

**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.
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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:

No.	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
<p>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.</p>											
<p>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:</p>											
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
<p>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.</p>											

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	Percentage 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 Thành 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	068C08246	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	Juanary 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	Percentage 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	Percentage of share owners at the end of the period	Note
1.9	Nguyen Thi Niu							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	