

**REPORT ON CORPORATE GOVERNANCE
(YEAR 2024)**

To: - The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

- Name of company: **VINACAFÉ BIEN HOA JOINT STOCK COMPANY**
- Address of head office: Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.
- Tel: 0251.3836554 Email: vinacafe@vinacafebienhoa.com
- Charter capital: 265.791.350.000 dong.
- Stock symbol: VCF.
- Governance model: General Meeting of Shareholders, Board of Directors, General Director and Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

| No. | Resolution No. | Date | Content |
|-----|----------------------|-----------|---|
| 1 | 01/2024/NQ-ĐHĐCĐ/VCF | 12/4/2024 | AGM Resolution 2024: <ol style="list-style-type: none">1. To approve the Board of Directors' report on management and performance results of the Board of Directors in 2023.2. To approve the report on activities of the independent member of the Board of Directors in 2023.3. To approve the General Director' report on management in 2023 and the development direction of the Company.4. To approve the Financial Statements of the Company for the year ended on 31 December 2023 which is audited by KPMG Limited;5. To approve the following 2024 business plan of the Company;6. To approve 2023 year-end dividend distribution of the Company;7. To approve the authorization for the Chairman of the Board of Directors or the General Director of the Company to decide on the selection of the auditing firm for the financial year 2024; |

| | | | |
|--|--|--|---|
| | | | 8. To approve the remuneration plan for the Board of Directors members in 2024; 9. To approve the Company's investment transactions. |
|--|--|--|---|

II. Board of Directors (Annual report):

1. Information about the members of the Board of Directors:

| No | Board of Directors' members | Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors) | The date becoming/ceasing to be the member of the Board of Directors | |
|----|-----------------------------|--|--|-------------------|
| | | | Date of appointment | Date of dismissal |
| 1 | Mr. Pham Hong Son | Chairman | 23/6/2020 | - |
| 2 | Ms. Nguyen Hoang Yen | Non-executive Director | 23/6/2020 | - |
| 3 | Mr. Huynh Cong Hoan | Independent member | 23/6/2020 | - |
| 4 | Ms. Ho Thuy Hanh | Independent member | 23/6/2020 | - |

2. Meetings of the Board of Director:

| No. | Board of Directors' members | Number of meetings attended by Board of Directors | Attendance rate | Reasons for absence |
|-----|-----------------------------|---|-----------------|---------------------|
| 1 | Mr. Pham Hong Son | 04 | 100% | - |
| 2 | Ms. Nguyen Hoang Yen | 04 | 100% | - |
| 3 | Mr. Huynh Cong Hoan | 04 | 100% | - |
| 4 | Ms. Ho Thuy Hanh | 04 | 100% | - |

Note:

Between periodic meetings of the Board of Directors, in order to settle affairs, it is necessary to have timely approval opinions of members of the Board of Directors related to business activities, investment and management of the company, The Board of Directors has organized a written vote for members. The organization of meetings and collection of written opinions shall be carried out in accordance with the Company's Charter, Internal regulations on corporate governance, Operating regulations of the Board of Directors.

3. Supervising the Board of Management by the Board of Directors:

- Through the meetings of the Board of Directors, the General Director updates and reports on the Company's operations to promptly seek guidance and direction from the Board of Directors.
- Oversee and direct the Company's investment projects.
- Execute/supervise the General Director in carrying out delegated tasks in accordance with the Resolutions and Decisions of the Company's Board of Directors.

4. Activities of the Board of Directors' subcommittees (If any): The Board of Directors has not yet established any subordinate committees.

5. Resolutions/Decisions of the Board of Directors (Annual report):

| No. | Resolution/Decision No. | Date | Content | Approval rate |
|-----|-------------------------|------------|---|---------------|
| 1 | 01/2024/NQ-HĐQT-VCF | 16/02/2024 | To finalize the list of shareholders (record date) to attend the 2024 Annual General Meeting of Shareholders. | 100% |
| 2 | 02/2024/NQ-HĐQT-VCF | 16/02/2024 | To approve the changes to the Company's organizational structure. | 100% |
| 3 | 03/2024/NQ-HĐQT-VCF | 22/3/2024 | To approve the matters to be submitted to the 2024 Annual General Meeting of Shareholders for approval. | 100% |
| 4 | 04/2024/NQ-HĐQT-VCF | 22/3/2024 | To approve the internal audit plan for 2024. | 100% |
| 5 | 05/2024/NQ-HĐQT-VCF | 28/6/2024 | To approve the issuance of the Democracy Regulation at the Company's workplace. | 100% |
| 6 | 06/2024/NQ-HĐQT-VCF | 23/8/2024 | To approve the payment of dividends for 2023 in cash. | 100% |

III. Audit Committee (Annual report):

1. Information about members of the Audit Committee:

| No. | Members of the Audit Committee | Position | The date becoming/ceasing to be the member of the Audit Committee | Qualification |
|-----|--------------------------------|----------|---|-----------------------|
| 1 | Ms. Ho Thuy Hanh | Chairman | 14/4/2021 | Bachelor of Economics |
| 2 | Mr. Huynh Cong Hoan | Member | 14/4/2021 | Bachelor of Law |

2. Meetings of Board of the Audit Committee:

| No. | Members of the Audit Committee | Number of meetings attended | Attendance rate | Voting rate | Reasons for absence |
|-----|--------------------------------|-----------------------------|-----------------|-------------|---------------------|
| 1 | Ms. Ho Thuy Hanh | 02 | 100% | 100% | - |
| 2 | Mr. Huynh Cong Hoan | 02 | 100% | 100% | - |

3. Supervisory activities of the Audit Committee:

- The executive board properly and fully fulfills its responsibilities in managing the Company's business operations, in compliance with the Law on Enterprises, the Securities Law, the Company's Charter, Resolutions of the General Meeting of Shareholders, Resolutions/Decisions of the Board of Directors, and other legal regulations
- The financial statements for the year 2023 and the quarterly and semi-annual financial reports for 2024 are prepared to accurately reflect the Company's financial results and operational status.

- The Resolutions/Decisions of the Board of Directors are issued in accordance with the Board's authority and the content of the Resolutions/Decisions complies with the General Meeting of Shareholders' Resolutions, the Law on Enterprises, the Securities Law, the Company's Charter, legal regulations and timely addresses the Company's management and business operations.
4. The coordination among the Audit Committee, Board of Directors and other managers:
- The Audit Committee receives close cooperation and is facilitated in carrying out its duties by the Board of Directors, the General Director, and the Company's management staff, through the provision of full access to reports and documents related to the Company's governance, business operations and financial situation.
 - Monitor and supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors.
 - Review the financial statements for the year 2023, quarterly, and semi-annual reports for the year 2024.
5. Other activities of the Audit Committee (if any): None.

IV. Board of Management:

| No. | Full name | Date of birth | Qualification | Date of appointment | Date of dismissal |
|-----|---|---------------|---|---------------------|-------------------|
| 1 | Mr. Nguyen Tan Ky – General Director | 10/02/1968 | Master of Electrical Systems, Bachelor of Business Administration | 04/8/2023 | - |

V. Chief Accountant:

| No. | Full name | Date of birth | Qualification | Date of appointment | Date of dismissal |
|-----|-----------------------|---------------|-----------------------|---------------------|-------------------|
| 1 | Ms. Phan Thi Thuy Hoa | 16/11/1977 | Bachelor of Economics | 21/4/2015 | - |

VI. Training courses on corporate governance:

- The majority of the Board of Directors members, the General Director and other management staff have completed the corporate governance training program for public companies.
- In addition, the management staff is regularly updated on the regulations issued regarding corporate governance applicable to public companies and participates in online seminars on corporate governance principles in line with best practices organized by the State Securities Commission and the Stock Exchange.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company: Please see the Annex 1 attached.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

| N o. | Name of organization/in individual | Relationship with the Company | NSH 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 (dong) | Note |
|------|-------------------------------------|--|---|--|---------------------------------------|--|---|------|
| 1 | Masan Consumer Corporation | An affiliated person of internal persons | 0302017440 by the DPI of Ho Chi Minh City on May 31, 2020. | 23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated 12/12/2020 | Purchase of goods: 79.445.704.463 Sales of goods and services: 2.214.707.362.156 | |
| 2 | Masan Industrial One Member Co.,LTD | An affiliated person of internal persons | 3700424923 by the DPI of Binh Duong on June 10, 2022. | Lot 06, Tan Dong Hiep A Industrial Zone, Di An City, Binh Duong Province | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated 12/12/2020 | Sale of goods: 274.761.288 Sale of fixed assets: 12.023.104 Purchase of goods: 15.742.995 Purchase of services: 12.170.245.927 Management support fees: 2.811.832.911 | |
| 3 | Masan MB One Member Co.,LTD | An affiliated person of internal persons | 2901738808 by the DPI Nghe An Province on October 20, 2014. | Area B, Nam Cam Industrial Zone, Southeast Nghe An Economic Zone, Nghi Long Commune, Nghi Loc District, Nghe An Province | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated 12/12/2020 | Sales of goods and services: 24.616.647.360 | |
| 4 | Vinh Hao Mineral Water Corporation | An affiliated person of internal persons | 3400178402 by the DPI of Binh Thuan Province on | Vinh Son Village, Vinh Hao Commune, Tuy Phong | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated 12/12/2020 | Purchase of goods: 19.527.251.531 | |

| | | | | | | | | |
|---|---|--|---|---|----------------|---|---|--|
| | | | March 09, 1995. | District, Binh Thuan Province | | | Purchase of services: 24.692.655.576 Sales of goods: 1.411.301.602 | |
| 5 | Quang Ninh Mineral Water Corporation | An affiliated person of internal persons | 5700379618 by the DPI of Quang Ninh Province on September 01, 2004. | Group 3A, Zone 4, Suoi Mo Street, Bai Chay Ward, Ha Long City, Quang Ninh Province | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated December 12, 2020. | Purchase of goods: 189.190.674 | |
| 6 | Masan HG One Member Co.,LTD | An affiliated person of internal persons | 6300262818 by the DPI of Hau Giang Province on June 11, 2015. | Song Hau Industrial Zone, Dong Phu Commune, Chau Thanh District, Hau Giang Province | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated December 12, 2020. | Sales of goods and services: 38.865.130.745 Purchase of goods: 435.659.392 | |
| 7 | Phuc Long Heritage Joint Stock Company | An affiliated person of internal persons | 0316871719 by the DPI Ho Chi Minh City on May 21, 2021. | 42/24 – 42/26, Street 643 Ta Quang Buu, Ward 4, District 8, Ho Chi Minh City. | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated December 12, 2020. | Purchase of goods: 8.708.350 | |
| 8 | Masan Brewery Distribution One Member Co.,LTD | An affiliated person of internal persons (within the same group) | 0313132445 by the DPI of Ho Chi Minh City on February 09, 2015. | Floor 10, Central Plaza Building, 17 Le Duan, District 1, Ho Chi Minh City. | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated December 12, 2020. | Sell of goods: 785.240.000 Purchase of goods: 42.840.000 | |
| 9 | Mobicast Joint Stock Company | An affiliated person of internal persons | 0107591436 by the DPI Ha Noi City on October 07, 2015. | Floor 4, V1 Home City, 177 Trung Kinh, Yen Hoa Award, Cau Giay District, Ha Noi City. | Full year 2024 | Resolution No. 01/2020/NQ-HĐQT dated December 12, 2020. | Purchase of services: 102.076.766 | |

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: The company does not have any subsidiaries and does not have control over any other companies.

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Please see the Annex 2 attached.

4.2 Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO):

| Related parties (having transactions with the Company) | Relationship with the Company | Transaction |
|---|---|---------------------------|
| Mobicast Joint Stock Company (<i>until 08/8/2024</i>) | The affiliated person of Ms. Nguyen Hoang Yen, who is the Chairman of the Board of Directors. | Purchase of the services. |
| Phuc Long Heritage Joint Stock Company | The affiliated person of Ms. Nguyen Hoang Yen, who is the Chairman of the Board of Directors. | Purchase of the goods. |

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: none.

VIII. Share transactions of internal persons and their affiliated persons (Annual report):

1. The list of internal persons and their affiliated persons: Please see the Annex 3 attached.
2. Transactions of internal persons and affiliated persons with shares of the Company: none.

IX. Other significant issues: none.

Recipients:

- As sent;
- Archived.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Sign, full name and seal)



PHAM HONG SON

Annex 1 - The list of affiliated persons of the Company

| No. | Name of organization /individual | Securities trading account (if any) | Position at the Company (if any) | NSH No.* | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|--|----------------------------------|-------------------------------------|--|----------|---------------|----------------|---------|--|--|---------|---|
| A. Board of Directors; Audit Committee: | | | | | | | | | | | |
| 1. | Mr. Pham Hong Son | - | Board President | | | | | June 23, 2020 | - | - | The executive and Legal Representative of Company |
| 2. | Ms. Nguyen Hoang Yen | - | Board Member | | | | | June 23, 2020 | - | - | The executive of Company |
| 3. | Ms. Ho Thuy Hanh | - | Board Member and Audit Committee Chairperson | | | | | June 23, 2020 | - | - | The executive of Company |
| 4. | Mr. Huynh Cong Hoan | - | Board Member and Audit Committee Member | | | | | June 23, 2020 | - | - | The executive of Company |
| B. Board of Management: | | | | | | | | | | | |
| 1. | Mr. Nguyen Tan Ky | - | General Director | | | | | August 04, 2023 | - | - | The executive and Legal Representative of Company |
| C. Chief Accountant: | | | | | | | | | | | |
| 1. | Ms. Phan Thi Thuy Hoa | - | Chief Accountant | | | | | April 21, 2015 | - | - | |

| No. | Name of organization /individual | Securities trading account (if any) | Position at the Company (if any) | NSH No.*, | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|--|------------------------------------|-------------------------------------|----------------------------------|------------|---------------|-------------------------|---|--|--|---------|--|
| | | | | | | | | | | | |
| D. The list of the spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, mother-in-law, biological children, adopted children, sons-in-law, daughters-in-law, biological siblings (brothers, sisters), brothers-in-law, sisters-in-law, and other related persons of the President of the Board of Directors, Board members, General Director and other internal persons: Please refer to the details in the list of internal persons and related persons of internal persons as stated in Appendix 3. | | | | | | | | | | | |
| E. The parent company, the managers and legal representatives of the parent company, and the individuals with the authority to appoint the managers of the parent company: | | | | | | | | | | | |
| 1. | Masan Beverage One Member Co., LTD | - | - | 0312797567 | May 28, 2014 | DPI of Ho Chi Minh City | Số 23 Lê Duẩn, Phường Bến Nghé, Quận 1, Thành phố Hồ Chí Minh | December 26, 2015 | - | - | The parent company |
| 2. | Mr. Pham Hong Son | - | President | | | | | - | - | - | The executive and Legal Representative of the parent company |
| 3. | Ms Nguyen Thi Thuy Hang | - | Controller | | | | | - | - | - | The executive of the parent company |
| 4. | Ms. Phan Thi Thuy Hoa | - | Chief Accountant | | | | | - | - | - | The executive of the parent company |
| F. Subsidiary company, the managers and legal representatives of the subsidiary company, and the individuals with the authority to appoint the managers of the subsidiary company: none. | | | | | | | | | | | |

| No. | Name of organization /individual | Securities trading account (if any) | Position at the Company (if any) | NSH No.* | Date of issue | Place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|---|--------------------------------------|-------------------------------------|----------------------------------|------------|--------------------|----------------------------|--|--|--|---------|---|
| H. An enterprise in which an individual, company, or organization specified in points a, b, c, d, and e, Clause 23, Article 4 of the 2020 Law on Enterprises owns enough to dominate the decision-making of the company: | | | | | | | | | | | |
| 1 | Vinh Hao Mineral Water Corporation | - | - | 3400178402 | March 09, 1995 | DPI of Binh Thuan Province | Vinh Son Village, Vinh Hao Commune, Tuy Phong District, Binh Thuan Province | - | - | - | Enterprises in which Masan Beverage Company Limited (Parent Company) owns controlling shares. |
| 2 | Quang Ninh Mineral Water Corporation | - | - | 5700379618 | September 01, 2004 | DPI of Quang Ninh Province | Group 3A, Zone 4, Suoi Mo Street, Bai Chay Ward, Ha Long City, Quang Ninh Province | - | - | - | Enterprises in which Masan Beverage Company Limited (Parent Company) owns controlling shares. |
| 3 | White Sand Co., LTD | - | - | 1700553629 | November 01, 2007 | DPI of Kien Giang Province | Group 1, Suoi Da Hamlet, Duong To Commune, Phu Quoc District, Kien Giang Province | - | - | - | Enterprises in which Ms. Nguyen Hoang Yen - Board Member owns controlling shares. |
| G. The enterprise and organizations or individuals owning more than 10% of the voting shares or capital contribution of the company: none. | | | | | | | | | | | |

Annex 2 – Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

1. In 2022:

| Related parties (having transactions with the Company) | Relationship with the Company | Transactions |
|--|--|--------------------------------------|
| Masan Consumer Corporation | Board Member is also a Board Member of the related party | Purchase, sale of goods |
| Café De Nam Joint Stock Company | Subsidiary company | Purchase, sale of goods and services |
| Masan Industrial One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services |
| Vinh Hao Mineral Water Corporation | Board President is also Board President of the related party | Purchase of goods and services |
| Masan MB One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services |
| Masan HG One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services |
| Masan Jinju Joint Stock Company | Board President is also the Board President of the related party | Sale of goods and services |

2. In 2023:

| Related parties (having transactions with the Company) | Relationship with the Company | Transactions |
|--|--|--|
| Masan Consumer Corporation | Board Member is also a Board Member of the related party | Purchase, sale of goods |
| Masan Industrial One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services and sharing of management costs |
| Vinh Hao Mineral Water Corporation | Board President is also Board President of the related party; Board Member is also Board Member of the related party | Purchase, sale of goods and services |
| Masan Jinju Joint Stock Company | Board President is also the Board President of the related party | Purchase, sale of goods and services |
| Masan HG One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services |
| Công ty TNHH Một thành viên Masan HG | Board President is also the President of the related party | Purchase, sale of goods and services |

3. In 2024:

| Related parties (having transactions with the Company) | Relationship with the Company | Transactions |
|--|--|--------------------------------------|
| Masan Consumer Corporation | Board Member is also a Board Member of the related party | Purchase, sale of goods and services |

| | | |
|-------------------------------------|--|--|
| Masan Industrial One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services and sharing of management costs |
| Vinh Hao Mineral Water Corporation | Board President is also Board President of the related party; Board Member is also Board Member of the related party | Purchase, sale of goods and services |
| Masan MB One Member Co.,LTD | Board President is also the President of the related party | Sale of goods and services |
| Masan HG One Member Co.,LTD | Board President is also the President of the related party | Purchase, sale of goods and services |

Annex 3 – The list of internal persons and their affiliated persons

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No. *, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percent age of share owners hip at the end of the period | Note |
|--|------------------------------------|-------------------------------------|--|------------|----------------|----------------------------|---|---|--|---------------|
| A. Board of Directors: | | | | | | | | | | |
| 1. | Mr Pham Hong Son | | Board President and Legal Representative | | | | | 0 | 0 | |
| Related persons of Mr. Pham Hong Son: | | | | | | | | | | |
| 1.1 | Pham Thi Le Hang | | | | | | | 0 | 0 | Mother-in-law |
| 1.2 | Nguyen Thi Kim Oanh | | | | | | | 0 | 0 | Wife |
| 1.3 | Pham Gia Bao | | | | | | | 0 | 0 | Child |
| 1.4 | Pham Gia Kien | | | | | | | 0 | 0 | Child |
| 1.5 | Masan Consumer Corporation | 068C0 08246 | Deputy General Director | 0302017440 | May 31, 2000 | DPI of Ho Chi Minh City | No. 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.6 | Vinh Hao Mineral Water Corporation | | Board President and Audit Committee Member | 3400178402 | March 09, 1995 | DPI of Binh Thuan Province | Vinh Son Village, Vinh Hao Commune, Tuy Phong District, Binh Thuan Province | 0 | 0 | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|------|--|-------------------------------------|----------------------------------|------------|------------------|----------------------------|---|---|---|------|
| 1.7 | Masan Industrial One Member Co.,LTD | | President | 3700424923 | June 10, 2022 | DPI of Binh Duong Province | Lot 06, Tan Dong Hiep A Industrial Zone, Di An City, Binh Duong Province | 0 | 0 | |
| 1.8 | Viet Tien Food Technology One Member Co.,LTD | | President | 0302318078 | May 10, 2001 | DPI of Ho Chi Minh City | Lot III-10, Group III Industrial Zone, Tan Binh Industrial Park, Tây Thạnh Ward, Tan Phu District, Ho Chi Minh City | 0 | 0 | |
| 1.9 | Masan HD One Member Co.,LTD | | President | 0800570880 | March 13, 2009 | DPI of Hai Duong Province | Lot 22, Dai An Industrial Park, Tứ Minh Ward, Hai Duong City, Hai Duong Province | 0 | 0 | |
| 1.10 | Krongpha Trading, Services and Manufacturing JSC | | Board President | 4500107830 | August 08, 2006 | DPI of Ninh Thuan Province | Km37, National Route 27, Tan Son Town, Ninh Son District, Ninh Thuan Province | 0 | 0 | |
| 1.11 | Masan MB One Member Co.,LTD | | President | 2901738808 | October 20, 2014 | DPI of Nghe An Province | Area B, Nam Cam Industrial Park – Southeast Nghe An Economic Zone, Nghi Long Commune, Nghi Loc District, Nghe An Province | 0 | 0 | |
| 1.12 | Masan HG One Member Co.,LTD | | President | 6300262818 | June 11, 2015 | DPI of Hau Giang Province | Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province | 0 | 0 | |
| 1.13 | Masan Beverage One Member Co.,LTD | | President & Director | 0312797567 | May 28, 2014 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 26.257.975 | 98,79% | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|------|--|-------------------------------------|----------------------------------|------------|-------------------|---------------------------|--|---|---|------|
| 1.14 | Masan Food One Member Co.,LTD | | President & Director | 0310730197 | March 29, 2011 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.15 | Masan HPC Co.,LTD | | President & Director | 0316076125 | December 20, 2019 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.16 | Masan Innovation Co.,LTD | | President & Director | 0316630008 | December 09, 2020 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.17 | CHANTE Self-Washing and Drying Co.,LTD | | President | 0317020365 | November 09, 2021 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.18 | Masan Brewery HG One Member Co.,LTD | | Director | 6300259029 | February 06, 2015 | DPI of Hau Giang Province | Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province | 0 | 0 | |
| 1.19 | Masan HN Co.,LTD | | President | 0700841110 | August 05, 2020 | DPI of Ha Nam Province | Lô CN-08 & CN-14, Khu công nghiệp Đồng Văn IV, Xã Đại Cương, Huyện Kim Bảng, Tỉnh Hà Nam | 0 | 0 | |
| 1.20 | Masan HG 2 Co.,LTD | | President | 6300356544 | December 15, 2022 | DPI of Hau Giang Province | Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province | 0 | 0 | |
| 2. | Ms Nguyen Hoang Yen | | Board Member | | | | | 0 | 0 | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.*, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|--|--------------------|-------------------------------------|----------------------------------|-----------|---------------|----------------|---------|---|---|---------------|
| The related person of Ms. Nguyen Hoang Yen: | | | | | | | | | | |
| 2.1 | Hoang Thi Lan | | | | | | | 0 | 0 | Mother |
| 2.2 | Nguyen Quy Dinh | | | | | | | 0 | 0 | Mother-in-law |
| 2.3 | Nguyen Dang Quang | | | | | | | 0 | 0 | Husband |
| 2.4 | Nguyen Yen Linh | | | | | | | 0 | 0 | Child |
| 2.5 | Stephen Truong | | | | | | | 0 | 0 | Son-in-law |
| 2.6 | Nguyen Thuy Linh | | | | | | | 0 | 0 | Child |
| 2.7 | Nguyen Dang Linh | | | | | | | 0 | 0 | Child |
| 2.8 | Nguyen Ngoc Quang | | | | | | | 0 | 0 | Brother |
| 2.9 | Nguyen Ngoc Minh | | | | | | | 0 | 0 | Brother |
| 2.10 | Nguyen Hoang Giang | | | | | | | 0 | 0 | Brother |
| 2.11 | Hoang Thi My Lien | | | | | | | 0 | 0 | Sister-in-law |
| 2.12 | Pham Thi Thu | | | | | | | 0 | 0 | Sister-in-law |
| 2.13 | Nguyen Thi Ngoc | | | | | | | 0 | 0 | Sister-in-law |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|------|----------------------------|-------------------------------------|---|------------|--------------------|---|---|---|---|------|
| 2.14 | Masan Corporation | | Board Member | 0302100924 | September 13, 2000 | DPI of Ho Chi Minh City | Room 802, 8th Floor, Central Plaza Building, 17 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City | 0 | 0 | |
| 2.15 | Masan Group Corporation | | Board Member | 0303576603 | November 18, 2004 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 2.16 | Masan Consumer Corporation | 068C0 08246 | Board Member and Deputy General Director | 0302017440 | May 31, 2000 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 2.17 | NET Detergent JSC | | Board Member | 3600642822 | July 01, 2003 | DPI of Dong Nai Province | D4 Street, Loc An – Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province | 0 | 0 | |
| 2.18 | Masan PQ JSC | | Board President | 1700544328 | June 27, 2007 | DPI of Kien Giang Province | Group 1, Suoi Da Hamlet, Duong To Commune, Phu Quoc District, Kien Giang Province. | 0 | 0 | |
| 2.19 | White Sand Co.,LTD | | President of Member Assembly and Director | 1700553629 | September 01, 2007 | Phu Quoc Island Investment and Development Management Board | Group 1, Suoi Da Hamlet, Duong To Commune, Phu Quoc District, Kien Giang Province. | 0 | 0 | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.*, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percent age of share owners hip at the end of the period | Note |
|--|-------------------------------------|-------------------------------------|----------------------------------|------------|------------------|----------------------------|--|---|--|---------|
| 2.20 | Nam Ngu Phu Quoc One Member Co.,LTD | | President | 1702051991 | June 21, 2016 | DPI of Kien Giang Province | Group 1, Suoi Da Hamlet, Duong To Commune, Phu Quoc District, Kien Giang Province. | 0 | 0 | |
| 2.21 | Masan Long An Co.,LTD | | President | 1101905952 | January 21, 2019 | DPI of Long An Province | Group 2, Thanh Hoa Commune, Ben Luc District, Long An Province | 0 | 0 | |
| 3. | Ms Ho Thuy Hanh | | Board Member | | | | | 0 | 0 | |
| The related person of Ms. Ho Thuy Hanh: | | | | | | | | | | |
| 3.1 | Huynh Thanh Tuan | | | | | | | 0 | 0 | Husband |
| 3.2 | Huynh Ngoc Huong Thao | | | | | | | 0 | 0 | Child |
| 3.3 | Huynh Minh Thang | | | | | | | 0 | 0 | Child |
| 3.4 | Huynh Minh Triet | | | | | | | 0 | 0 | Child |
| 3.5 | Ho Vinh Hien | | | | | | | 0 | 0 | Brother |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.*, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|---|------------------------------------|-------------------------------------|-----------------------------------|------------|------------------|----------------------------|--|---|---|---------------|
| 3.6 | Masan Jinju JSC | | Supervisory Board President | 3700645538 | January 07, 2005 | DPI of Binh Duong Province | Lot K4, Street No. 2, Song Than 2 Industrial Park, Di An Ward, Di An Town, Binh Duong Province | 0 | 0 | |
| 3.7 | Masan HD One Member Co.,LTD | | Controller | 0800570880 | March 13, 2009 | DPI of Hai Duong Province | Lot 22, Dai An Industrial Park, Tr Minh Ward, Hai Duong City, Hai Duong Province | 0 | 0 | |
| 3.8 | Vinh Hao Mineral Water Corporation | | Board Member and General Director | 3400178402 | March 09, 1995 | DPI of Binh Thuan Province | Vinh Son Village, Vinh Hao Commune, Tuy Phong District, Binh Thuan Province | 0 | 0 | |
| 4. | Mr. Huynh Cong Hoan | | Board Member | | | | | 0 | 0 | |
| The related person of Mr. Huynh Cong Hoan: | | | | | | | | | | |
| 4.1 | Nguyen Thi Hien | | | | | | | 0 | 0 | Mother |
| 4.2 | Huynh Thi Thu Suong | | | | | | | 0 | 0 | Sister |
| 4.3 | Huynh Cong Minh | | | | | | | 0 | 0 | Young brother |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|---------------------------|---------------------|-------------------------------------|----------------------------------|----------|---------------|----------------|---------|---|---|---------|
| 4.4 | Huynh Thi Lanh | | | | | | | 0 | 0 | Sister |
| 4.5 | Huynh Thi Kim Em | | | | | | | 0 | 0 | Sister |
| 4.6 | Huynh Cong Thanh | | | | | | | 0 | 0 | Brother |
| 4.7 | Pham Thi Thanh Truc | | | | | | | 0 | 0 | Wife |
| 4.8 | Huynh Pham Nghi Van | | | | | | | 0 | 0 | Child |
| 4.9 | Huynh Pham Nhu Van | | | | | | | 0 | 0 | Child |
| B. AUDIT COMMITTEE | | | | | | | | | | |
| 1. | Ms Ho Thuy Hanh | | Audit Committee Chairperson | | | | | 0 | 0 | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No. *, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percent age of share owners hip at the end of the period | Note |
|--|---------------------|-------------------------------------|----------------------------------|------------|---------------|----------------|---------|---|--|--------|
| | | | | | | | | | | |
| The related person of Ms. Ho Thuy Hanh: Refer to section A. Board of Directors. | | | | | | | | | | |
| 2. | Mr. Huynh Cong Hoan | | Audit Committee Member | | | | | 0 | 0 | |
| The related person of Mr. Huynh Cong Hoan: Refer to section A. Board of Directors. | | | | | | | | | | |
| C. GENERAL DIRECTOR | | | | | | | | | | |
| 1. | Mr Nguyen Tan Ky | | General Director | | | | | 500 | 0,00188 % | |
| The related person of Mr. Nguyen Tan Ky: | | | | | | | | | | |
| 1.1 | Nguyen Thi Lien | | | | | | | 0 | 0 | Mother |
| 1.2 | Nguyen Thuc Ky May | | | | | | | 0 | 0 | Child |
| 1.3 | Nguyen Ky Dan | | | | | | | 0 | 0 | Child |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|--|-------------------------|-------------------------------------|----------------------------------|------------|------------------|----------------------------|--|---|---|---------|
| 1.4 | Nguyen Ky Tan | | | | | | | 0 | 0 | Child |
| 1.5 | Nguyen Ky Anh Ngoc | | | | | | | 0 | 0 | Child |
| 1.6 | Nguyen Chan Chinh Phong | | | | | | | 0 | 0 | Brother |
| 1.7 | Nguyen Tuan Lam | | | | | | | 0 | 0 | Brother |
| 1.8 | Masan Jinju JSC | | Board Member | 3700645538 | January 07, 2005 | DPI of Binh Duong Province | Lot K4, Street No. 2, Song Than 2 Industrial Park, Di An Ward, Di An Town, Binh Duong Province | 0 | 0 | |
| D. CHIEF ACCOUNTANT: | | | | | | | | | | |
| 1. | Ms. Phan Thi Thuy Hoa | | Chief Accountant | | | | | 0 | 0 | |
| The related person of Ms. Phan Thi Thuy Hoa: | | | | | | | | | | |
| 1.1 | Phan Dinh Cuong | | | | | | | 0 | 0 | Father |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No. *, | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percent age of share owners hip at the end of the period | Note |
|-----|-----------------------|-------------------------------------|----------------------------------|------------|---------------|----------------|---------|---|--|---------------|
| 1.2 | Le Thi Bong | | | | | | | 0 | 0 | Mother |
| 1.3 | Vo Van Tri | | | | | | | 0 | 0 | Father-in-law |
| 1.4 | Vien Thi Hien | | | | | | | 0 | 0 | Mother-in-law |
| 1.5 | Vo Thanh Cong | | | | | | | 0 | 0 | Husband |
| 1.6 | Vo Thanh Huy | | | | | | | 0 | 0 | Child |
| 1.7 | Vo Thanh Nhan | | | | | | | 0 | 0 | Child |
| 1.8 | Phan Dinh Hong | | | | | | | 0 | 0 | Brother |
| 1.9 | Nguyen Thi Quynh Tram | | | | | | | 0 | 0 | Sister-in-law |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|---|-----------------------------------|-------------------------------------|--|------------|-------------------|-------------------------|--|---|---|------|
| 1.10 | Masan Consumer Corporation | | Chief Accountant | 0302017440 | May 31, 2000 | DPI of Ho Chi Minh City | 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.11 | Masan Food One Member Co.,LTD | | Chief Accountant | 0310730197 | March 29, 2011 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.12 | Masan Beverage One Member Co.,LTD | | Chief Accountant | 0312797567 | May 28, 2014 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.13 | Masan HPC Co.,LTD | | Chief Accountant | 0316076125 | December 20, 2019 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.14 | Masan Innovation Co.,LTD | | Chief Accountant | 0316630008 | December 09, 2020 | DPI of Ho Chi Minh City | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| E. PERSON IN CHARGE OF COMPANY ADMINISTRATION & THE COMPANY'S SECRETARY: | | | | | | | | | | |
| 1 | Ms Nguyen Thi Thuy Hang | | Person in charge of company administration and The company's secretary | | | | | 0 | 0 | |
| The related person of Ms. Nguyen Thi Thuy Hang: | | | | | | | | | | |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|-----|------------------------|-------------------------------------|----------------------------------|----------|---------------|----------------|---------|---|---|----------------|
| 1.1 | Nguyen Quang Trung | | | | | | | 0 | 0 | Father |
| 1.2 | Bui Thi Hong | | | | | | | 0 | 0 | Mother |
| 1.3 | Tong Van Phong | | | | | | | 0 | 0 | Husband |
| 1.4 | Tong Minh Phu | | | | | | | 0 | 0 | Child |
| 1.5 | Tong Minh Phat | | | | | | | 0 | 0 | Child |
| 1.6 | Nguyen Thi Huyen Trang | | | | | | | 0 | 0 | Sister |
| 1.7 | Le Ba Sy | | | | | | | 0 | 0 | Brother-in-law |
| 1.8 | Nguyen Quoc Hung | | | | | | | 0 | 0 | Brother |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|-------------------------------------|--------------------------------------|-------------------------------------|--|--------------|--------------------|---|--|---|---|--------|
| 1.9 | Quang Ninh Mineral Water Corporation | | Person in charge of company administration and The company's secretary | 5700379618 | September 01, 2004 | DPI of Quang Ninh Province | Group 3A, Zone 4, Suoi Mo Street, Bai Chay Ward, Ha Long City, Quang Ninh Province | 0 | 0 | |
| 1.10 | NET Detergent JSC | | Person in charge of company administration and The company's secretary | 3600642822 | July 01, 2003 | DPI of Dong Nai Province | D4 Street, Loc An – Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province | 0 | 0 | |
| F. INTERNAL AUDIT DEPARTMENT | | | | | | | | | | |
| 1 | Ms Nguyen Thu Hien | | Head of Internal Audit Department | 037178002270 | May 10, 2023 | Police Department on Residence Management and National Data on Population | 23 Le Duan Street, District 1, Ho Chi Minh City | 0 | 0 | |
| 1.1 | Nguyen Duc Nhuan | | | | | | | 0 | 0 | Father |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percentage of share owners hip at the end of the period | Note |
|-----|----------------------|-------------------------------------|----------------------------------|----------|---------------|----------------|---------|---|---|----------------|
| 1.2 | Nguyen Thi Cuong | | | | | | | 0 | 0 | Mother |
| 1.3 | Nguyen Quang Bieu | | | | | | | 0 | 0 | Father-in-law |
| 1.4 | Pham Thi Thu | | | | | | | 0 | 0 | Mother-in-law |
| 1.5 | Nguyen Thi Thu Huong | | | | | | | 0 | 0 | Sister |
| 1.6 | Nguyen Viet Hung | | | | | | | 0 | 0 | Brother-in-law |
| 1.7 | Nguyen Thi Hoa | | | | | | | 0 | 0 | Sister |
| 1.8 | Nguyen Manh Cuong | | | | | | | 0 | 0 | Brother-in-law |

| No. | Name | Securities trading account (if any) | Position at the company (if any) | NSH No.* | Date of issue | Place of issue | Address | Number of shares owned at the end of the period | Percent age of share owners hip at the end of the period | Note |
|------|---|-------------------------------------|---|------------|----------------|-----------------|--|---|--|----------------|
| 1.9 | Nguyen Thi Nu | | | | | | | 0 | 0 | Sister |
| 1.10 | Nguyen Tuan Anh | | | | | | | 0 | 0 | Brother-in-law |
| 1.11 | Nguyen Duc Kien | | | | | | | 0 | 0 | Brother |
| 1.12 | Nguyen Thi Ha | | | | | | | 0 | 0 | Sister-in-law |
| 1.13 | Nguyen Xuan Thanh | | | | | | | 0 | 0 | Husband |
| 1.14 | Nguyen Hien Anh | | | | | | | 0 | 0 | Child |
| 1.15 | Nguyen Thi Ngoc Mai | | | | | | | 0 | 0 | Child |
| 1.16 | High-Tech Materials Joint Stock Company | | Board Member, Audit Committee Chairperson | 0309966889 | April 27, 2010 | DPI of HCM City | Room 802, 8th Floor, Central Plaza Building, 17 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City | 0 | 0 | |