



SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

NOTICE ON NOMINATION, SELF-NOMINATION AND ELECTION OF NEW BOARD MEMBERS FOR THE 2023 – 2028 TERM

To: Shareholders of Saigon Beer – Alcohol – Beverage Corporation

The Board of Directors of Saigon Beer – Alcohol – Beverage Corporation (“SABECO”) would like to announce the nomination, self-nomination and election of new Board members for the 2023 – 2028 term as follows:

I. 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.

II. ELECTION FOR MEMBER OF THE BOARD OF DIRECTORS FOR THE 2023 – 2028 TERM, CRITERIA AND CONDITIONS OF BOARD MEMBERS

1. 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.

2. 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 Law on Enterprises No.59/2020/QH14, Article 155, Clause 1, SABECO Charter, Article 27, Clause 1, and SABECO Internal Regulation on Corporate Governance, Article 12;
- 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 falling within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14.

III. 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);

¹ The ownership percentage of a shareholder or group of shareholders shall be determined as of the record date for attendance at SABECO’s 2026 Annual General Meeting of Shareholders (24 March 2026).



- 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.

IV. 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

Ho Chi Minh City, April 15, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Koh Poh Tiong

