Van Bang							0	0.00%	Ms Thuy's father in- law
10.2	Pham Thi Huong							0	0.00%	Ms Thuy's mother in- law
10.3	Tran Van Huy									Ms Thuy's father - Deceased
10.4	Tran Thi Mai							0	0.00%	Ms Thuy's mother
10.5	Tran Hong Thai							0	0.00%	Ms Thuy's husband
10.6	Tran Ngoc Diep							0	0.00%	Ms Thuy's daughter
10.7	Tran Gia Hung							0	0.00%	Ms Thuy's son
10.8	Tran Duc Minh							0	0.00%	Ms Thuy's son
10.9	Tran Van Van							0	0.00%	Ms Thuy's brother
10.10	Tran Thi Luyen							0	0.00%	Ms Thuy's sister
10.11	Tran Thi Thu							0	0.00%	Ms Thuy's sister
10.12	Bui Thi Van							0	0.00%	Ms Thuy's sister in- law
10.13	Mai Viet Dung							0	0.00%	Ms Thuy's brother in - law
10.14	Pham Khac Quyen							0	0.00%	Ms Thuy's brother in - law
10.15	Tran Van Long							0	0.00%	Ms Thuy's brother
10.16	Truong Thi Diem Hang							0	0.00%	Ms Thuy's mother in- law

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11	Tran Thi Lien	007C907907	Company secretary, Authorized representative to disclose information, Person in charge on Corporate Governance					0	0.00%	
11.1	Tran Tat Trung									Ms Lien's father-Deceased
11.2	Tran Thi Oanh							0	0.00%	Ms Lien's mother
11.3	Nguyen Duc Hai							0	0.00%	Ms Lien's father in - law
11.4	Dinh Thi Phuong							0	0.00%	Ms Lien's mother in - law
11.5	Nguyen Phuong Nam							0	0.00%	Ms Lien's husband
11.6	Nguyen Duc Khanh							0	0.00%	Ms Lien's son
11.7	Nguyen Khanh Chi							0	0.00%	Ms Lien's daughter
11.8	Tran Tat Lap							0	0.00%	Ms Lien's brother
11.9	Tran Tat Luan							0	0.00%	Ms Lien's brother
11.10	Tran Thi Luyen							0	0.00%	Ms Lien's sister.
11.11	Tran Khac Tuan							0	0.00%	Ms Lien's brother in- law
11.12	Tran Thi Kim Thoa							0	0.00%	Ms Lien's sister in - law
11.13	Nguyen Thi Tinh							0	0.00%	Ms Lien's sister in - law