

**JOINT STOCK COMPANY
SAIGON BEER – BAC LIEU**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 01/BC-HDQT

Ca Mau, March 27, 2026

ANNUAL REPORT 2025

To: Hanoi Stock Exchange (HNX)

I. GENERAL INFORMATION

1. General Information

Target	Content
Trade name	Saigon Beer - Bac Lieu Joint Stock Company
Stock code	SBL
Business Registration Certificate No.	1900333973, registered for the 10th change on July 24, 2025
Registered capital	120,120,000,000 VND
Owner's investment capital	120,120,000,000 VND
Address	Lot B5, Tra Kha Industrial Park, Bac Lieu Ward, Ca Mau Province
Telephone / Fax	0291 3780 781 / 0291 3780 567
team	www.biasaigonbaclieu.com
Formation and development process	Date of establishment: December 22, 2006 Date of registration for trading: January 2017 at UpCOM – Hanoi Stock Exchange (HNX)

2. Business sector and geographical area

Main business activity: Production of bottled beer under the Saigon Beer brand.

Business area: Southwestern Vietnam (Mekong Delta).

Featured product: Saigon Lager beer, 355ml bottle.

3. Governance and organizational model

Governance model: According to point a, clause 1, Article 137 of the 2020 Enterprise Law (General Meeting of Shareholders – Executive Board – Supervisory Board – Director).

Organizational structure: Finance and Accounting Department; Administration and General Affairs Department; Technical and Quality Control Department; Brewing and Fermentation Workshop; Power and Maintenance Workshop; Finished Products Workshop.

Subsidiaries/Affiliates: None.

4. Development orientation

Objective: To maintain stable production, optimize costs, ensure delivery volumes meet SABECO's planned targets, and protect shareholder interests.

Medium- and long-term strategy: Streamline the organizational structure, reduce production costs, invest selectively in energy-efficient equipment, and strengthen trade connections in the Mekong Delta region.

Sustainable development goals: Reduce greenhouse gas emissions; conserve electricity, steam, and water; ensure workers' rights; and contribute fully to the local budget.

5. Key Risks

Market risks: Regional beer consumption continues to decline due to alcohol content control policies, competition from cheaper canned beer and alternative soft drinks.

Production risk: Mining capacity only reaches approximately 30% of design capacity, increasing unit costs and reducing machinery utilization efficiency.

Environmental risks: Increasingly stringent emissions inventory requirements and investment in environmental monitoring systems are raising compliance costs.

Policy risks: Changes in excise tax on beer and regulations on advertising alcoholic beverages could impact long-term plans.

II. OPERATIONAL SITUATION IN 2025

1. Business and production performance

a) Results of the 2025 plan implementation (Unit: VND)

No.	Target	Plan 2025	To be implemented by 2025	Percentage (%)
1	Net revenue	134,600,500,666	115,997,309,667	86.2%
2	Profit before tax	470,198,586	1,189,369,648	253.0%
3	Net profit after tax	16,158,868	646,887,688	4,003.3%

Net revenue reached only 86.2% of the plan due to lower-than-targeted production volume. However, thanks to cost optimization, liquidation (recovering approximately VND 3.5 billion), savings in interest payments through SABECO's preferential policies, and tax deferrals from the government, pre-tax profit exceeded the plan by 2.5 times.

b) Comparison with 2024 (Unit: million VND)

Target	2024	2025	25%/24
Net revenue	140,320	115,997	-17.3%
Operating profit	2,775	1,075	-61.3%
Profit before tax	2,798	1,189	-57.5%
Net profit after tax	1,935	647	-66.6%
EPS (VND/share)	161	54	-66.5%

The revenue and profit targets for 2025 are both lower than in 2024. Revenue decreased by 17.3% (from VND 140.3 billion to VND 116.0 billion); after-tax profit decreased by 66.6% (from VND

1.94 billion to VND 647 million); EPS decreased from VND 161/share to VND 54/share. The main reasons are:

- The beer market has experienced a prolonged decline due to policies controlling blood alcohol levels while driving.
- Inexpensive canned beer and non-alcoholic beverages are rapidly expanding their market share, narrowing the scope for the company's bottled beer sales.
- Production has not reached the break-even point: Fixed costs (depreciation, labor, energy maintenance) allocated per unit of product are high when only operating at approximately 30% capacity, resulting in a loss of VND 2.4 billion for the main production and business activities.
- Profits depend on irregular income: The majority of positive profits come from interest on deposits (2.7 billion VND) and asset liquidation (bottles, safes, trucks ~3.5 billion VND) – these are one-time occurrences, do not reflect core business performance, and are difficult to replicate on a similar scale in subsequent years.

2. Organization and personnel

The list of the Executive Board is included in Appendix 1.

There will be no changes to the company's Executive Board in 2025.

Total number of employees at the end of 2025: 86 people (a decrease of 1 person compared to the beginning of the year, which was 87 people).

Salary policy: Full benefits including social insurance, health insurance, and occupational accident insurance; regular health check-ups; and hazardous work allowance.

Training: Annual workplace safety training; internal training on production process improvement and economic and technical standards.

3. Investment outlook for 2025

No.	Category	Value (VND)	Note
1	Liquid heat exchanger (energy and steam saving)	304,980,000	Complete
2	Automatic non-condensable gas purging system control sensor – CO ₂ recovery system	149,973,753	Complete
3	Liquid NH ₃ heat exchanger with CO ₂ recovery system	354,720,000	Complete
4	Greenhouse gas inventory and energy audit	93,000,000	Complete
	Total	902,673,753	

4. Financial situation

a) Consolidated financial results (Unit: VND)

Target	2024	2025	% Increase/Decrease
Total assets	257,239,335,114	223,268,566,406	-13.2%
Net revenue	140,320,358,640	115,997,309,667	-17.3%

Target	2024	2025	% Increase/Decrease
Gross profit	13,552,118,961	12,595,154,603	-7.1%
Profit from business operations	2,774,963,990	1,074,548,763	-61.3%
Other profits	23,150,571	114,820,885	+396.0%
Profit before corporate income tax	2,798,114,561	1,189,369,648	-57.5%
Net profit after corporate income tax	1,935,274,811	646,887,688	-66.6%
Dividend payout ratio	5% (500 VND/share)	Not yet distributed	-

b) Key financial indicators

Target	Unit	2024	2025	Note
1. Ability to pay				
Current ratio (Current assets/Current liabilities)	Time	1.16	1.53	
Quick Ratio ((Current Assets - Inventory)/Current Liabilities)	Time	0.98	1.34	
2. Capital structure				
Debt/Total Assets Ratio	%	28.46	20.07	
Debt-to-Equity Ratio	%	39.79	25.10	
3. Operational capacity				
Inventory turnover ratio (Cost of Goods Sold / Average Inventory)	Times	9.67	9.50	
Total asset turnover (Revenue / Average Total Assets)	Times	0.56	0.48	
4. Profitability				
Net Profit After Tax / Net Revenue (NPM)	%	1.38	0.56	
Net profit after tax / Equity (ROE)	%	1.04	0.36	
Net profit after tax / Total assets (ROA)	%	0.77	0.27	
Profit from business operations / Net revenue	%	1.98	0.93	

5. Shareholder structure – Equity

Total number of shares issued and outstanding: 12,012,000 common shares, par value 10,000 VND/share.

Treasury stock: None.

Other securities: None.

Shareholder structure (as of August 8, 2025):

No.	Type of shareholder	Number of shares	Proportion	Note
1.1	Major shareholders ($\geq 5\%$)	5,215,446	43.42%	
1.2	Minority shareholders ($< 5\%$)	6,796,554	56.58%	
2.1	Institutional shareholders	2,402,400	20.00%	
2.2	Individual shareholders	9,609,600	80.00%	
3.1	Domestic shareholders	12,008,000	99.97%	
3.2	Foreign shareholders	4,000	0.03%	
	Total	12,012,000	100%	

Maximum foreign ownership percentage: 0%.

Changes in owner's equity investment in 2025: None.

Treasury stock transactions: No transactions are expected in 2025.

Other securities: None

6. ESG Report – Environmental and Social Impacts

6.1. Impact on the environment

a) Total direct and indirect greenhouse gas (GHG) emissions:

Direct GHG emissions (Scope 1): The company does not use fossil fuels for direct combustion in production. The CO₂ gas generated naturally during beer fermentation is fully recovered through a CO₂ recovery system and reused in the beer bottling line, with no emissions released into the environment.

Indirect GHG emissions (Scope 2): Generated from electricity consumption purchased from the national grid (EVN). In 2025, the electricity consumption target is 128.06 kWh/1,000 liters of beer, a decrease of 0.33 kWh/1,000 liters compared to 2024 (128.39 kWh/1,000 liters).

b) Initiatives and measures to reduce GHG emissions:

Investing in a liquid heat exchanger (305 million VND) helps utilize waste heat during the cooking process, reducing steam and electricity consumption.

Installing an automatic non-condensable gas emission control sensor on the CO₂ recovery system (150 million VND) will limit gas leaks and improve recovery efficiency.

Replacing the NH₃ liquid heat exchanger in the CO₂ recovery system (354.7 million VND) helps the system operate more efficiently and reduces energy losses.

Synchronize production planning with consumption, minimize idle machine time; switch off equipment on a schedule during non-production shifts.

Completed the greenhouse gas inventory and energy audit as required by law (cost 93 million VND) – as a basis for developing the next phase of emission reduction roadmap.

6.2. Raw Material Management

a) Total amount of raw materials used to produce and package the main product in 2025:

The raw materials for beer production include barley malt, hops, yeast, and water – all strictly controlled according to the economic and technical standards stipulated by SABECO. In 2025, the delivery volume is expected to reach approximately 82.8% of the plan; the total amount of raw materials consumed will correspond to the actual production volume.

Packaging: 355ml glass bottles and plastic crates are used in a closed-loop system within SABECO – collected from the market, washed, and reused multiple times. Damaged bottles and crates that are no longer reusable are disposed of in a controlled manner.

b) Percentage of recycled materials used in production:

CO₂ recovered from the fermentation process is 100% reused in the beer bottling stage, replacing externally purchased CO₂ – this is a valuable internally recycled material.

The effluent from the RO system is recovered and reused in the production process.

6.3. Energy Consumption

a) Direct and indirect energy consumption:

type of energy	Unit of measurement	2024	2025	Increase/Decrease
Electrical power (direct)	kWh/1,000 liters of beer	128.39	128.06	-0.33
Steam (direct)	kg/1,000 liters of beer	285.59	264.81	-20.78

b) Energy savings achieved through energy efficiency initiatives:

Electricity savings: Thanks to investment in wort heat exchangers and adjustments to the refrigeration compressor operating schedule, electricity consumption decreased by 0.33 kWh/1,000 liters of beer compared to 2024.

Steam savings: Thanks to upgrades to the wort heat exchange system and improvements to the brewing process, synchronized production to utilize steam heat from the boiling process has reduced steam consumption by 20.78 kg/1,000 liters of beer – a significant reduction compared to 2024 (a reduction of 12.86 kg/1,000 liters).

Optimize the brewing and bottling schedule, minimize machine operation when there is no production schedule, and reduce electricity and steam consumption.

c) Energy saving initiatives and renewable energy applications:

Install a wort heat exchanger to recover excess heat from the wort after boiling, reducing the need for steam in the next step.

Automatic control of non-condensable gas discharge in the CO₂ recovery system improves the efficiency of the refrigeration system.

Renewable energy: The company is researching and exploring new options for deploying rooftop solar power systems. Implementation is expected to begin in 2026.

6.4. Water consumption

a) Water supply and water usage:

Water source: Extracted from boreholes in the Tra Kha Industrial Zone, Ca Mau province. All water usage processes are equipped with meters to control consumption according to established standards.

The annual water consumption rate for beer production is 3.45 m³/1,000 liters of beer.

In addition, the company collects rainwater from the factory roofs for use in cooling equipment and cleaning the grounds, reducing the amount of groundwater extracted.

b) Percentage and total amount of water recycled and reused:

The effluent from the RO filter is recovered and recirculated into the production process.

The treated wastewater (meeting discharge standards) is reused to mix coagulating chemicals for the sludge pressing process, partially replacing clean groundwater.

The company has not reported any wastewater discharge exceeding standards in 2025.

6.5. Compliance with environmental protection laws.

a) Number of times penalized for environmental violations:

2025: 0 times. The company has not been subject to administrative penalties or required to remedy environmental consequences.

b) Total amount of fines imposed for environmental violations:

2025: 0 VND.

The company has fulfilled its greenhouse gas inventory and energy audit obligations in accordance with applicable laws and regulations.

6.6. Policies related to workers

a) Number of workers and average wage:

Target	2024	2025
Average number of workers	87 people	86 people
Average salary	13.6 million VND/person/month	13.5 million VND/person/month
Days off, holidays, and festivals	According to the Labor Code	According to the Labor Code

b) Labor policies aimed at ensuring the health, safety, and welfare of workers:

Mandatory insurance: 100% of employees are fully covered by social insurance, health insurance, and unemployment insurance as required by law.

Workplace safety: Provide adequate personal protective equipment (PPE) appropriate for each position; provide hazardous work allowances for workers in environments with hazardous elements.

Health: Annual health check-ups for all employees; food safety and hygiene inspections as required by SABECO.

Safety training: Regularly organize training on fire prevention and control, food safety and hygiene, first aid, and chemical safety in accordance with legal regulations.

Ensure that workers are paid their wages during the days the factory is shut down due to low production.

c) Employee training activities:

Average training hours: Estimated 16 hours/person/year (including mandatory occupational safety training and internal technical training).

Internal training program: Training on operating new equipment (thermoplastic heat exchanger, CO₂ probe system); on-site maintenance training to reduce reliance on outsourced services.

Skill development: Organize regular meetings, evaluate performance, and provide guidance on process improvement to enhance skills and boost employee morale.

6.7. Reports relating to responsibility towards the local community

Budget contribution: The company has fully fulfilled its tax obligations and other budget contributions to Ca Mau province, contributing to local revenue.

Job creation: Maintain a stable workforce of 87 employees, prioritizing the recruitment of local people in Ca Mau province and neighboring provinces.

Community activities: The company allocates funds to support local education, health, and community development programs; sponsors and participates in regional cultural and sports activities.

Coordination with the authorities: Maintain cooperation with the Ca Mau provincial government in activities promoting the consumption of Vietnamese products and compliance with local regulations.

Food safety: All products leaving the factory meet the quality and food safety standards as regulated by SABECO and other competent state agencies.

6.8. Reports related to green capital market activities

Currently, the Company has not issued any green bonds, green shares, or other green financial products in accordance with the guidelines of the State Securities Commission (SSC).

However, the Company is closely monitoring policies and guidelines related to the green capital market. The Company's investments in energy efficiency, emission control, and resource management in 2025 are a foundational step towards accessing green finance in the future.

The company will actively participate in green capital market activities when specific guidance is received from the State Securities Commission and when business conditions permit.

III. REPORT AND EVALUATION BY THE BOARD OF DIRECTORS

1. Evaluating the results of production and business operations.

Regarding revenue: Net revenue in 2025 is projected at VND 116.0 billion, a decrease of 17.3% compared to 2024 (VND 140.3 billion). The main reason is that delivery volume only reached approximately 82.8% of the plan, due to the continued decline in the regional beer market.

Regarding profitability: Despite low revenue, pre-tax profit reached VND 1.19 billion (exceeding the plan by 2.5 times) thanks to increased financial income (VND 2.7 billion), liquidation of unnecessary assets, and effective reduction of production costs.

The core business operations incurred a loss of VND 2.4 billion due to production not reaching the break-even point. Overall profit was based on financial income and asset liquidation.

The company has achieved the following progress: Reduced electricity consumption by 0.33 kWh/1,000 liters, steam consumption by 20.78 kg/1,000 liters; spare parts costs of 1.8 billion VND (104 VND/1,000 liters); and maintained quality according to SABECO standards.

2. Financial situation

a) Asset situation

Target	December 31, 2024 (million VND)	Proportion	December 31, 2025 (million VND)	Proportion	% Increase/Decrease
Current assets	84,278	32.76%	67,123	30.07%	-20.4%
Long-term assets	172,961	67.24%	156,145	69.93%	-9.7%
Total assets	257,239	100%	223,269	100%	-13.2%

Current assets decreased mainly due to a reduction in accounts receivable (from 13.0 billion to 2.6 billion) and inventory (from 13.4 billion to 8.4 billion).

Cash and cash equivalents are at 55.8 billion (of which 55.5 billion is time deposits) – high liquidity, ensuring financial obligations.

Long-term assets decreased mainly due to depreciation of fixed assets (VND 16.8 billion), with no significant investments in assets.

b) Liabilities situation

Target	December 31, 2024 (million VND)	Proportion	December 31, 2025 (million VND)	Proportion	% Increase/Decrease
Short-term debt	72,605	99.17%	43,759	97.67%	-39.7%
Long-term debt	610	0.83%	1,044	2.33%	+71.1%
Total liabilities	73,215	100%	44,803	100%	-38.8%

Short-term debt decreased sharply by 39.7%, mainly due to a reduction in short-term borrowings from VND 39.7 billion to VND 13.8 billion – a significant improvement in debt repayment pressure.

No new long-term loans were incurred. The long-term debt is deferred corporate income tax payable.

There will be no overdue debts in 2025.

3. Improvements in organizational structure, policies, and management.

Reducing the workforce from 87 people (at the beginning of the year) to 86 people optimizes labor efficiency.

Implement a production plan that is synchronized with consumption to save energy and reduce waste.

Implementing a sales support program for Q4 2025 (VND 1.33 billion) in coordination with the regional trading company.

Perform equipment maintenance in-house, instead of outsourcing; this reduces spare parts costs.

4. Future development plan (2026)

No.	Target	To be implemented by 2025	Plan 2026	Ratio (KH26/TH25)
1	Net revenue	115,997,309,667	121,023,901,162	104.3%
2	Profit before tax	1,189,369,648	505.150.410	42.5%
3	Net profit after tax	646,887,688	12,230,771	1.9%

Continue to optimize economic and technical standards, and reduce electricity, steam, and water consumption.

Find alternative solutions to inefficient solar power contracts that comply with the new regulations.

Coordinate with SABECO and regional trading companies to implement programs to stimulate product consumption.

5. Environmental and social assessment

Environment: Continue to improve electricity, steam, and water consumption standards; avoid violating environmental protection regulations.

Labor: Maintaining stable employment and ensuring full benefits for 87 employees.

Community: Pay all taxes to the state budget; maintain coordination with local authorities.

IV. EVALUATION BY THE BOARD OF DIRECTORS

1. Assessment of the Company's performance in 2025

The Board of Directors assessed that the Company had successfully achieved its goal of avoiding losses despite extremely difficult circumstances: low production, declining market, and high pressure from fixed costs.

Pre-tax profit exceeded the plan by 2.5 times (1.19 billion VND compared to the planned 470 million VND), demonstrating flexible and effective management.

Regarding the environment and society: The company fulfills its commitments to not violate environmental laws; completes greenhouse gas inventories; and ensures the rights of its employees.

2. Evaluation of the Board of Directors' performance

The management team effectively implemented the directives of the Board of Directors, proactively coordinating with SABECO and regional trading partners to optimize delivery volumes.

Implementing many effective technical initiatives in production management, saving on production costs, and controlling quality.

Good financial management: reduced short-term borrowing by VND 25.9 billion, increased financial revenue, and reduced interest expenses.

3. Board of Directors' Plan and Direction for 2026

Continue to closely monitor the production and business plan in accordance with the Shareholders' Meeting Resolution.

Find viable renewable energy solutions.

Supervise the implementation of investment projects, equipment repairs, and factory renovations according to plan.

Enhance information transparency and comply with regulations on corporate governance and information disclosure.

V. CORPORATE GOVERNANCE

1. Board of Directors

a) Members and structure of the Board of Directors: *as per attached Appendix 02*

b) Subcommittees of the Board of Directors: None

c) Activities of the Board of Directors in 2025:

Board of Directors meetings :

TT	Board Member	Position	Number of meetings attended	Meeting attendance rate	Reason
1	Pham Thi Hong Hanh	Chairwoman	5/5	100%	
2	Nguyen Van Doi	Board Member	5/5	100%	
3	Tran Nguyen Trung	Board Member	5/5	100%	
4	Pham Hong Minh	Board Member	4/5	80%	Busy with personal matters
5	Nguyen Xuan Hai	Board Member	5/5	100%	

Number of meetings: 05

Number of times written feedback was solicited: 12 times

Total number of resolutions/decisions issued: 15 documents.

Content and results of meetings/written consultations:

No.	Resolution/Decision Number	Date of issuance	Content	Proportion through
1	01/2025/NQ-HĐQT	25/02/2025	Through the deadline for finalizing the list of shareholders to attend the 2025 Annual General Meeting.	100%
2	02/2025/NQ-HĐQT	20/03/2025	Through the agenda of the Board of Directors' meeting for Q4 2024	100%
3	03/2025/NQ-HĐQT	24/03/2025	Through transactions between the company and related parties.	100%
4	04/2025/NQ-HĐQT	25/07/2025	Agreement reached on the final registration date for dividend payment in 2024.	100%
5	05/2025/NQ-HĐQT	21/10/2025	Through the content of the Board of Directors' meeting for the third quarter of 2025	100%
6	06/2025/NQ-HĐQT	09/12/2025	Through applying for a credit limit, borrowing funds.	100%
7	Decision No. 01/2025/QD-HĐQT	25/02/2025	Selling off red plastic safes to Satraco.	100%
8	Decision No. 02/2025/QD-HĐQT	24/04/2025	Approve the 2025 financial plan.	100%
9	Decision No. 03/2025/QD-HĐQT	21/07/2025	Selecting an audit firm for 2025	100%
10	Decision No. 04/2025/QD-HĐQT	04/08/2025	Selling off red plastic crates for Satraco, refrigerated trucks.	100%
11	Decision No. 05/2025/QD-HĐQT	16/09/2025	Establish a Project Management Board for the investment in the canning line.	100%
12	Decision No. 06/2025/QD-HĐQT	24/10/2025	Through the terms of the contract with MK Solar Co., Ltd.	100%
13	Decision No. 07/2025/QD-HĐQT	31/12/2025	Settlement of the salary fund for 2025	100%
14	Decision No. 08/2025/QD-HĐQT	31/12/2025	Allocate funds for salary reserves in 2025 to supplement the salary fund in 2026.	100%
15	Decision No. 09/2025/QD-HĐQT	31/12/2025	Provision for inventory devaluation.	100%

d) Activities of independent Board members: None.

e) List of Board of Directors members with corporate governance training certificates, List of Board of Directors members participating in corporate governance programs during the year: None

2. Supervisory Board

a) Members and structure of the Supervisory Board as per Appendix 2 attached.

b) Activities of the Supervisory Board: The Supervisory Board holds regular quarterly meetings (4 times), and fully attends all meetings of the Board of Directors and the Executive Board. The Supervisory Board has audited the 2025 financial statements and assessed the accuracy and reasonableness of the financial data.

Assessment: The Board of Directors and the Management Board are functioning properly, complying with the Charter and the resolutions of the General Meeting of Shareholders.

3. Transactions, remuneration, and benefits of the Board of Directors, Management Board, and Supervisory Board.

- a) Salary, bonuses, remuneration, and other benefits (as per Appendix 02 attached)
- b) Insider stock transactions: None
- c) Contracts or transactions with insiders: The details are stated in section 30 of the audited financial statements for 2025 of Saigon Beer - Bac Lieu Joint Stock Company, which have been properly disclosed and posted in the shareholder relations section of the Company's website at www.biasaigonbaclieu.com on March 20, 2026.

These transactions were carried out in accordance with the 2025 Shareholders' Meeting Resolution and the Board of Directors' Resolution.

- d) Assessment of compliance with corporate governance regulations: The company has fully complied with its information disclosure obligations as stipulated by the State Securities Commission and the Hanoi Stock Exchange.

All major investment and transaction decisions are approved in writing by the Board of Directors.

Weaknesses: Internal audit function has not yet been implemented; there are no independent board members in accordance with advanced governance standards. The company will consider improving these aspects in the coming years.

VI. FINANCIAL STATEMENTS

1. Auditor's opinion

Auditing entity: KPMG Vietnam Co., Ltd. Branch, Audit report number 25-01-00547-26-1.

Auditors: Nguyen Thuy Ninh (Certificate of Audit No. 4623-2023-007-1) and Nguyen Anh Tuan (Certificate of Audit No. 0436-2023-007-1).

Auditor's Opinion: In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of Saigon-Baclieu Beer Joint Stock Company as at 31 December 2025 and of its results of operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and the relevant statutory requirements applicable to financial reporting.

2. Audited financial statements

The audited financial statements for 2025 include: Balance Sheet; Income Statement; Cash Flow Statement; Notes to the Financial Statements.

The company only prepares its own financial statements (no subsidiaries). The audited financial statements are attached to the documents for the 2026 Annual General Meeting of Shareholders.

Address for publishing financial statements: Company website www.biasaigonbaclieu.com, under the shareholder relations section.

CONFIRMATION BY REPRESENTATIVE ACCORDING TO COMPANY LAW

Recipient:

- Hanoi Stock Exchange;
- Shareholders (website);
- Save the Board of Directors.



Pham Thi Hong Hanh

APPENDIX 01

List of the Executive Board

No.	Member	Position	Quantity CP ownership	Ownership percentage
1	Mr. Trinh Cong Vinh	Manager	0	0
2	Mr. Huynh Van Dong	Vice president	0	0
3	Mrs. Tran Thi Chat	Chief Accountant	0	0

Executive Board Profile :**Mr. Trinh Cong Vinh**

Qualifications: Bachelor of Economics (Business Administration)

Current position at another organization: None

Mr. Huynh Van Dong

Qualifications: Mechanical Engineer

Current position at another organization: Chairman of the Board of Directors of Bac Lieu Tourism Joint Stock Company

Mrs. Tran Thi Chat

Qualifications: Bachelor of Economics, specializing in Accounting and Auditing.

Current position at another organization: None

APPENDIX 2

1. Board of Directors

a. Members and structure of the Board of Directors

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

b. Board member titles at other companies:

No.	Member	Position	Board of Directors position at other companies
1	Pham Thi Hong Hanh	Chairman of the Board	Chairman of the Board of Directors of Saigon Beer - Vinh Long Joint Stock Company
2	Nguyen Van Doi	Board Member	<ul style="list-style-type: none"> - Member of the Board of Directors of SSG2 Real Estate & Construction Joint Stock Company - Member of the Board of Directors, General Director of Saigon 9 Construction & Trading Joint Stock Company
3	Tran Nguyen Trung	Board Member	<ul style="list-style-type: none"> - Chief Accountant of Saigon Beer, Wine and Beverage Corporation - Chief Accountant, Saigon Beer Company Limited - Chief Accountant of Saigon Beer Group Co., Ltd. - Chairman of the Board of Directors of Saigon Beer - Soc Trang One-Member Limited Liability Company - TV BKS Saigon Beer Trading Joint Stock Company - Center - Member of the Board of Directors of Saigon Beer - Western Region Joint Stock Company - Member of the Board of Directors of Saigon Beer - Quang Ngai Joint Stock Company
4	Pham Hong Minh	Board Member	<ul style="list-style-type: none"> - Member of the Board of Directors of Saigon Beer - Vinh Long Joint Stock Company - Board of Directors of Saigon Beer - Ben Tre Joint Stock Company
5	Nguyen Xuan Hai	Board Member	<ul style="list-style-type: none"> - Member of the Board of Directors of Saigon Beer - Nghe Tinh Joint Stock Company



c. Changes to the Board of Directors in 2025: None .

2. Supervisory Board

a. Members and structure of the Supervisory Board

No.	Member	Position	Number of shares owned	Ownership percentage
1	Nguyen Tan Phien	Head of the Supervisory Board	0	0
2	Tran Thi Ngoc Diep	Member of the Supervisory Board	0	0
3	Duong Thi Thuy Hong	Member of the Supervisory Board	0	0

b. List of changes to the Supervisory Board members during the year: None .

3. Salary, bonuses, remuneration, and benefits.

No.	Full name	Job title	Total salary (VND)	Total remuneration (VND)	Reward (VND)
Board of Directors					
1	Pham Thi Hong Hanh	Chairwoman	0	216,000,000	
2	Nguyen Van Doi	Board Member	0	120,000,000	
3	Tran Nguyen Trung	Board Member	0	84,000,000	
4	Pham Hong Minh	Board Member	0	120,000,000	
5	Nguyen Xuan Hai	Board Member	0	120,000,000	
Executive Board					
1	Trinh Cong Vinh	Manager	1,154,101,020	0	
2	Huynh Van Dong	Vice president	760,931,197	0	
3	Tran Thi Chat	Chief Accountant	762.111.378	0	
Supervisory Board					
1	Nguyen Tan Phien	Head of the Supervisory Board	0	96,000,000	
2	Tran Thi Ngoc Diep	Member of the Supervisory Board	0	48,000,000	
3	Duong Thi Thuy Hong	Member of the Supervisory Board	0	48,000,000	