

## INVITATION LETTER ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Vinacafé Biên Hòa Joint Stock Company is pleased to announce and invite our shareholders to attend the 2025 Annual General Meeting of Shareholders as follows:

**Time: 08:00 AM, Wednesday, April 16, 2025.**

**Venue:** Tan Cang Tourist Area – A100 Ung Van Khiem Street, Ward 25, Binh Thanh District, Ho Chi Minh City (Thanh Thuy Restaurant).

**Agenda:**

- Approval of the Report of the Board of Directors;
- Approval of the Report of the CEO;
- Approval of the Report of the Independent Board Member in the Audit Committee;
- Approval of the Audited Financial Statements for 2024;
- Approval of the 2024 profit distribution plan;
- Approval of the business plan for 2025;
- Selection of the auditing firm for 2025;
- Approval of the remuneration plan for the Board of Directors in 2025;
- Approval of the Company's investment transactions;
- Election of the Board of Directors for the 2025–2030 term;
- Other matters under the authority of the General Meeting of Shareholders.

**Eligibility to Attend the Meeting:**

All shareholders holding shares of Vinacafé Biên Hòa Joint Stock Company as recorded in the shareholder list as of March 13, 2025.

Shareholders or their authorized representatives attending the meeting must bring: The Invitation Letter along with the Power of Attorney (if applicable); A valid Citizen Identification Card/Passport (original copy).

**Meeting Materials:**

All meeting materials are available on the Company's website: [www.vinacafebienhoa.com](http://www.vinacafebienhoa.com).

**Meeting Registration:**

To facilitate the organization and reception of attendees, shareholders are kindly requested to confirm their attendance or authorize another person to attend on their behalf by sending confirmation to the Company's headquarters via postal mail or email before 04:00 PM, April 15, 2025.

*For further details regarding the meeting, please contact:*

Vinacafé Biên Hòa Joint Stock Company- Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.

Tel: (0251) 3 836 554

Email: [vinacafe@vinacafebienhoa.com](mailto:vinacafe@vinacafebienhoa.com)

Contact: Ms. Nguyễn Thị Thúy Hằng (0933.706.732)

We sincerely announce and cordially invite you to attend.

Dong Nai, March 26, 2025   
ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



  
PHAM HONG SON



## POWER OF ATTORNEY

*(Re: Attending the 2025 Annual General Meeting of Shareholders of Vinacafé Bien Hoa JSC)*

To: The Organizing Board of the 2025 Annual General Meeting of Shareholders

Shareholder's Name: .....

Shareholder Registration Number:..... Issue Date:..... Issuing Authority:

.....

Address: .....

Total number of shares owned: .....

By this document, I/we hereby authorize:

Mr./Mrs.: ..... Date of birth: .....

National ID/Passport Number: ..... Issue Date: ..... Issuing Authority:

.....

Address: .....

To represent me/us to attend and vote on ..... shares on all matters within the authority of shareholders at the 2025 Annual General Meeting of Shareholders of Vinacafé Bien Hoa JSC, scheduled for April 16, 2025.

This authorization is effective from the date of signing and will expire at the conclusion of the above-mentioned meeting.

I/We assure and take full responsibility for this authorization.

....., ...../...../ 2025

**Authorized Person**  
*(Signature and Full Name)*

**Authorizing Person/Organization**  
*(Signature and Full Name, and Seal)*

.....

.....

**AGENDA**  
**OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**VINACAFÉ BIEN HOA JOINT STOCK COMPANY**

**Time: Wednesday, April 16, 2025.**

**Venue:** Tan Cang Tourist Area – A100 Ung Van Khiem Street, Ward 25, Binh Thanh District, Ho Chi Minh City (Thanh Thuy Restaurant).

No.	AGENDA	PROPOSED TIMING
1.	Shareholder registration and guest welcome	08h00' - 08h45'
2.	Start the meeting: Announcement of the agenda and introduction of delegates	08h45' - 08h50'
3.	<ul style="list-style-type: none"> <li>- Announcement of the result of shareholder.</li> <li>- Approval of the list of the Presidium, Secretariat and Voting &amp; Election Committee.</li> <li>- Approval of the working rules of the General Meeting.</li> </ul>	08h50' - 09h00'
4.	Approval of the Meeting Agenda.	09h00' - 09h05'
5.	Report of the Board of Directors.	09h05' - 09h20'
6.	Report of the CEO.	09h20' - 09h40'
7.	Report of the Independent Board Member in the Audit Committee.	09h40' - 09h50'
8.	Proposals from the Board of Directors on: <ul style="list-style-type: none"> <li>- The 2025 business plan;</li> <li>- The 2024 profit distribution plan;</li> <li>- Selection of the auditing firm for 2025;</li> <li>- The remuneration plan for the Board of Directors in 2025;</li> <li>- Approval of the Company's investment transactions;</li> <li>- Election of the Board of Directors for the 2025–2030 term;</li> <li>- Other matters under the authority of the General Meeting of Shareholders</li> </ul>	09h50' - 10h10'
9.	<ul style="list-style-type: none"> <li>- Instructions on voting procedures;</li> <li>- Voting on the Resolutions of the General Meeting.</li> </ul>	10h10' - 10h20'
10.	Tea break.	10h20' - 10h40'
11.	Vote Counting and Announcement of Results	10h20' - 10h50'
12.	Election of Board Members for the 2025–2030 Term: <ul style="list-style-type: none"> <li>- Announcement of nominations and candidacies;</li> <li>- Announcement of election procedures;</li> <li>- Voting.</li> </ul>	10h50' - 11h10'
13.	- Discussion and opinion sharing.	11h10' - 11h30'
14.	- Vote counting and announcement of election results for the Board of Directors for the 2025–2030 term.	11h10' - 11h40'
15.	- Passing The meeting minutes & close the meeting.	11h40' - 11h50'

**WORKING PRINCIPLES**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**VINACAFÉ BIEN HOA JOINT STOCK COMPANY**  
**(April 16, 2025)**

1. The 2025 Annual General Meeting of Shareholders of Vinacafé Bien Hoa Joint Stock Company shall be conducted in compliance with legal regulations and in accordance with the approved agenda and content.
2. Shareholders or authorized representatives attending the Meeting shall be given four (04) voting ballots, including:
  - 2.1 **Hand-raising voting ballot:** Used for voting by raising the ballot, not collected into the ballot box.
  - 2.2 **Voting Ballot No. 1:** Used to vote on pre-printed matters.
  - 2.3 **Voting Ballot No. 2:** Used to elect members of the Board of Directors for the 2025-2030 term.
  - 2.4 **Voting Ballot No. 3:** Used for voting on any newly arising matters that require a secret ballot during the meeting.
3. Shareholders must check the number of voting ballots received and the information printed on them (especially the total number of voting rights). If there is any discrepancy, they must immediately notify the Organizing Board for correction.
4. The Presidium has the right to chair and regulate the meeting in accordance with the law, and attending shareholders are obliged to comply with legal regulations and the Presidium's decisions.
5. If a shareholder leaves before the meeting concludes, they shall be deemed to have voluntarily waived their rights and obligations at the meeting from that point onward.
6. Late-arriving shareholders shall be allowed to vote on matters arising after they have completed the registration procedures for attendance.
7. Shareholders have the right to express their opinions during the meeting or write their opinions on paper and submit them to the Secretary. The Secretary will compile and forward them to the Presidium. Shareholders are requested not to speak on matters unrelated to the approved agenda of the meeting.



**VOTING REGULATIONS**  
**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**VINACAFÉ BIEN HOA JOINT STOCK COMPANY**

- Pursuant to the 2020 Enterprises Law;
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021.

Vinacafé Bien Hoa Joint Stock Company hereby announces the Voting Regulations at the 2025 Annual General Meeting of Shareholders as follows:

**1. Voting Ballots:**

The Organizing Board shall issue three (03) types of voting ballots, including:

- 1.1. **Hand-raising voting ballot:** Used to vote on certain ordinary matters as requested by the Presidium during the meeting and will not be collected into the ballot box.
- 1.2. **Selection voting ballot (select: Approve; Disapprove; No opinion):** Used to vote on key matters presented for shareholder approval as per the reports and proposals of the Presidium and will be collected into the ballot box.
- 1.3. **Board of Directors election voting ballot for the 2025-2030 term:** will be collected into the ballot box.

**2. Voting Methods:**

**2.1. Hand-raising Voting Ballot: Majority Vote Method.**

For certain ordinary matters such as electing the Presidium, Secretary, Voting and Election Committee; approving the Meeting Agenda and Resolutions, shareholders or authorized representatives shall raise their hand-raising voting ballots when the Presidium sequentially calls for votes on the following options: Approve; Disapprove; No opinion.

**2.2. Selection Voting Ballot (select: Approve; Disapprove; No opinion):** Based on Share Ownership Ratio.

2.2.1 Shareholders or authorized representatives must mark (V) or (X) in **one of** the three boxes: Approve; Disapprove; No opinion.

2.2.2 If a shareholder does not mark any box or does not submit the selection voting ballot into the ballot box, it will be considered as **"No opinion"**.

**2.3. Board of Directors Election Voting Ballot: Cumulative Voting Method:**

2.3.1 The list of candidates is arranged in alphabetical order by last name.

2.3.2 Each shareholder or authorized representative has a **total number of votes** equal to the number of shares they own multiplied by the number of Board members to be elected.

2.3.3 There are two voting methods, and the shareholder may **only choose one**:

**a. First voting method (equal distribution among selected candidates):**

- i. The shareholder or authorized representative shall write the number of candidates they want to vote for in the rectangular box under the first voting method column on the voting ballot and mark (V) or (X) in the corresponding boxes next to the names of the candidates they wish to vote for. Accordingly:
  - The total number of votes will be automatically divided equally among the selected candidates.
  - If there is a remainder after the division, the shareholder shall write the serial number of one (01) candidate (among the selected candidates) in the rectangular box at the bottom of the first voting method column to allocate the remaining votes to that candidate. This reallocation applies only to the whole number portion of the remainder; any decimal portion shall be disregarded.
- ii. If the shareholder or authorized representative does not wish to vote for any candidate, they shall leave the rectangular box in the "Number of candidates the shareholder wishes to vote for" row blank or write "0" and shall not mark (V) or (X) in any of the boxes under the first voting method.

Example:

A shareholder owning 500 shares will have a voting ballot representing 500 shares.

The number of Board of Directors members to be elected: 01 person.  
The total number of votes on the voting ballot: 500 shares × 1 = 500 votes.

In the case where there are two candidates, and the shareholder wants to equally distribute their votes between the two candidates, Nguyen Van A and Nguyen Van B, they should record as follows:

No.	Name of candidates	First voting method Number of candidates the shareholder wants to vote for: <input type="text" value="2"/>
1	NGUYEN VAN A	<input checked="" type="checkbox"/>
2	NGUYEN VAN B	<input checked="" type="checkbox"/>
		Remaining votes allocated to the candidate with serial number: <input type="text" value="1"/>

**b. Second voting method (custom allocation of votes to candidates):**

- i. The shareholder or authorized representative writes the number of votes they wish to assign next to each candidate's name.
- ii. The shareholder or authorized representative may use their **total number of votes on the voting ballot** to vote for a single candidate or distribute them among multiple candidates. But the total votes allocated to all candidates **must not exceed the total number of votes on the voting ballot**.

- iii. If the shareholder does not want to vote for a particular candidate, they may leave the corresponding box blank or write "0" in the box next to the candidate's name.
- iv. If the shareholder or authorized representative does not enter any number in the boxes for the candidates, it shall be considered that they have abstained from voting.

Example:

A shareholder owning 500 shares will have a voting ballot representing 500 shares.

The number of Board of Directors members to be elected: **01 person**.  
 The total number of votes on the voting ballot: **500 shares × 1 = 500 votes**.

If there are **two candidates**, depending on the shareholder's choice, the voting options may be as follows:

No.	Name of candidates	The total number of votes
1	NGUYEN VAN A	500
2	NGUYEN VAN B	0

or:

No.	Name of candidates	The total number of votes
1	NGUYEN VAN A	300
2	NGUYEN VAN B	200

- 2.4. In case of mistakes in Voting, Shareholders may contact the Organizing Board for a new voting ballot and must return the incorrect ballot.

**3. Valid and Invalid Voting Ballots:**

3.1. Valid Voting Ballots:

- Officially issued by the Organizing Board, bearing the Company's seal, without erasures or alterations;
- Must be marked (V) or (X) in one of the three options: Approve; Disapprove; No opinion.
- For Board of Directors election voting ballots:
  - a. For the **first voting method**: the number of candidates selected must match the number of candidates marked (V) or (X).
  - b. For the **second voting method**: the total allocated votes **must not exceed the shareholder's total voting rights**.

3.2. Invalid Voting Ballots:

- Not issued by the Organizing Board or altered/tampered with.
- Marking more than one option in the selection voting ballot.
- For Board of Directors election voting ballots:
  - a) Selecting both voting methods with conflicting results;
  - b) Crossing out candidate names;

- c) The number of candidates voted for by the shareholder or authorized representative does not match the number of candidates marked with (V) or (X) in the first voting method.
- d) The total number of votes allocated to candidates **exceeds the total voting rights of the voting ballot** in the second voting method.

#### **4. Collection, Vote Counting, and Report Procedures:**

- 4.1. After voting, shareholders or authorized representatives must place their voting ballots into the sealed ballot box. Ballot collection ends when all attending shareholders have submitted their votes or at the deadline announced by the Voting and Election Committee.
- 4.2. Vote counting begins immediately after ballot collection.
- 4.3. Vote counting results will be recorded in a report signed by all members of the Voting and Election Committee and announced before the meeting closes.

#### **5. Approval of Meeting Resolutions:**

- 5.1. For decisions regarding the types of shares and the total number of shares of each type; changes in business lines and sectors; changes in the Company's organizational and management structure; investment projects or asset sales valued at 35% or more of the Company's total assets as recorded in the latest audited consolidated financial statements: approval requires **at least 65% of the total voting rights** of shareholders attending in person or through authorized representatives and voting at the meeting.
- 5.2. **Other matters: more than 50% of the total votes** of attending shareholders or authorized representatives.
- 5.3. The election of Board of Directors members shall follow the principles in Section 6.

#### **6. Election Principles for the 2025-2030 Board of Directors:**

- 6.1. Elected members will be determined based on the **highest number of votes**, starting from the candidate with the most votes until all seats are filled.
- 6.2. In case multiple candidates have the same number of votes for the last available seat, a re-election will be conducted among those candidates.

#### **7. Complaints on Voting and Vote Counting:**

- Any complaints or concerns about voting and vote counting shall be resolved by the Meeting Chairperson or the Head of the Voting and Election Committee if raised before the Minutes of meeting is announced./.

## REPORT OF THE BOARD OF DIRECTORS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders,

On behalf of the Board of Directors, I would like to present to the 2025 Annual General Meeting of Shareholders the report on the Company's performance in 2024 as follows:

### i. **REPORT ON BUSINESS OPERATIONS IN 2024**

#### 1. *Assessment of the Company's Operations in 2024*

- Among the many challenges faced by coffee processing businesses in general, and Vinacafé Bien Hoa in particular, in 2024, one of the most significant impacts on business operations was the record-high and continuously fluctuating price of Robusta (green) coffee beans. Moreover, in the first three months of 2025, coffee prices have continued to rise with no signs of stabilizing. As of March 23, 2025, coffee prices in the Central Highlands Region have increased for the third consecutive week. Specifically, coffee was traded at **VND 132,900 - 134,000 per kg**, marking a **12% increase since the beginning of the year**, a **more than 40% increase compared to the same period last year**, and reaching a record high of **VND 135,000 per kg**.
- Ecognizing these challenges, the Board of Directors has directed the Executive Board to take step-by-step measures to overcome difficulties, stabilize business operations, and maintain growth momentum while ensuring stable employment and income for employees. **Innovation**—research and creative innovation—remains a vital objective for the Company. Several new products have been launched and received positive feedback from consumers. Additionally, the **Go Global** strategy, which the Executive Board has actively pursued, has generated profits for the Company
- End of 2024, the company's net revenue exceeded 2023's performance by 9% and was 2% higher than the lower target set for 2024. Additionally, net After-tax profit reached 95% of the lower planned target.
- Throughout the year, the company remained fully compliant with all legal regulations concerning food safety, environmental protection, and fire prevention, with no significant violations occurring.

#### 2. **Activities of the Board of Directors during the year**

- The Board of Directors effectively performed its oversight of the Executive Board, corporate governance, production and business strategy, investment, and other matters with caution, seriousness, and determination, in full compliance with legal regulations and the internal regulations of Masan Group and the Company. All members demonstrated a high sense of responsibility, fulfilling their roles and duties to help the Board of Directors effectively perform its role in steering the Company's development.
- The Board of Directors has also formulated business policies and strategies that closely align with market fluctuations, responding swiftly and promptly to adjust and effectively address issues, thereby enhancing the overall performance of the Company and maintaining the position of Vinacafé Bien Hoa JSC in the industry.

#### 3. *The Board of Directors' evaluation of the Company's Executive Board's performance.*

- In the process of managing production and business operations, the Executive Board has always been cautious and complied with legal regulations, the Company's Charter, and the

general policies of the Group.

- The Board of Directors evaluates that the Executive Board has effectively fulfilled its responsibilities and roles through timely, flexible, and appropriate business management solutions in line with the Board's policies and directions. All directives issued by the Board of Directors have been fully, promptly, and effectively implemented by the Executive Board, with detailed reports on the results presented at regular Board meetings, demonstrating a high level of responsibility.

#### 4. *Summary of the meetings and decisions of Board of Directors*

- In 2024, the Board of Directors of Vinacafé Bien Hoa held regular quarterly meetings and solicited written opinions from its members. All meetings were conducted in accordance with proper procedures, with full participation, active contributions, and approval by all members of the Board of Directors.
- The Board of Directors issued a total of 06 Resolutions and Decisions to approve the following matters:
  - Finalize the list of shareholders (the last registration date) to attend the 2024 Annual General Meeting of Shareholders;
  - Approve changes to the company's organizational structure;
  - Approve the issues to be presented for approval at the 2024 Annual General Meeting of Shareholders;
  - Approve the 2024 internal audit plan;
  - Approve the issuance of the Democracy at the Workplace Regulation at the company's workplace;
  - Approve the payment of dividends for the year 2023 in cash.

#### ii. **2025 OPERATIONAL PLAN**

		<b>Low target</b>	<b>High target</b>
<b>Net revenue</b>	Billion dong	2,700	2,950
<b>Net After-tax profit</b>	Billion dong	470	516

#### **Các định hướng chiến lược:**

- Focus on breakthrough innovation in developing new and distinctive products that meet the "unmet needs" of Vietnamese consumers.
- Go Global – A strategy to expand globally, bringing the brand and high-quality products of Vinacafé Bien Hoa Joint Stock Company to large, potential markets in Asia and worldwide.
- Strive to apply green production solutions throughout the system, maintaining a sustainable development strategy and social responsibility, with business achievements aligned with environmental and community protection.
- Relocate the Bien Hoa Factory to the Long Thanh Factory **by December 31, 2025**, in compliance with the directive of the People's Committee of Dong Nai Province.

*Bien Hoa, March 26, 2025*

**ON BEHALF OF THE BOARD  
CHAIRMAN**

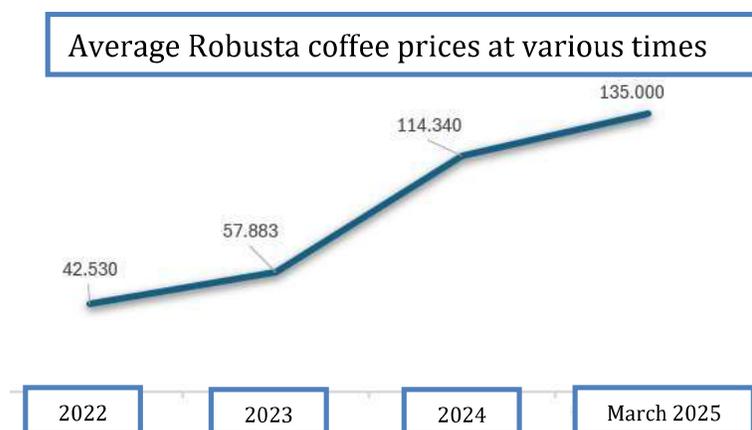
*(Signed and sealed)*

**PHAM HONG SON**

## REPORT OF CEO AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

### 1. REVIEW OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024:

- In 2024, although the global economy had not fully stabilized, signs of recovery emerged, with improvements in global trade, easing inflationary pressures, and more favorable financial market conditions. Additionally, labor demand rebounded, contributing to Vietnam’s economic recovery and growth.
- However, the past year remained challenging for Vietnam’s instant coffee manufacturers. The rise of modern-style coffee shops has driven demand beyond traditional instant coffee products, intensifying competition in an already highly competitive domestic market. Furthermore, 2024 saw continued volatility in Robusta coffee prices, both domestically and internationally. Prices repeatedly reached new record highs, currently nearly double the levels at the beginning of the year, significantly impacting the production and business performance of the deep-processed coffee industry.

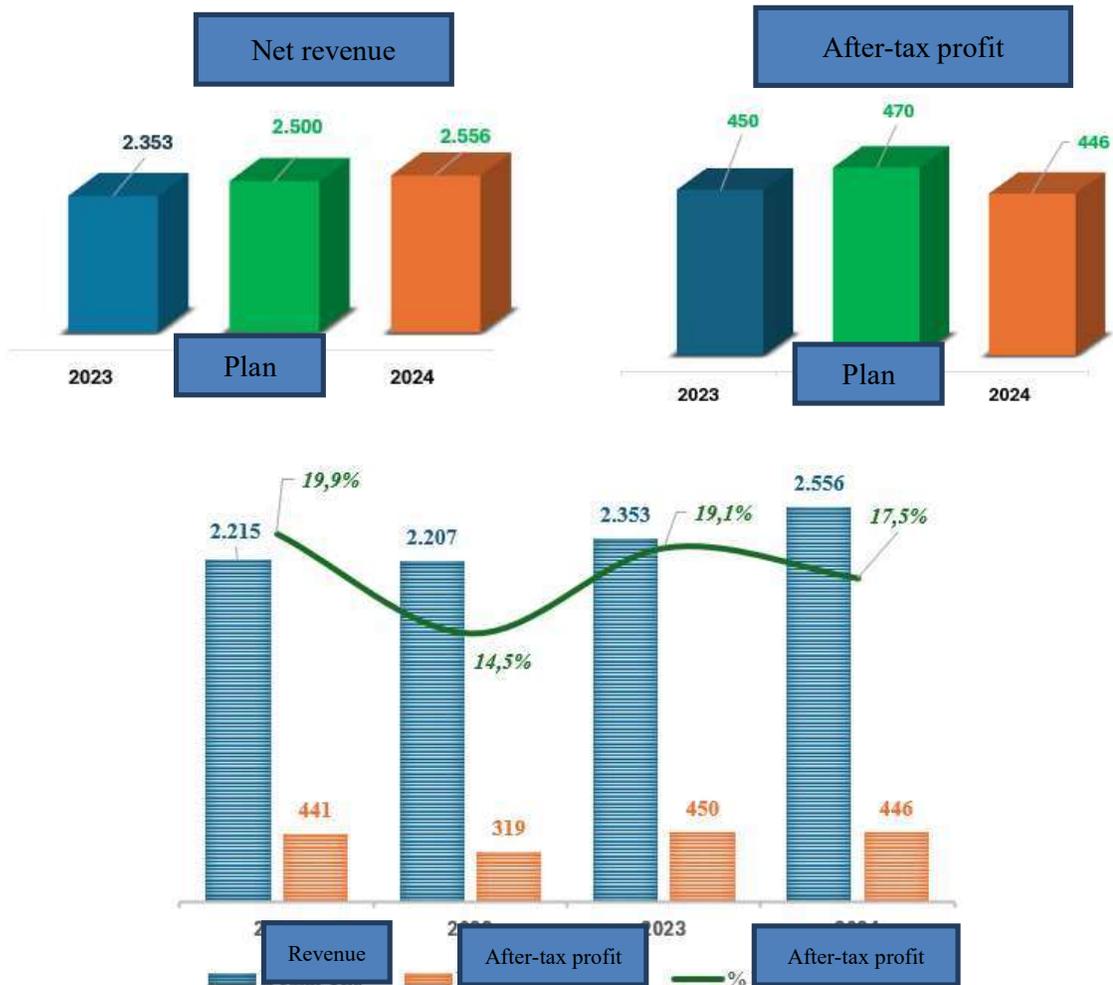


- Overcoming all difficulties and challenges, under the decisive and timely leadership of the Board of Directors and Executive Management, along with the dedication of all employees, Vinacafé Bien Hoa Joint Stock Company maintained its growth momentum and stabilized its domestic market presence. With over 56 years of heritage as a National Brand and a symbol of Vietnamese coffee excellence, the company continues to expand globally alongside Masan Group under the Go Global strategy.
- Looking back on 2024, the Company is proud to have made significant efforts to achieve strong results in net revenue and net profit compared to both 2023 and the initial annual plan. The specific figures are as follows:

	Unit	2024	2023	Fluctuations	
Net revenue	Billion dong	2,556	2,353	203	9%
After-tax profit	Billion dong	446	450	(4)	-1%

	Unit	2024 Plan – Lower target	2024 Actual Performance	Actual vs. plan	
Net revenue	Billion dong	2,500	2,556	56	2%
After-tax profit	Billion dong	470	446	(24)	-5%



*Key Highlights of Business Activities in 2024:*

- 1. Innovation:** Innovation has been positioned as the most important business strategy of Vinacafé Bien Hoa Joint Stock Company. Over the past year, the Company has launched a series of Vinacafé and Wake-up coffee products to meet nutritional needs and modern consumer trends in the domestic market, such as VCF Chat 2in1 Coffee, Wake-up Mekong 3in1 Instant Coffee, and Vinacafé Special 3in1 Instant Coffee. For the export market, the Company introduced Vinacafé Instant Pure Black Coffee 1in1 (South Korea), Vinacafé Instant Coffee Mix 3in1 (South Korea), Wake-up Sài Gòn 3in1 New Market (Cambodia), and Wake-up Sai Gon 3in1 (China), all of which have been positively received by both domestic and international consumers. In the instant coffee (IC) business, the Company has also innovated by creating specialized IC products for strategic partners product lines, further strengthening its market presence.
- 2. Go Global:** Continuing the goal of conquering the journey to expand globally, on May 8, 2024, Vinacafé Bien Hoa Joint Stock Company participated in the International EXPO, and on August 8, 2024, the company continued to take part in the Vietfood & Beverage - Propack Vietnam 2024 International Exhibition. At these events, Vinacafé Bien Hoa brought unique coffee experiences, elevating the value of Vietnamese coffee beans and delivering the authentic taste of coffee to millions of consumers with the message "**Vietnamese coffee house in your hand.**" The exhibition attracted a large number of visitors eager to explore and learn more. With a great ambition to write Vietnam's coffee story on the world map, Vinacafé Bien Hoa is driven by the motivation to constantly innovate and bring coffee products rich in Vietnamese culture while aligning with global coffee trends.

3. **Sustainable Growth:** The company consistently affirms and maintains its sustainable development strategy and social responsibility, ensuring that business achievements go hand in hand with environmental and community protection by strictly complying with, updating, maintaining, and upgrading to the latest versions of quality, environmental, social, and sustainable development management systems, such as: BRC (*British Retail Consortium – Version 9, Global Standard for Food Safety*), FSSC 22000 (*Food Safety Management System*), ISO 14001:2015 (*Environmental Management System*), ISO 50001:2018 (*Energy Management System*), ISO 45001:2018 (*Occupational Health and Safety Management System*), SA 8000:2014 (*Social Accountability Management System*), FDA (*Meeting U.S. import regulations*), Halal (*Complying with Islamic food safety requirements*), Kosher (*Complying with Jewish dietary laws*) all these certifications ensure the company keeps pace with global trends and the growing demand for green and sustainable development.

In 2024, by achieving the ISO 14064:2018 certification for greenhouse gas management, the company has been able to quantify and manage emissions more effectively, contributing to concrete actions in the fight against climate change.

Additionally, through circular economy practices and recycling measures, the company has successfully reduced landfill-treated domestic waste by approximately 77% and hazardous waste by 54% compared to 2023.

4. **Continuous Improvement** – The company constantly seeks opportunities to reduce production costs and maximize profits through improvements in safety, quality, and cost efficiency. In 2024, the company successfully reduced production costs by 8% compared to 2023.
5. **Digitalization** – The adoption of digital technology and AI in factory management and operations continues to lay the foundation for the company’s strategic competitiveness over the next five years.
6. **National Brand Award** – Vinacafé Bien Hoa has once again been selected as a National Brand enterprise for the 2024-2026 period. Additionally, it is one of only 17 companies to have proudly achieved the National Brand title for nine consecutive times (2008-2024). This recognition has contributed to double-digit growth for both the Vinacafé and Wake-up brands in 2024.

## 2. BUSINESS OBJECTIVES FOR 2025:

Stepping into 2025, based on the assessment that both the global and Vietnamese economies still face unpredictable challenges, with green coffee prices continuing to rise and fluctuate unpredictably, the Board of Directors and Executive Management are carefully evaluating these factors. According, plan 2025 is:

2025 Target (Unit: Billion dong)	Low	High
Net revenue	2,700	2,950
Net After-tax profit	470	516

## 3. BUSINESS STRATEGY AND PLAN FOR 2025:

1. **Innovation** – Product innovation remains the main growth driver. Accordingly, Vinacafé Bien Hoa continues to create new and differentiated products to meet consumer demands, especially aligning with the latest trends among young consumers.

2. Continue to strengthen the "**Go Global**" strategy, expanding into the global market, particularly in North America, China, and South Korea.
3. **Specialized IC products for each customer** – Develop specialized IC product lines for strategic partners to maximize the production capacity of the instant coffee (IC) manufacturing plant, thereby increasing the company's value.
4. **Sustainable Growth** – Alongside Masan Group, Vinacafé Bien Hoa continues to implement green production solutions across the entire system, maintaining and upgrading environmental management and sustainability systems, with a strong belief that business achievements must go hand in hand with environmental and community protection, ensuring a sustainable future for generations to come.
5. **Relocating packaging lines from Bien Hoa Factory to Long Thanh Factory – In accordance with the relocation policy of Bien Hoa 1 Industrial Park issued by the People's Committee of Dong Nai Province** (this process must be completed before December 31, 2025).

*Dong Nai, March 26, 2025*

**CEO**

*(Signed and sealed)*

**Nguyen Tan Ky**

## REPORT

### ON THE ACTIVITIES OF THE INDEPENDENT BOARD MEMBER OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE IN 2024

**Dear Shareholder,**

Pursuant to:

- *Enterprises Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14, passed by the National Assembly on November 26, 2019;*
- *The role, authority, and responsibilities of the Audit Committee are specified in the Charter of Vinacafé Bien Hoa Joint Stock Company (“Company”);*
- *The Resolution of the 2024 Annual General Meeting of Shareholders of the Company;*
- *Operational Regulations of the Company’s Audit Committee; and*
- *The 2024 financial statements, audited by KPMG Limited Liability Company*

On behalf of the Company's Audit Committee, I would like to present to the 2025 Annual General Meeting of Shareholders the report on the Committee’s activities in 2024 as follows

#### 1. The organizational Structure:

Audit Committee has two (2) members, as follows:

No.	Full Name	Position
01	Ms Ho Thuy Hanh	Chairwoman of the Audit Committee
02	Mr Huynh Cong Hoan	Member of the Audit Committee

#### 2. Remuneration, Operating Expenses, and Other Benefits of the Audit Committee and each Members:

In 2024, the members of the Audit Committee operated without remuneration, expenses, or any other related benefits.

#### 3. Summary of Audit Committee Meetings and Conclusions and Recommendations:

Meetings of the Audit Committee:

No.	Member of the Audit Committee	Number of meetings attended	Rate of attendance and voting	Conclusions, Recommendations
1	Ms Ho Thuy Hanh	2/2	100%	- Meeting to finalize the Audit Committee’s activity plan for 2024.
2	Mr Huynh Cong Hoan	2/2	100%	- Agreement on the draft internal audit plan for 2024 and the 2024 internal control assessment report prepared by the Internal Audit Department for submission to the Board of Directors. - Meeting to evaluate the implementation of the Board of Directors’ Resolutions in

				2024, assess the preparation of quarterly, semi-annual, and annual financial statements, and provide opinions on related-party transactions conducted by the Company in 2024
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#### 4. Results on Financial Statements, Business Operations, and Financial Status of the Company:

- Over the past year, accounting practices, including record-keeping, document storage, and bookkeeping, were conducted in compliance with Vietnamese Accounting Standards (VAS), enterprise accounting regulations, and relevant legal provisions, accurately reflecting the Company's stable and transparent financial position.
- The Company prepared its financial statements in accordance with legal regulations. The semi-annual and annual financial statements were audited by KPMG in compliance with applicable regulations.
- The key financial indicators achieved in 2024 are as follows:

Indicator	2024	2023	Increase/(Decrease)	%
	(VND billion)	(VND billion)	(VND billion)	
Net Revenue	2,556	2,353	203	9%
Cost of Goods Sold (COGS)	2,055	1,838	217	12%
Gross Profit	502	515	(13)	-3%
Selling Expenses	11	8	3	38%
General & Administrative Expenses	22	22	-	0%
Net Financial Income	92	80	12	15%
Net Profit After Corporate Income Tax	446	450	-4	-1%

EPS	2024	2023	Increase	%
	(dong/share)	(dong/share)	(dong/share)	
	16,797	16,929	(132)	-1%

Indicator	Actual 2024	Plan 2024 (*)	Compared to the Plan	%
	(VND billion)	(VND billion)	(VND billion)	
Net Revenue	2,556	2,500	56	2%
Net Profit After Corporate Income Tax	446	470	(24)	-5%

(\*) 2024 Business Plan – Lower Target

#### 5. Report on Related-Party Transactions:

- Transactions between the Company and Board members, the CEO, other executives, and their related parties, as well as transactions between the Company and any enterprise where a Board member, the CEO, or another executive was a founding member or held a managerial position

within the last (03) three years before the transaction, were reviewed and monitored by the Audit Committee to ensure transparency and compliance with relevant regulations.

- In 2024, transactions occurred between Vinacafé Bien Hoa Joint Stock Company and the following companies: Masan Consumer Corporation; Masan Industrial One Member LLC; Masan MB One Member LLC; Vĩnh Hảo Mineral Water Joint Stock Company; Quảng Ninh Mineral Water Joint Stock Company; Masan HG One Member LLC; Phúc Long Heritage Joint Stock Company; Masan Brewery Distribution LLC; Mobicast Joint Stock Company.

#### **6. Assessment of the Company's Internal Control System and Risk Management.**

- The Company maintains a reliable and effective risk management and internal control framework. Its quality management system, covering food safety and hygiene, energy and environmental management, and occupational health and safety, operates in full compliance with applicable standards. All implemented standards have been successfully maintained with valid certifications. No significant legal risks arose during the year.
- In 2024, the Company's Internal Audit Department ("IAD") conducted internal audits in accordance with the Audit Plan approved by the Board of Directors, focusing on production management and inventory management. For certain audit findings, the Executive Board immediately implemented corrective action plans while the IAD was conducting its audit at the factory. As a result, all identified issues were successfully resolved.

#### **7. Oversight Results on the CEO and Other Executives**

- The Executive Board regularly held meetings to discuss business operations and, based on the timely guidance of the Board of Directors, made appropriate production and business decisions to implement the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
- During the management and operational activities, no significant violations or material errors were recorded by regulatory authorities or relevant agencies.

#### **8. Evaluation of the Coordination Between the Audit Committee, the Board of Directors, the CEO, and Shareholders**

- In 2024, the Audit Committee received strong cooperation and support from the Board of Directors, the CEO, and the Company's management team, enabling it to effectively carry out its duties. The Committee was provided with full and timely access to reports and documents related to corporate governance, business operations, and the financial position of the Company.

#### **9. Audit Committee's Work Plan for 2025**

- Perform monitoring and oversight functions on the Board of Directors' directives, the Executive Board's management activities, and assess the legitimacy, compliance, transparency, and prudence in corporate governance and operations.
- Supervise the quality of services provided by the independent auditor in auditing the Company's year-end financial statements for 2025.
- Carry out other tasks as stipulated in the Audit Committee's Operating Regulations.

This report summarizes the performance of the Audit Committee in 2024 and outlines the direction for 2025, respectfully submitted to the General Meeting of Shareholders.

Respectfully.

*Dong Nai, March 26, 2025*

**On behalf of the Audit Committee  
Chairwoman  
Independent Member of the Board of Directors**

*(Signed and sealed)*

**HO THUY HANH**



**VinaCafé Bien Hoa Joint Stock Company**

Financial Statements  
for the year ended 31 December 2024



## VinaCafé Bien Hoa Joint Stock Company Corporate Information

### Enterprise Registration Certificate No.

3600261626

29 December 2004

The Enterprise Registration Certificate has been amended several times, the most recent of which is dated 20 October 2023. The Enterprise Registration Certificate and its amendments were issued by the Department of Planning and Investment of Dong Nai Province.

### Board of Directors

Mr. Pham Hong Son	Chairman
Ms. Nguyen Hoang Yen	Member
Mr. Huynh Cong Hoan	Member
Ms. Ho Thuy Hanh	Member

### Audit Committee

Ms. Ho Thuy Hanh	Chairwoman
Mr. Huynh Cong Hoan	Member

### Board of Management

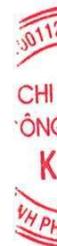
Mr. Nguyen Tan Ky	Chief Executive Officer
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### Registered Office

Bien Hoa Industrial Zone 1  
An Binh Ward  
Bien Hoa City  
Dong Nai Province  
Vietnam

### Auditor

KPMG Limited  
Vietnam



## VinaCafé Bien Hoa Joint Stock Company Statement of the Board of Management

The Board of Management of VinaCafé Bien Hoa Joint Stock Company (“the Company”) presents this statement and the accompanying financial statements of the Company for the year ended 31 December 2024.

The Company’s Board of Management is responsible for the preparation and true and fair presentation of the financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and the relevant statutory requirements applicable to financial reporting. In the opinion of the Company’s Board of Management:

- (a) the financial statements set out on pages 5 to 40 give a true and fair view of the financial position of the Company as at 31 December 2024, and of its results of operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and the relevant statutory requirements applicable to financial reporting; and
- (b) at the date of this statement, there are no reasons to believe that the Company will not be able to pay its debts as and when they fall due.

The Company’s Board of Management has, on the date of this statement, authorised the accompanying financial statements for issue.

On behalf of the Board of Management



Nguyen Tan Ky  
Chief Executive Officer

Dong Nai Province, 24 -02- 2025

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## Auditor's Opinion

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of VinaCafé Bien Hoa Joint Stock Company as at 31 December 2024 and of its results of operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and the relevant statutory requirements applicable to financial reporting.

**KPMG Limited's Branch in Ho Chi Minh City**  
Vietnam

Audit Report No.: 24-01-01267-25-1



Trương Vinh Phúc  
Practicing Auditor Registration  
Certificate No. 1901-2023-007-1  
*Deputy General Director*

Ho Chi Minh City, 24 February 2025

Trieu Tich Quyen  
Practicing Auditor Registration  
Certificate No. 4629-2023-007-1



**VinaCafé Bien Hoa Joint Stock Company**  
**Balance sheet as at 31 December 2024**

**Form B 01 – DN**  
*(Issued under Circular No. 200/2014/TT-BTC*  
*dated 22 December 2014 of the Ministry of Finance)*

	Code	Note	31/12/2024 VND	1/1/2024 VND
<b>ASSETS</b>				
<b>Current assets</b> (100 = 110 + 120 + 130 + 140 + 150)	<b>100</b>		<b>842,528,899,612</b>	<b>1,791,913,748,146</b>
<b>Cash and cash equivalents</b>	<b>110</b>	<b>5</b>	<b>105,991,360,485</b>	<b>277,098,311,191</b>
Cash	111		7,691,360,485	20,098,311,191
Cash equivalents	112		98,300,000,000	257,000,000,000
<b>Short-term financial investments</b>	<b>120</b>		<b>400,000,000</b>	<b>324,319,939,955</b>
Trading securities	121	6(a)	-	193,919,939,955
Held-to-maturity investments	123	6(b)	400,000,000	130,400,000,000
<b>Accounts receivable – short-term</b>	<b>130</b>		<b>457,491,927,351</b>	<b>979,521,004,046</b>
Accounts receivable from customers	131	7	456,778,177,968	359,588,863,555
Prepayments to suppliers	132		451,050,000	261,188,500
Other short-term receivables	136	8(a)	262,699,383	619,670,951,991
<b>Inventories</b>	<b>140</b>	<b>9</b>	<b>277,313,308,529</b>	<b>209,469,210,599</b>
Inventories	141		280,927,425,905	211,698,870,356
Allowance for inventories	149		(3,614,117,376)	(2,229,659,757)
<b>Other current assets</b>	<b>150</b>		<b>1,332,303,247</b>	<b>1,505,282,355</b>
Short-term prepaid expenses	151		1,213,088,001	691,134,551
Taxes and others receivable from State Treasury	153		119,215,246	814,147,804

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*The accompanying notes are an integral part of these financial statements*

**VinaCafé Bien Hoa Joint Stock Company**  
**Balance sheet as at 31 December 2024 (continued)**

**Form B 01 – DN**  
*(Issued under Circular No. 200/2014/TT-BTC  
dated 22 December 2014 of the Ministry of Finance)*

	Code	Note	31/12/2024 VND	1/1/2024 VND
<b>Long-term assets</b> <b>(200 = 210 + 220 + 240 + 260)</b>	<b>200</b>		<b>1,645,959,160,230</b>	<b>866,493,063,148</b>
<b>Accounts receivable – long-term</b>	<b>210</b>		<b>1,403,259,232,877</b>	<b>579,352,400,000</b>
Other long-term receivables	216	8(b)	1,403,259,232,877	579,352,400,000
<b>Fixed assets</b>	<b>220</b>		<b>216,982,059,669</b>	<b>264,614,546,750</b>
Tangible fixed assets	221	10	216,982,059,669	264,614,546,750
Cost	222		1,014,860,711,980	1,021,764,625,456
Accumulated depreciation	223		(797,878,652,311)	(757,150,078,706)
Intangible fixed assets	227		-	-
Cost	228		1,880,358,879	1,880,358,879
Accumulated amortisation	229		(1,880,358,879)	(1,880,358,879)
<b>Long-term work in progress</b>	<b>240</b>		<b>3,324,400,552</b>	<b>544,000,000</b>
Construction in progress	242	11	3,324,400,552	544,000,000
<b>Other long-term assets</b>	<b>260</b>		<b>22,393,467,132</b>	<b>21,982,116,398</b>
Long-term prepaid expenses	261	12	16,310,464,993	17,270,553,848
Deferred tax assets	262	13	6,083,002,139	4,711,562,550
<b>TOTAL ASSETS (270 = 100 + 200)</b>	<b>270</b>		<b>2,488,488,059,842</b>	<b>2,658,406,811,294</b>

*The accompanying notes are an integral part of these financial statements*

**VinaCafé Bien Hoa Joint Stock Company**  
**Balance sheet as at 31 December 2024 (continued)**

**Form B 01 – DN**  
*(Issued under Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance)*

	Code	Note	31/12/2024 VND	1/1/2024 VND
<b>RESOURCES</b>				
<b>LIABILITIES (300 = 310 + 330)</b>	<b>300</b>		<b>593,744,351,247</b>	<b>545,622,042,359</b>
<b>Current liabilities</b>	<b>310</b>		<b>589,413,006,947</b>	<b>540,932,348,109</b>
Accounts payable to suppliers	311	14	239,282,308,863	263,407,963,945
Advances from customers	312		12,917,953,653	30,172,990
Taxes payable to State Treasury	313	15	70,000,508,928	53,271,657,990
Accrued expenses	315	16	36,716,957,089	33,453,869,638
Other short-term payables	319	17(a)	2,595,670,061	3,898,680,756
Short-term borrowings	320	18	206,867,710,895	165,838,105,332
Bonus and welfare funds	322		21,031,897,458	21,031,897,458
<b>Long-term liabilities</b>	<b>330</b>		<b>4,331,344,300</b>	<b>4,689,694,250</b>
Other long-term payables	337	17(b)	289,450,000	299,450,000
Long-term provisions	342		4,041,894,300	4,390,244,250
<b>EQUITY (400 = 410)</b>	<b>400</b>		<b>1,894,743,708,595</b>	<b>2,112,784,768,935</b>
<b>Owners' equity</b>	<b>410</b>	<b>19</b>	<b>1,894,743,708,595</b>	<b>2,112,784,768,935</b>
Share capital	411	20	265,791,350,000	265,791,350,000
Share premium	412	20	29,974,241,968	29,974,241,968
Investment and development fund	418		213,510,848,947	213,510,848,947
Undistributed profits after tax	421		1,385,467,267,680	1,603,508,328,020
- Undistributed profits after tax brought forward	421a		939,029,953,020	1,153,555,498,265
- Undistributed profit after tax for the current year/prior year	421b		446,437,314,660	449,952,829,755
<b>TOTAL RESOURCES (440 = 300 + 400)</b>	<b>440</b>		<b>2,488,488,059,842</b>	<b>2,658,406,811,294</b>

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24 -02- 2025

Prepared by:



Nguyen Thi Ngoc Tram  
 General Accountant

Approved by:





Phan Thi Thuy Hoa  
 Chief Accountant

Nguyen Tan Ky  
 Chief Executive Officer

*The accompanying notes are an integral part of these financial statements*

**VinaCafé Bien Hoa Joint Stock Company**  
**Statement of income for the year ended 31 December 2024**

**Form B 02 – DN**

*(Issued under Circular No. 200/2014/TT-BTC  
dated 22 December 2014 of the Ministry of Finance)*

	Code	Note	2024 VND	2023 VND
Revenue from sale of goods and provision of services	01	22	2,573,987,027,138	2,372,453,654,448
Revenue deductions	02	22	17,707,948,989	19,932,700,386
<b>Net revenue (10 = 01 - 02)</b>	<b>10</b>	<b>22</b>	<b>2,556,279,078,149</b>	<b>2,352,520,954,062</b>
Cost of sales and services	11	23	2,054,645,702,491	1,837,899,991,987
<b>Gross profit (20 = 10 - 11)</b>	<b>20</b>		<b>501,633,375,658</b>	<b>514,620,962,075</b>
Financial income	21	24	100,138,990,154	90,206,683,809
Financial expenses	22	25	7,767,502,093	9,886,084,866
<i>In which: Interest expense</i>	23		6,314,850,349	8,929,094,985
Selling expenses	25	26	11,475,122,438	8,108,421,446
General and administration expenses	26	27	22,208,330,912	22,259,437,344
<b>Net operating profit {30 = 20 + (21 - 22) - (25 + 26)}</b>	<b>30</b>		<b>560,321,410,369</b>	<b>564,573,702,228</b>
Other income	31		48,623,091	152,475,355
Other expenses	32		2,323,204,630	808,749,278
<b>Results of other activities (40 = 31 - 32)</b>	<b>40</b>		<b>(2,274,581,539)</b>	<b>(656,273,923)</b>
<b>Accounting profit before tax (50 = 30 + 40)</b>	<b>50</b>		<b>558,046,828,830</b>	<b>563,917,428,305</b>
Income tax expense – current	51	29	112,980,953,759	114,862,613,300
Income tax benefit – deferred	52	29	(1,371,439,589)	(898,014,750)
<b>Net profit after tax (60 = 50 - 51 - 52) (carried forward to next page)</b>	<b>60</b>		<b>446,437,314,660</b>	<b>449,952,829,755</b>



*The accompanying notes are an integral part of these financial statements*



**VinaCafé Bien Hoa Joint Stock Company**  
**Statement of cash flows for the year ended 31 December 2024 (Indirect method)**

**Form B 03 – DN**  
*(Issued under Circular No. 200/2014/TT-BTC  
dated 22 December 2014 of the Ministry of Finance)*

	Code	2024 VND	2023 VND
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Accounting profit before tax</b>	<b>01</b>	<b>558,046,828,830</b>	<b>563,917,428,305</b>
<b>Adjustments for</b>			
Depreciation	02	45,824,256,008	49,942,119,607
Allowances and provisions	03	4,525,047,645	9,601,765,510
Exchange gains arising from revaluation of monetary items dominated in foreign currencies	04	(136,595,579)	(32,797,985)
Profits from investing activities	05	(93,449,845,423)	(87,362,704,744)
Interest expense	06	6,314,850,349	8,929,094,985
<b>Operating profit before changes in working capital</b>	<b>08</b>	<b>521,124,541,830</b>	<b>544,994,905,678</b>
Change in receivables and other assets	09	(96,615,345,520)	83,793,152,840
Change in inventories	10	(72,717,495,525)	153,494,464,632
Change in payables and other liabilities	11	(6,876,815,699)	157,776,417,053
Change in prepaid expenses	12	1,773,528,005	2,952,267,177
Change in trading securities	13	193,919,939,955	(193,919,939,955)
		<b>540,608,353,046</b>	<b>749,091,267,425</b>
Interest paid	14	(6,103,581,126)	(10,276,409,178)
Corporate income tax paid	15	(99,077,312,441)	(83,084,588,436)
<b>Net cash flows from operating activities</b>	<b>20</b>	<b>435,427,459,479</b>	<b>655,730,269,811</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for additions to fixed assets and other long-term assets	21	(4,439,641,676)	(2,419,565,480)
Proceeds from disposals of fixed assets	22	301,568,559	106,050,002
Payments for placements of term deposits at banks and other investments	23	(2,355,800,000,000)	(2,061,900,000,000)
Payments for granting a loan	23	(200,000,000,000)	(200,000,000,000)
Receipts from withdrawals of term deposits from banks and collection of other investments	24	2,271,800,000,000	1,452,900,000,000
Receipts from collection of a loan	24	200,000,000,000	200,000,000,000
Receipts of interest from deposits at banks, loans granted and other investments	27	105,427,726,192	97,657,944,874
<b>Net cash flows from investing activities</b>	<b>30</b>	<b>17,289,653,075</b>	<b>(513,655,570,604)</b>

*The accompanying notes are an integral part of these financial statements*

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**VinaCafé Bien Hoa Joint Stock Company**  
**Statement of cash flows for the year ended 31 December 2024**  
**(Indirect method – continued)**

**Form B 03 – DN**  
*(Issued under Circular No. 200/2014/TT-BTC*  
*dated 22 December 2014 of the Ministry of Finance)*

	Code	2024 VND	2023 VND
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds from borrowings	33	680,029,541,053	507,408,117,752
Payments to settle loan principals	34	(638,999,935,490)	(593,140,552,178)
Payments of dividends	36	(664,887,933,400)	-
<b>Net cash flows from financing activities</b>	<b>40</b>	<b>(623,858,327,837)</b>	<b>(85,732,434,426)</b>
<b>Net cash flows during the year</b> (50 = 20 + 30 + 40)	<b>50</b>	<b>(171,141,215,283)</b>	<b>56,342,264,781</b>
<b>Cash and cash equivalents at beginning of the year</b>	<b>60</b>	<b>277,098,311,191</b>	<b>220,747,303,628</b>
<b>Effect of exchange rate fluctuations on cash and cash equivalents</b>	<b>61</b>	<b>34,264,577</b>	<b>8,742,782</b>
<b>Cash and cash equivalents at end of the year</b> (70 = 50 + 60 + 61) (Note 5)	<b>70</b>	<b>105,991,360,485</b>	<b>277,098,311,191</b>

24 -02- 2025

Prepared by:



Nguyen Thi Ngoc Tram  
General Accountant

Approved by:



Phan Thi Thuy Hoa  
Chief Accountant



Nguyen Tan Ky  
Chief Executive Officer

*The accompanying notes are an integral part of these financial statements*

**PROPOSAL**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: 2025 business plan)*

**To: The General Meeting of Shareholders**

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021;
- Pursuant to the Resolution of the Board of Directors of Company No. 03/2025/NQ-HĐQT-VCF dated March 26, 2025

We would like to present the General Meeting of Shareholders to approve the 2025 business plan of Company as follows:

<i>(Billion dong)</i>	<b>Target 2025</b>	
	Low	High
Net revenue	2,700	2,950
Net After-tax profit	470	516

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 26, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**

*(Signed and sealed)*

**PHAM HONG SON**

**PROPOSAL**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: the profit distribution plan for 2024)*

To: The General Meeting of Shareholders

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of Vinacafe Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021;
- Pursuant to the audited financial statements for the year 2024 of the Company, audited by KPMG LLC;
- Pursuant to the Resolution of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company No. 03/2025/NQ-HDQT-VCF dated March 26, 2025.

We would like to present the 2025 General Meeting of Shareholders to approve the profit distribution plan for 2024 of Company as follows:

*Unit: dong*

Targets	Allocation ratio	Total amount
<b>A. 2024 Net Profit After Tax of the Company</b>		<b>446,437,314,660</b>
1. Total Accounting Profit Before Tax		558,046,828,830
2. Corporate Income Tax Expense		111,609,514,170
<b>B. Profit Distribution for the Year 2024</b>		
1. Undistributed Net Profit After Tax as of 01/01/2024		<b>1,603,508,328,020</b>
2. Net Profit After Tax of the Company for the Year		446,437,314,660
3. Dividend Payment for the Year	250%	(664,478,375,000)
4. Provision for Bonus and Welfare Fund		-
<b>C. Net Profit for the Year 2024 After Distribution</b>		<b>1,385,467,267,680</b>

We would like to present the General Meeting of Shareholders to approve the profit distribution plan for 2024 of Company as follows:

- (i) Allocate to the bonus and welfare fund: 0 VND.
- (ii) Dividend distribution for 2024: 480% (i.e., shareholders owning 1 share will receive 48,000 VND). Payment time: within 6 months from the date of approval by the General Meeting of Shareholders.
- (iii) Authorizing the Chairman of the Board of Directors to decide on related matters and carry out the dividend payment procedures in accordance with the law.

*Dong Nai, March 26, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**

*(Signed and sealed)*

**PHAM HONG SON**

## **PROPOSAL**

### **THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re: the remuneration plan for the members of the Board of Directors for 2025)*

To: The General Meeting of Shareholders

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of Vinacafe Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021;
- Pursuant to the Resolution of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company No. 03/2025/NQ-HDQT-VCF dated March 26, 2025

We would like to present the General Meeting of Shareholders to approve the the remuneration plan for the members of the Board of Directors for 2025 as follows:

- Remuneration of the Board of Directors for 2025: 0 dong.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 26, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**

*(Signed and sealed)*

**PHAM HONG SON**

**PROPOSAL**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*(Re: Approval of the selection of the audit firm for the financial statements for the fiscal year 2025)*

To: The General Meeting of Shareholders

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of Vinacafe Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021;
- Pursuant to the Resolution of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company No. 03/2025/NQ-HDQT-VCF dated March 26, 2025

The Audit Committee would like to present General Meeting of Shareholders approve the authorization for the Chairman of the Board of Directors or the CEO of the Company to decide on the selection of the audit firm for the financial statements for the fiscal year 2025 with one of the following companies:

- KPMG Vietnam LLC;
- Deloitte Vietnam LLC;
- PricewaterhouseCoopers Vietnam LLC;
- Ernst & Young Vietnam LLC.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 26, 2025*  
**ON BEHALF OF THE AUDIT COMMITTEE**  
**CHAIRWOMAN**

*(Signed and sealed)*

**HO THUY HANH**

**PROPOSAL**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Re: Approval of the Investment Transactions)*

To: The General Meeting of Shareholders

- Pursuant to the 2020 Enterprise Law;
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021;
- Pursuant to the Resolution of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company No. 03/2025/NQ-HDQT-VCF dated March 26, 2025

We would like to present the General Meeting of Shareholders to approve Investment Transactions of the Company, as follows:

To optimize cash flow management and increase financial income through investment transactions, including the purchase and sale of bonds (including transactions in the secondary market for bonds issued by subsidiaries and affiliates within the Masan Group), certificates of deposit, and other assets, each transaction value falling within the authority of the General Meeting of Shareholders in accordance with the Charter and relevant laws ("Investment Transactions"), and authorizing the Chairman of the Board of Directors, and allowing the Chairman to delegate to another Company executive:

- i. To decide on the specific terms and conditions of Investment Transactions and related contracts, agreements, and documents, including any amendments, supplements, termination, or replacement of the Investment Transactions (if applicable); and
- ii. To sign and execute Investment Transactions and related contracts, agreements, and documents, including any amendments, supplements, termination, or replacement of the Investment Transactions (if applicable).

We respectfully submit to the 2025 Annual General Meeting of Shareholders for review and approval./.

*Dong Nai, March 26, 2025*  
**ON BEHALF OF THE BOARD**  
**CHAIRMAN**

*(Signed and sealed)*

**PHAM HONG SON**

**ANNOUNCEMENT OF THE BOARD OF DIRECTORS  
VINACAFÉ BIEN HOA JOINT STOCK COMPANY**

*(Re: Nomination and candidacy for the Board of Directors for the 2025–2030 term)*

*To: Shareholders of Vinacafé Bien Hoa Joint Stock Company*

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020 ("Law on Enterprises 2020");
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ("Law on Securities");
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities ("Decree 155");
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company dated April 14, 2021 ("Company Charter");
- Pursuant to Resolution No. 03/2025/NQ-HĐQT-VCF of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company dated March 26, 2025.

The Board of Directors of Vinacafé Bien Hoa Joint Stock Company respectfully announces to all shareholders the nomination and candidacy process for the election of members of the Board of Directors for the 2025–2030 term as follows:

**I. The expected number of members to be elected to the Board of Directors: 04 members.**

**II. Standards and Conditions for Board of Directors Members:** In accordance with Clause 1, Article 155 of the Law on Enterprises 2020 and Clause 4, Article 26 of the Company Charter.

Members of the Board of Directors must meet the following standards and conditions:

- a. Have full legal capacity and not fall under the category of individuals prohibited from establishing and managing businesses as regulated by the Law on Enterprises;
- b. Possess professional qualifications or experience in business management or in the main business field, industry, or profession of the Company.

**III. Conditions for Nominating and Candidating for Board of Directors Members:**

Pursuant to Clause 2, Article 26 of the Company Charter, shareholders or groups of shareholders holding 10% or more of the total voting shares of the Company are entitled to nominate candidates for the Board of Directors.

Shareholders or groups of shareholders holding from 10% to under 20% of the total voting shares may nominate one (01) candidate; from 20% to under 30%, may nominate up to two (02) candidates; from 30% to under 40%, may nominate up to three (03) candidates; from 40% to under 50%, may nominate up to four (04) candidates; from 50% to under 65%, may nominate up to five (05) candidates. If holding 65% or more, may nominate the full number of candidates.

In the event that the number of candidates nominated and nominated for the Board of Directors is insufficient, the current Board of Directors may nominate additional candidates.

#### **IV. Documents for Nomination and Candidacy for the Board of Directors:**

Shareholders who meet the qualifications for nomination or candidacy to elect members of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company for the 2025–2030 term must submit their nomination or candidacy documents to the Office of the Board of Directors no later than 16:00 on April 4, 2025, at the following address:

**Office of the Board of Directors - Vinacafé Bien Hoa Joint Stock Company**

Address: Bien Hoa I Industrial Zone, An Binh Ward, Bien Hoa City, Dong Nai Province.

Tel: 0251 3838654; Email: hangntt2@msc.masangroup.com

Contact: Ms. Nguyen Thi Thuy Hang (0933.706.732)

The candidacy or nomination documents must include:

- Nomination or candidacy form for Board of Directors member (according to the template);
- Curriculum vitae of the candidate (according to the template);
- Notarized or certified copy of the ID Card/ passport and relevant academic degrees.

*Dong Nai, March 26, 2025*

**ON BEHALF OF THE BOARD  
CHAIRMAN**

*(Signed and sealed)*

**PHAM HONG SON**



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NOMINATION LETTER
THE BOARD OF DIRECTORS
VINACAFÉ BIEN HOA JOINT STOCK COMPANY
(Term 2025 - 2030)

To: The Board of Directors of Vinacafe Bien Hoa Joint Stock Company

Nominee's Full Name: ....., Date of Birth: .....
ID Card/Passport Number: ....., Issued on: ..... at: .....
Address: .....
Current Residence: .....
Number of Shares owned: .....
Shareholder ID Number (this number is written on the envelope or the invitation letter): .....

Based on the notice dated March 26, 2025, from the Board of Directors of Vinacafé Bien Hoa JSC regarding the nomination and election of members of the Board of Directors for the 2025-2030 term and the applicable laws, we/I hereby nominate:

Mr./Ms.: ....., Date of birth: .....
ID Card/Passport Number: ..... Issued on: ..... at: .....
Address: .....

To stand for election as a member of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders of Vinacafé Bien Hoa Joint Stock Company.

(Enclosed are the nominee's Curriculum Vitae, relevant certificates, and supporting documents.)

We/I confirm that Mr./Ms.: ..... meets all the qualifications required to become a member of the Board of Directors of Vinacafé Bien Hoa JSC.

We/I commit to fulfilling all nomination requirements and take full responsibility for the accuracy, honesty, and legality of this nomination.

....., date ... month ... year 2025

Nominating Shareholder/Group of Shareholders

.....



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**APPLICATION FOR NOMINATION**  
**THE BOARD OF DIRECTORS**  
**VINACAFÉ BIEN HOA JOINT STOCK COMPANY**  
(Term 2025 - 2030)

**To: The Board of Directors of Vinacafe Bien Hoa Joint Stock Company**

**Nominee's Full Name:** ....., Date of Birth: .....

**ID Card/Passport Number:** ....., Issued on: ..... at: .....

**Address:** .....

**Current Residence:** .....

**Number of Shares owned:** .....

**Shareholder ID Number** (this number is written on the envelope or the invitation letter): .....

Based on the notice dated March 26, 2025, from the Board of Directors of Vinacafé Bien Hoa Joint Stock Company regarding the nomination and election of members of the Board of Directors for the 2025-2030 term and the applicable laws, I believe I meet the qualifications to be nominated and elected as a member of the Board of Directors of Vinacafé Bien Hoa Joint Stock Company for the 2025-2030 term.

Therefore, I submit this application along with my Curriculum Vitae and relevant documents to the Organizing Committee of the 2025 Annual General Meeting of Shareholders to register my candidacy for the election to the Board of Directors at the 2025 Annual General Meeting of Shareholders of the Company.

I commit to meeting all the qualifications required to be nominated for the Board of Directors and take full responsibility for the accuracy, honesty, and legality of this nomination.

Sincerely!

....., *date ... month ... year 2025*

**The declarant**

.....

## CURRICULUM VITAE

### I. Personal Information:

- Full name:
- Gender:
- ID card/Passport number:                      Date of issuance:                      Issued by:
- Date of birth:
- Place of birth:
- Nationality:
- Ethnicity:
- Place of origin:
- Permanent address:
- Contact address:
- Contact phone number:
- Professional qualifications:
- Foreign language proficiency:
- Work experience: (from age 18 to present, position and location)

Year (from age 18 to present)	Workplace	Summary of Main Responsibilities

- Current position (including positions at other organizations) .....

### II. Family Relationships: *(including spouse, biological parents, adoptive parents, biological children, adopted children, siblings, brother-in-law, sister-in-law)*

Full name	Relationship	Year of birth	Occupation	Position	Workplace

### I commit to:

- Be responsible for the accuracy, truthfulness, and reasonableness of the disclosed personal information;
- Not violating the regulations regarding the nomination and election of members of the Board

of Directors according to the Charter of Vinacafé Bien Hoa JSC and applicable laws;

- Performing my duties honestly if elected as a member of the Board of Directors.

....., *date ... month ... year 2025*

**The declarant**

.....



**NOTICE FROM THE BOARD OF DIRECTORS  
VINACAFÉ BIEN HOA JOINT STOCK COMPANY  
(RE: NOMINATION AND CANDIDACY RESULTS FOR THE BOARD OF DIRECTORS  
FOR THE 2025–2030 TERM)**

**To: Shareholders of VINACAFÉ BIEN HOA**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020 (“*Law on Enterprises 2020*”);
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019 (“*Law on Securities*”);
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities (“*Decree 155*”);
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company dated April 14, 2021 (“*Company Charter*”);
- And the Company’s notice dated March 26, 2025, regarding the nomination and candidacy for the Board of Directors for the 2025–2030 term (“*Nomination and Candidacy Notice*”);

Vinacafé Bien Hoa Joint Stock Company respectfully informs all shareholders of the nomination and candidacy results for the election of members to the Board of Directors for the 2025–2030 term as follows:

As of the deadline for receiving nomination and candidacy applications for the additional election of Board members for the 2025–2030 term in accordance with the Nomination and Candidacy Notice, the Company has received valid nomination applications from shareholders meeting the required criteria. The list of candidates for election to the Board of Directors for the 2025–2030 term is as follows:

1. Mr. Pham Hong Son;
2. Ms. Nguyen Hoang Yen;
3. Ms. Ho Thuy Hanh; and
4. Mr. Huynh Cong Hoan.

*(Attached: Curriculum Vitae)*

This notice is provided for shareholders’ information.  
Respectfully.

**Dong Nai, April 4, 2025**  
On behalf of the Board of Directors  
**Chairman**  
(Signed & sealed)

**PHAM HONG SON**

## **CURRICULUM VITAE**

### **I. Personal Information:**

- Full name: **PHAM HONG SON**
- Gender: Male
- Citizen ID No.:
  
- Date of birth: August 20, 1963
- Place of birth: Hanoi
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown:
- Permanent address:
- Contact address:
  
- Contact phone number:
- Educational qualification: Doctorate in Engineering
- Foreign language proficiency: English
- Work experience: (from age 18 to present, position and location):

<b>Year (from age 18 to present)</b>	<b>Workplace</b>	<b>Summary of Main Responsibilities</b>
2001–2008	Minh Viet Packaging Joint Stock Company	General Director
2003–2007	Viet Tien Food Technology Joint Stock Company	General Director
2012–present	Viet Tien Food Technology One Member Co., Ltd	Chairman
2009–2012	Masan Industrial One Member Co., Ltd	General Director
2012–present	Masan Industrial One Member Co., Ltd.	Chairman
04/2013–present	Vinh Hao Mineral Water JSC	Chairman of the BOD
05/2013–present	Vinacafé Bien Hoa JSC	Member of the BOD
01/2014–present	Krongpha Trading Service and Production JSC	Chairman of the BOD
09/2014–present	Masan HN One Member Co., Ltd	Chairman
10/2014–present	Masan MB One Member Co., Ltd	Chairman
01/2015–present	Saigon Nutrition Food JSC	
09/2015–present	Masan HG One Member Co., Ltd	Chairman

- Current position (including positions at other organizations):

<b>No.</b>	<b>Position</b>	<b>Organization</b>
1	Deputy General Director	Masan Consumer Corporation
2	Chairman of the Board of Directors; Member of the Supervisory Board	Vinh Hao Mineral Water Joint Stock Company
3	Company Chairman	Masan Industrial One Member LLC

4	Company Chairman	Viet Tien Food Technology One Member LLC
5	Company Chairman	Masan HD One Member LLC
6	Chairman of the Board of Directors	KrongPha Trading, Services and Manufacturing JSC
7	Company Chairman	Masan MB One Member LLC
8	Company Chairman	Masan HG One Member LLC
9	Company Chairman and Director	Masan Beverage One Member LLC
10	Company Chairman and Director	Masan Food One Member LLC
11	Company Chairman and Director	Masan HPC Limited Liability Company
12	Company Chairman and Director	Masan Innovation LLC
13	Director	Masan Brewery HG One Member LLC
14	Company Chairman	Masan HN LLC
15	Company Chairman	Masan HG 2 LLC

**II. Family Relationships:** *(including spouse, biological parents, adoptive parents, biological children, adopted children, siblings, brother-in-law, sister-in-law)*

Full name	Relationship	Year of birth	Occupation	Position	Workplace
Phạm Thị Lệ Hằng	Mother-in-law				
Nguyễn Thị Kim Oanh	Wife				
Phạm Gia Bảo	Son				
Phạm Gia Kiên	Son				

**I commit to:**

- Be responsible for the accuracy, truthfulness, and reasonableness of the disclosed personal information;
- Not violating the regulations regarding the nomination and election of members of the Board of Directors according to the Charter of Vinacafé Bien Hoa JSC and applicable laws;
- Performing my duties honestly if elected as a member of the Board of Directors.

*HCM City, April 4, 2025*

**The declarant**

Pham Hong Son

## **CURRICULUM VITAE**

### **I. Personal Information:**

1. Full name: **NGUYEN HOANG YEN**
2. Gender: Female
3. Citizen ID No.:
  
4. Date of birth: 30/07/1963
5. Place of birth:
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Hometown:
9. Permanent address:
  
10. Contact address:
11. Phone number:
12. Educational qualification: Bachelor's degree in Russian Literature
13. Foreign language proficiency:
14. Work experience: (from age 18 to present, position and location):

<b>Year (from age 18 to present)</b>	<b>Workplace</b>	<b>Summary of Main Responsibilities</b>
1987–1990	College of Procuracy	Lecturer
2000–present	Masan Consumer Corporation	Member of the Board of Directors cum Deputy CEO
1987–1990	College of Procuracy	Lecturer

- Current position (including positions at other organizations):

<b>No.</b>	<b>Position</b>	<b>Organization</b>
1	Member of the Board of Directors	Masan Corporation
2	Member of the Board of Directors	Masan Group Corporation
3	Member of the Board & Deputy CEO	Masan Consumer Corporation
4	Member of the Board	NET Detergent Joint Stock Company
5	Chairwoman of the Board	Masan PQ Joint Stock Company
6	Chairwoman & General Director	Cat Trang Co., Ltd.
7	Chairwoman	Nam Ngu Phu Quoc One-member Co., Ltd.
8	Chairwoman	Masan Long An Co., Ltd.

**II. Family Relationships:** (including spouse, biological parents, adoptive parents, biological children, adopted children, siblings, brother-in-law, sister-in-law)

<b>Full name</b>	<b>Relationship</b>	<b>Year of birth</b>	<b>Occupation</b>	<b>Position</b>	<b>Workplace</b>
Hoang Thi Lan	Mother				
Nguyen Quy Dinh	Mother-in-law				
Nguyen Dang Quang	Husband				
Nguyen Yen Linh	Daughter				
Stephen Truong	Son-in-law				
Nguyen Thuy Linh	Daughter				
Nguyen Dang Linh	Son				
Nguyen Ngoc Quang	Brother				
Nguyen Ngoc Minh	Brother				
Nguyen Hoang Giang	Brother				
Hoang Thi My Lien	Sister-in-law				
Pham Thi Thu	Sister-in-law				
Nguyen Thi Ngoc	Sister-in-law				

**I commit to:**

- Be responsible for the accuracy, truthfulness, and reasonableness of the disclosed personal information;
- Not violating the regulations regarding the nomination and election of members of the Board of Directors according to the Charter of Vinacafé Bien Hoa JSC and applicable laws;
- Performing my duties honestly if elected as a member of the Board of Directors.

*HCM City, April 4, 2025*

**The declarant**

**Nguyen Hoang Yen**

## CURRICULUM VITAE

### I. Personal Information:

1. Full name: **HO THUY HANH**
2. Gender: Female
3. Citizen ID No.:
  
4. Date of birth: 15/01/1971
5. Place of birth:
6. Nationality: Vietnamese
7. Ethnicity: Kinh
8. Hometown:
9. Permanent address:
  
10. Contact address:
11. Phone number:
12. Educational qualification: Bachelor of Economics
13. Foreign language proficiency:
14. Work experience: (from age 18 to present, position and location):

<b>Year (from age 18 to present)</b>	<b>Workplace</b>	<b>Summary of Main Responsibilities</b>
1989 - 1992	Financial and Accounting High School	Student
1993 - 1997	Open University	Student
1993 - 1998	Nam Duong Soy Sauce Enterprise	
1998 - 2004	Foodtec Co., Ltd.	
2004 - present	Masan Consumer Corporation	

15. Current position (including positions at other organizations): **Director of Internal Control and Audit – Brand Building Division, Masan Consumer Corporation**

### II. Family Relationships: *(including spouse, biological parents, adoptive parents, biological children, adopted children, siblings, brother-in-law, sister-in-law)*

<b>Full name</b>	<b>Relations hip</b>	<b>Year of birth</b>	<b>Occupation</b>	<b>Position</b>	<b>Workplace</b>
Huynh Thanh Tuan	Husband				
Huynh Ngoc Huong Thao	Daughter				
Huynh Minh Thang	Son				
Huynh Minh Triet	Son				
Ho Vinh Hien	Brother				

**I commit to:**

- Be responsible for the accuracy, truthfulness, and reasonableness of the disclosed personal information;
- Not violating the regulations regarding the nomination and election of members of the Board of Directors according to the Charter of Vinacafé Bien Hoa JSC and applicable laws;
- Performing my duties honestly if elected as a member of the Board of Directors.

*HCM City, April 4, 2025*

**The declarant**

Ho Thuy Hanh

## CURRICULUM VITAE

### I. Personal Information:

- Full name: **HUYNH CONG HOAN**
- Gender: Male
- Citizen ID No.:
  
- Date of birth: 15/09/1972
- Place of birth: Vi Thanh, Hau Giang
- Nationality: Vietnamese
- Ethnicity: Kinh
- Hometown: Hau Giang
- Permanent address:
  
- Contact address:
- Phone number:
- Educational qualification: Bachelor of Laws
- Foreign language proficiency: English
- Work experience: (from age 18 to present, position and location):

<b>Year (from age 18 to present)</b>	<b>Workplace</b>	<b>Summary of Main Responsibilities</b>
1992 – 1996	Ho Chi Minh City University of Law	Student
1997 – 1998	Enforcement Team and Justice Department, Binh Thanh District	Staff
1999 – 06/2007	Faculty of International Law & R&D, HCMC Law University	Specialist
07/2007 – 10/2008	Saigon Co.op Investment & Development Corporation	Legal Specialist
11/2008 – now	Masan Consumer Corporation	Lawyer

- Current position (including positions at other organizations): Director of Legal & Compliance Department – Masan Consumer Corporation.

### II. Family Relationships: *(including spouse, biological parents, adoptive parents, biological children, adopted children, siblings, brother-in-law, sister-in-law)*

<b>Full name</b>	<b>Relations hip</b>	<b>Year of birth</b>	<b>Occupation</b>	<b>Position</b>	<b>Workplace</b>
Nguyen Thi Hien	Mother				
Huynh Thi Thu Suong	Sister				
Huynh Cong Minh	Brother				

Huynh Thi Lanh	Sister				
Huynh Thi Kim Em	Sister				
Huynh Cong Thanh	Brother				
Pham Thi Thanh Truc	Wife				
Huynh Pham Nghi Van	Daughter				
Huynh Pham Nhu Van	Daughter				

**I commit to:**

- Be responsible for the accuracy, truthfulness, and reasonableness of the disclosed personal information;
- Not violating the regulations regarding the nomination and election of members of the Board of Directors according to the Charter of Vinacafé Bien Hoa JSC and applicable laws;
- Performing my duties honestly if elected as a member of the Board of Directors.

*HCM City, April 4, 2025*

**The declarant**

Huynh Cong Hoan

VINACAFÉ BIEN HOA  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence  
Independence - Freedom - Happiness

No.: 02/2025/NQ-ĐHĐCĐ/VCF

Ho Chi Minh City, April 16, 2025

**RESOLUTION**  
**OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**VINACAFÉ BIEN HOA JOINT STOCK COMPANY**

**THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the 2020 Enterprises Law;
- Pursuant to the Charter of Vinacafé Bien Hoa Joint Stock Company (“Company”) dated April 14, 2021; and
- Pursuant to the Meeting Minutes of the 2025 Annual General Meeting of shareholder No. of Vinacafe Bien Hoa Joint Stock Company dated April 16, 2025.

**RESOLVED**

**Article 1.** To approve the Board of Directors' Report on corporate governance and the performance results of the Board of Directors in 2024.

**Article 2.** To approve the Chief Executive Officer’s Report (CEO) on the Company's management in 2024 and its development orientation.

**Article 3.** To approve the report on the activities of the independent member of the Board of Directors in the Audit Committee in 2024.

**Article 4.** To approve the 2024 audited financial statements of the Company, audited by KPMG Limited.

**Article 5.** To approve the 2025 business plan of the Company:

<i>(Billion dong)</i>	<b>Target 2025</b>	
	Low	Cao
Net revenue	2,700	2,950
Net After-tax profit	470	516

**Article 6.** To approve the profit distribution plan for 2024:

- (i) Allocation to the bonus and welfare fund: 0 VND.
- (ii) Dividend distribution for 2024: 480% (i.e., shareholders owning 1 share will receive 48,000 VND). Payment time: within six (6) months from the date of approval by the General Meeting of Shareholders.
- (iii) Authorizing the Chairman of the Board of Directors to decide on related matters and carry out the dividend payment procedures in accordance with the law.

**Article 7.** To approve the authorization for the Chairman of the Board of Directors or the CEO of the Company to decide on the selection of the auditing firm for the Company's financial statements for the fiscal year 2025 with one of these auditing firms:

- KPMG Vietnam Limited;
- Deloitte Vietnam Company Limited;
- PricewaterhouseCoopers Vietnam Limited;
- Ernst & Young Vietnam Limited.

**Article 8.** To approve the remuneration plan for the members of the Board of Directors for 2025: 0 VND.

**Article 9.** To optimize cash flow management and increase financial income through investment transactions, including the purchase and sale of bonds (including transactions in the secondary market for bonds issued by subsidiaries and affiliates within the Masan Group), certificates of deposit, and other assets, each transaction value falling within the authority of the General Meeting of Shareholders in accordance with the Charter and relevant laws ("Investment Transactions"), and authorizing the Chairman of the Board of Directors, and allowing the Chairman to delegate to another Company executive:

- i. To decide on the specific terms and conditions of Investment Transactions and related contracts, agreements, and documents, including any amendments, supplements, termination, or replacement of the Investment Transactions (if applicable); and
- ii. To sign and execute Investment Transactions and related contracts, agreements, and documents, including any amendments, supplements, termination, or replacement of the Investment Transactions (if applicable).

**Article 10.** To approve the number of members of the Board of Directors for the term 2025-2030 as 04 members.

**Article 11.** To approve the election of the following individuals as members of the Board of Directors for the term 2025-2030:

- 1. Mr./Ms. ....;
- 2. Mr./Ms. ....;
- 3. Mr./Ms. ....; and
- 4. Mr./Ms. ....

**Article 12.** The Board of Directors and the Management of the Company are responsible for the implementation of this Resolution.

**Article 13.** This Resolution shall take effect from the date of signing./.

**ON BEHALF OF  
THE GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF DIRECTORS**

**PHAM HONG SON**