



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) of 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**



[Signature]
Koh Poh Tiong