SABECO

SABECO SUSTAINABILITY REPORT 2025

Thriving as One

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ABBREVIATIONS

Abbreviations	Definition of Abbreviations
ASBC	American Society of Brewing Chemists
B2B	Business-to-Business
BOD	Board of Directors
BRCGS	Global Standard for Food Safety by the British Retail Consortium (BRC)
CCP	Critical Control Point
CFC	Chlorofluorocarbon
CO_2e/tCO_2e	CO_2 equivalent/ton of CO_2 equivalent
CSI	Corporate Sustainability Index
CSR	Corporate Social Responsibility
DEI	Diversity, Equity, and Inclusion
DIN	Deutsches Institut fur Normung
DO	Diesel Oil
EPR	Extended Producer Responsibility
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
EU	European Union
EVN	Vietnam Electricity
F&B	Food & Beverage
FMCG	Fast-Moving Consumer Goods
FO	Fuel Oil
FSSC	Food Safety Certification System
GHG	Greenhouse Gas
GJ	Gigajoule
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
HACCP	Hazard Analysis & Critical Control Points
hL	Hectoliter
HO	Head Office
HOSE	Hochiminh Stock Exchange
HSE	Health, Safety, and Environment
IDP	Individual Development Plan
ILO	International Labor Organization
IPCC	Intergovernmentall Panel on Climate Change
ISO	International Organization for Standardization
ISO 14001:2015	Environmental Management Systems
ISO 22000:2018	Food Safety Management Systems
ISO 45001:2018	Occupational Health and Safety Management Systems
ISO 50001:2018	Energy Management Systems
ISO 9001:2015	Quality Management Systems
ISO/IEC 17025	General Requirements for the Competence of Testing and Calibration Laboratories
KPI	Key Performance Indicator
LPG	Liquefied Petroleum Gas
LTIFR	Lost Time Injury Frequency Rate
MEBAK	Mitteleuropaische Brautechnische Analysenkommision
MJ	Megajoule
ML	Megaliter
MOA	Manual Of Authority
MUFG	Mitsubishi UFJ Financial Group
MWp	Megawatt Peak
NGO	Non-Governmental Organization
NIST	National Institute of Standards and Technology
ODS	Ozone-depleting Substances
OHS	Occupational Health and Safety
OIFR	Occupational Illness Frequency Rate
OHSMS	Occupational Health and Safety Management System
PPE	Personal Protective Equipment
PRO Viet Nam	Packaging Recycling Organization Vietnam
QCVN	Vietnam National Technical Regulation
R&D	Research and Development
RO	Reverse Osmosis
ROA	Return on Assets
ROE	Return on Equity
SABECO	Saigon Beer - Alcohol - Beverage Corporation
SABIBECO	Sai Gon Binh Tay Beer Group Joint Stock Company
SATRACO	Sai Gon Beer Trading Company Limited
SMBC	Sumitomo Mitsui Banking Corporation
SRC	SABECO Beer Research and Development Center
UN SDGs	United Nations Sustainable Development Goals
VCCI	Vietnam Chamber of Commerce and Industry
WARM	Willing, Able, Ready, Motivated
WRI	World Resources Institute

ABOUT THE REPORT

About the Report
Reporting Period
Scope and Boundary
Reporting Framework
Feedback and Our Contact

ABOUT THE REPORT

Our 2025 Sustainability Report is published to mark our 150 years, reaffirming SABECO's upholding and adding to Vietnam's brewing legacy while continuously innovating for sustainable growth.

The report highlights how SABECO integrates ESG into our strategy and operations and transparently discloses our performance and commitments to stakeholders.

The report provides transparent information on:

- SABECO's sustainable development strategy and direction
- Material topics and how ESG impacts are managed
- Achievements in ESG goals for the year
- Community and supply chain value creation initiatives

SCOPE AND BOUNDARY

The report reflects the scope of operations and related environmental and social impacts across SABECO's entire system. It focuses on presenting the notable impacts from SABECO's production and business activities in 2025, while also showing how the company manages the impact and stakeholders' concerns.

Environmental Data Scope

Environmental data is collected from facilities under SABECO's management.

In 2025, following the successful merger of SABIBECO as a subsidiary of SABECO, the scope of environmental data was expanded to include: 11 SABECO breweries (already covered in the 2024 Sustainability Report), 5 SABIBECO breweries, 1 supply chain company, and 1 mechanical company.

Key indicators include energy, water, waste, GHG emissions, packaging, and circular economy. Data for 2023-2024 has been restated to reflect the updated organizational boundary, with 2023 selected as the base year.

Social Data Scope

Social data is collected from facilities under SABECO's management.

In 2025, the scope of social data includes: 11 SABECO breweries (already covered in the 2024 Sustainability Report), 1 liquor company, 1 non-alcoholic beverage plant, 1 mechanical company, 1 HO, 11 commercial companies, 1 supply chain company, and 5 SABIBECO breweries following the merger.

The information focuses on labor, occupational health and safety, human capital development, diversity and inclusion, human rights, and community contributions. Where reporting scopes differ by indicator, the methodology and boundaries are specified in each section.

REPORTING PERIOD

The report presents information for the period from 1 January 2025 to 31 December 2025 unless otherwise noted. Some information may be referenced from previous years to ensure continuity and provide context. SABECO also publishes this report on an annual basis to enhance transparency and ensure the disclosure of information.

REPORTING FRAMEWORK

The report is developed in reference to the **GRI Standards 2021**, based on **SABECO's material topics** and aligned with the UN SDGs to reflect the Company's contributions to sustainable development.

WE WELCOME YOUR FEEDBACK AND OUR CONTACT

SABECO values feedback, questions, or suggestions from stakeholders to continuously improve the Sustainability Report's quality and transparency.

Please contact us via:

SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION (SABECO)

Address: No 72, Le Thanh Ton Street, Sai Gon Ward, Ho Chi Minh City, Vietnam

Website: https://www.sabeco.com.vn

Email: ir@sabeco.com.vn

We are committed to listen, and collaborate with stakeholders to create sustainable value, and inherit SABECO' 150-year legacy by innovation and responsibility to the community and the environment.

CHAIRMAN'S MESSAGE

Dear Valued Shareholders,

Building on the commitments reaffirmed in our previous Annual Report, SABECO remains steadfast in embedding sustainable development at the core of our operations and strategic decision-making. In an increasingly volatile business environment, we believe that a resilient and sustainable future can only be achieved by progressing together with our employees, partners, communities, and all stakeholders.

Over the past year, SABECO marked an important milestone by being recognized among the Top 10 Sustainable Companies in Vietnam 2025 under the Corporate Sustainability Index ("CSI"). This recognition reflects our continued efforts to integrate Environmental, Social, and Governance ("ESG") factors into our strategy, governance framework, and day-to-day business operations. Most importantly, it also reinforces the confidence that our stakeholders have placed in SABECO's long-term direction.

The Board of Directors, through the Sustainability and Risk Management Committee ("SRMC"), continues to play an active role in guiding this journey through regular quarterly reviews of risk management and sustainable development matters. This disciplined and forward-looking approach enables SABECO to identify risks in a timely manner, respond to emerging opportunities, and ensure that ESG considerations are embedded across the business. We firmly believe that strong governance is fundamental to enhancing resilience and delivering sustainable value over the long term.

On the environmental front, SABECO continues to implement key initiatives across our breweries, including the adoption of renewable energy, improvements in energy and water efficiency, and enhancements to production processes and resource management. These efforts demonstrate our commitment to minimizing environmental impact, adapting to climate related challenges, and contributing positively to the ecosystems in which we operate.

At the same time, SABECO continues to place people and communities at the heart of our development strategy. We remain committed to promoting occupational health and safety, employee well-being, and capability development, while also advancing social responsibility and community engagement programs. In addition, our green deposit placements of 2,820 billion VND support the wider advancement of clean energy projects, public infrastructure, and housing programs for the disadvantaged communities across Vietnam. The spirit of "Thriving As One" is clearly reflected in the way SABECO stands alongside its workforce and local communities, overcoming challenges and sharing the benefits of growth.

SABECO also continues to collaborate closely with our partners and suppliers to promote responsible supply chains, enhance ethical business standards, and create positive social impacts. We believe that sustainable development is a shared journey that can only be achieved through collective commitment and responsibility.

> We believe that sustainable development is not a destination, but a journey we build together - where SABECO stands "Thriving As One" with people, communities, environment and the future.

Looking ahead, SABECO maintains a prudent yet optimistic outlook while continuing to strengthen our governance foundation and implement our ESG Strategy towards 2040 as a long-term roadmap to enhance resilience, drive innovation, and further integrate ESG into our business operations.

On behalf of the Board of Directors, I would like to express my sincere appreciation to our Management, employees, partners, communities, and shareholders for your continued trust and steadfast support. Your confidence in SABECO is the driving force that enables us to pursue sustainable development for the shared benefit of both present and future generations.

Sincerely,

Koh Poh Tiong
Chairman of the Board of Directors

CEO's MESSAGE

Dear Valued Shareholders, Partners and Stakeholders,

2025 marked a meaningful continuation of SABECO's sustainable development journey, as we reached the milestone of 150 years of growing alongside Vietnam. We firmly believe that sustainable value can only be created when a company stands side by side with its people, partners, and communities - grounded in transparent governance and a long-term vision.

Despite market fluctuations, our sustainable development strategy, disciplined cost management, and continuous operational improvements, helped SABECO report a profit after tax of 4,573 billion VND in 2025, representing a 2% increase compared to the previous year. This result once again affirms the soundness of our approach in integrating sustainability into our long-term business strategy.

Guided by this direction, SABECO continues to pursue a balanced approach between business performance, social responsibility, and environmental protection. Over the past year, we achieved notable progress, with 46.4% of energy consumed at our breweries sourced from renewable energy, and 100% of product packaging being recyclable or reusable, contributing to the advancement of a circular economy across our value chain.

In parallel with our environmental efforts, SABECO continues to contribute actively to the green transition of the economy through sustainable finance initiatives. During the year, our 2,820 billion VND in green deposits were allocated to clean energy and public infrastructure projects, creating long-term positive impacts for society.

We are also proud that these efforts have been widely recognized. SABECO remained among the Top 10 Sustainable Companies under the CSI ranking and was honored among the Top 8 Best Governed Large-Cap Companies. In addition, SABECO has been recognized among the Best Places to Work for three consecutive years, reaffirming our commitment to building a safe, fair, and inspiring workplace.

Going forward, SABECO will continue to advance its sustainability orientation by:

- Ensuring a balanced approach across economic, environmental, and social dimensions, aligned with stakeholder expectations to drive sustainable growth.
- Managing impacts comprehensively across the value chain, including environmental, social, and occupational health and safety aspects.
- Upholding effective governance, regulatory compliance, and proactive risk management across operations.
- Promoting innovation and technology applications to enhance resource efficiency and minimize environmental impacts.
- Delivering safe, high-quality products while strengthening transparency and responsibility toward consumers, society, the environment, and the entire supply chain.

We remain committed to strengthening our ESG foundation and closely aligning our business strategy with sustainable development goals. With the spirit of "Thriving As One", we are confident in our ability to continue creating positive value and contributing to Vietnam's long-term prosperity.

Sincerely,

Tan Teck Chuan Lester
Chief Executive Officer

Profit after tax in 2025
4,573
Billion VND

Renewable energy used
46.4%

Product packaging being recyclable/reusable
100%

2025 SUSTAINABILITY HIGHLIGHTS

Economy

Revenue

26,249 Billion VND

Profit after tax

4,573 Billion VND

Gross Margin

35.9%

ROE

19.3%

ROA

13.9%

Environment

Energy & Climate

46.4%
Renewable energy used

16.5%
Reduction in emissions intensity (per hL of beer) vs. 2023

Water

7%
Reduction in water usage intensity (hL/hL beer) vs. 2023

5.5%
Reduction in water consumption intensity (hL/hL beer) vs. 2023

Packaging and Circular Economy

100%
- Recyclable/reusable packaging
- Achievement of EPR recycling plan

Waste

100% Compliant treated effluent

81.4% Of waste reused

Society

0 LTIFR

75,082 HSE training hours

16.1 Average HSE training hours/employee

0 Complaints

100% Products include warnings and age limits

98% Employee engagement score across the corporation

2,820 Billion VND
Green Deposit supporting green transition

7,000+ Gifts ~ **6.1** Billion VND
CSR Tet 2025

Governance

- TOP 10 — Sustainable Companies (CSI)
- TOP 5 — Largest F&B Companies
- TOP 8 — Best Corporate Governance Companies (Large cap)
- **3 Consecutive years** in Top Workplace
- TOP 14 — FMCG Companies - Best Places to Work
- TOP 50 — Companies Supporting Sustainable Development
- **100%** Breweries certified to ISO 22000:2018 and other related food safety standards

SABECO AWARDS & RECOGNITIONS 2025

CORPORATE AWARDS

Top 10 Investor Relations Award
Information Disclosure Best Practices

Vietstock, the Vietnam Association of Financial Executives (VAFE), and FiLi Magazine

Top 14 FMCG Companies with Best Places to Work
Top 34 Large Enterprises with Best Places to Work in Vietnam

Anphabe

Top 5 Largest Food and Beverage Companies

Vietnam Report

Top 50 Enterprises Supporting Sustainable Development

Finance - Investment Newspaper

Top 10 Sustainable Companies

Vietnam Chamber of Commerce and Industry (VCCI)

Top 8 Best Corporate Governance Companies (Large cap)

Vietnam Listed Company Awards (VLCA)

Top 10 Prestigious Brands of Vietnam
Top 10 Prestigious Made-in-Vietnam products (BSG Special)
Best Companies in Building and Governing Intellectual Property Assets

Vietnam Intellectual Property Association

Top outstanding M&A Deal 2024-2025

Finance - Investment Newspaper

BRAND AWARDS

Brand Footprint Vietnam
Top 3 Most Chosen Brand in Urban Vietnam in the Beverage Sector

Worldpanel by Numerator (formerly Kantar Worldpanel)

Top 25 Leading Listed Brands

Forbes Vietnam

MMA Smarties Vietnam

Vietnam's Powerful Brands
Top 10 Prestigious Brands

VnEconomy

PRODUCT AWARDS

Brussels Beer Challenge (Belgium)
333 Pilsner: Gold
Chill: Gold
Export premium: Silver

Becomev

International Beer Cup (Japan)
Export premium: Silver

Japan's Craft Beer Association

ABOUT SABECO

"Thriving As One" in a 150-year Living Legacy

Our 150 Years of Thriving with Sustainable Development

SABECO and Our Network

"Thriving As One"

IN A 150-YEAR LIVING LEGACY

THE 150-YEAR JOURNEY OF VIETNAM'S BEER INDUSTRY - A LIVING LEGACY

Over the past 150 years, Vietnam's beer industry has not only witnessed the passage of time but has also accompanied the country's dramatic transformations. From the early days, through various stages of economic and social development, to the era of integration and globalization, this journey has become a part of the memory and culture of many Vietnamese generations.

SABECO is proud to be a part of that journey.

150-years is not just a milestone in time. It is a testament to perseverance, adaptability, and continuous innovation. From beer workshops to the first factory, and then to today's modern production and distribution system. From traditional products to a diverse product portfolio with quality and distinctive packaging designs that meet the new tastes of today's consumers. Each step forward is imbued with the desire to preserve identity and move forward.

We believe that a true legacy lies not only in the journey of formation, but in the ability to continue to live and develop sustainably in the future. Therefore, the "a living legacy" of the Vietnamese beer industry - and of SABECO - is measured not only by our long history, but also by how we act today to build tomorrow.

While sustainable development requirements are increasingly becoming a global standard, SABECO clearly defines our commitment to maintaining responsible growth as one of the companies with the long journey in the beer industry in Vietnam. Therefore, we not only focus on business efficiency, but also emphasize transparent governance, environmental protection, human development, and community contribution. This 150-year legacy is thus carried forward through concrete, systematic, and measurable commitments.

This journey is also a human journey. Thousands of employees across generations have worked together to build today's SABECO - a company embodying the spirit of Vietnam, national pride, and the desire to reach further. It is this solidarity and spirit of "Thriving As One" that has helped us overcome challenges, adapt to changes, and continue to develop sustainably.

The past 150 years have laid the foundation.

THE PRESENT
...is the time for action.

THE FUTURE
...is our shared responsibility.

As we enter a new phase of development, SABECO is committed to preserving and promoting this legacy through innovation, creativity, and responsible management. We believe that by combining tradition with a long-term vision, the 150-year legacy of the Vietnamese beer industry will continue to be written - stronger, more sustainable, and more meaningful for future generations.

> **That is the journey of a living legacy.**

Our 150 Years of Thriving
WITH SUSTAINABLE DEVELOPMENT

2008 — Laying the foundation for innovation

Officially transformed SABECO's operational model through privatization, laying the foundation for a modern development phase.

The title of Labor Hero of the Innovation Era, recognizing our outstanding contributions to Vietnam's industrial sector.

The Saigon Beer - Cu Chi Brewery was officially inaugurated, becoming one of the most modern breweries in Southeast Asia at the time.

2013-2015 — Standardizing management, enhancing operational efficiency

Integrated ISO 50001:2018 and ISO 14001:2015 into breweries' operations and obtained certification.

2016 — A turning point in integration and green production

SABECO shares officially listed on the HOSE, opening a phase of transparent development.

Award of the Environmentally Friendly Product Label by the Vietnam Environmental Industry Association.

Initiated the transition to biomass fuel, gradually replacing fossil fuels in production.

2022 — Promoting social and cultural values

Signed a three-year Memorandum of Understanding with the Central Committee of the Communist Youth Union to promote social and community initiatives and contribute to sustainable economic development.

Signed a cooperation program with the Ministry of Culture, Sports and Tourism, accompanying the promotion of national sports and the image and brand of Vietnam tourism.

2023 — Affirming our position as a sustainable enterprise

Top 100 Sustainable Enterprises in Vietnam 2023 (CSI100).

Completed sustainable development roadmap with clear goals for reducing greenhouse gas emissions, saving energy, and conserving water, aiming for 2030.

Implemented Phase 2 of the rooftop solar power project, increasing the total installed capacity to 10.44 MWp.

2024 — Integrating the circular ecosystem

Top 100 Sustainable Enterprises in Vietnam 2024 (CSI100).

A member of PRO Viet Nam contributing to promoting the circular economy and national green growth.

Inaugurated the SABECO Beer Research and Development Center, strengthening innovation capabilities and sustainable product development in the long term.

2025

150 Years of Progress

Celebrated 150 years of a living legacy, proud of our journey alongside the nation's history, continuously innovating to create sustainable value for future generations.

Top 14 FMCG Companies with the Best Working Environment, affirming our people-centered strategy and building a cohesive, diverse, and inclusive culture.

Top 10 Sustainable Development Listed Companies.

SABECO AND OUR NETWORK

OUR INTEGRATED BUSINESSES

26 Breweries

1 Non-alcoholic beverage

2 Liquor/Alcohol Companies

2 Mechanical Companies

5 Packaging Companies

1 Real Estate Company

OUR DISTRIBUTION CHANNELS

1 Supply chain company

11 Trading companies

1 Transportation company

Export to **+40** countries
8% increase compared to 2024

Covering **+200,000** Outlets

BEER PRODUCT PORTFOLIO

Bia Saigon Lager (bottles and cans)

Bia Saigon Export Premium (bottles and cans)

Bia Saigon Special (bottles and cans)

Bia Saigon Chill (bottles and cans)

Bia Saigon Gold (cans)

333 (bottles and cans)

333 Pilsner (bottles and cans)

Bia Lac Viet (bottles and cans)

Full product portfolio is available in the 2025 Annual Report

ANNUAL PRODUCTION CAPACITY

2.45 Billion liters

MARKETS

+40 Countries

SABECO and our network (continued)

SABECO MARKETS

Vietnam	Netherlands
Japan	Switzerland
Hong Kong	Poland
Maldives	Lithuania
New Zealand	Singapore
France	China
Spain	Indonesia
Portugal	United States of America
Taiwan	Belgium
Laos	Sweden
Mongolia	Finland
Vanuatu	Estonia
Germany	Malaysia
United Kingdom	Cambodia
Austria	Australia
Latvia	Trinidad & Tobago
South Korea	Luxembourg
Thailand	Denmark
India	Ireland
Bahrain	Greece

MATERIALITY AND STAKEHOLDERS

Materiality Assessment Processes
Stakeholder Relevance to Materiality Topics
Stakeholder Engagement

MATERIALITY AND STAKEHOLDERS

MATERIALITY ASSESSMENT PROCESSES

In 2025, SABECO continued to conduct materiality assessments in accordance with the GRI 2021 Standards. This process involves identifying and prioritizing ESG issues that have a significant impact on our business operations and stakeholders.

The assessment process is based on two main criteria: the level of importance to stakeholders and the level of impact on the business. SABECO collaborates with independent consultants to conduct surveys, interviews, and data analysis, ensuring objectivity and comprehensiveness.

Our Process to Determine Materiality Topics

STEP 01

Identify key sustainability topics

SABECO reviews sustainability topics based on emerging ESG trends, beverage industry best practices, and relevant reporting standards. At the same time, these topics are aligned with SABECO's development strategy, business priorities, and ESG direction.

Based on this process, a list of ESG topics directly related to our operations, value chain, and stakeholders is identified, forming the foundation for subsequent assessment.

STEP 02

Identify and consult stakeholders

Stakeholder mapping is developed to identify internal and external stakeholders, with a focus on key groups that have significant influence or are substantially impacted.

Stakeholder engagement was conducted through surveys, interviews, and dialogues to gather insights on their expectations, concerns, and perspectives regarding ESG topics.

STEP 03

Analyze feedback and synthesize results

Synthesize and analyze results from surveys, interviews, and consultation activities to clarify the level of stakeholders' interest and ESG topics' impact on SABECO's operations.

Distinguish and compare the perspectives of internal and external stakeholders, ensuring a comprehensive assessment of business impact and stakeholder expectations.

Standardize data, score and rank ESG topics by priority, forming the basis for developing a materiality matrix and sustainable strategy direction.

STEP 04

Prioritize material topics and propose actions

ESG topics are categorized by priority levels (high, medium, and watchlist), ensuring alignment with the Company's sustainable development direction.

Action orientations are then proposed for each category to support integration into the ESG strategy and implementation plans.

STEP 05

Approve and confirm key topics

The materiality assessment's results are submitted to SABECO's Board of Management for review, discussion, and consensus. Based on this, the assessment results are reported to the CEO for acknowledgment, approval, and as a basis for official publication, serving SABECO's ESG strategy and sustainable development activities.

MATERIALITY ASSESSMENT PROCESSES (continued)

2025 Materiality Matrix

This matrix illustrates the degree of linkage between sustainable development topics and the company's strategic priority areas, while also showing the relative importance of each topic.

Tier 1 **High Priority Topics**

Topics which are critical to SABECO's sustainable development strategy and require immediate and continuous management and integration into business operations.

Tier 2 **Medium Priority Topics**

Topics which are important to stakeholders and the Company, which SABECO continues to monitor and progressively strengthen through targeted initiatives and management practices.

Tier 3 **Emerging and Monitoring Topics**

Topics currently assessed as lower priority but remain under observation and periodic reassessment as stakeholder expectations and business conditions evolve.

STAKEHOLDER RELEVANCE TO MATERIALITY TOPICS

Materiality topics				Stakeholder Groups										
	Environment	Society	Governance	Employees	Workers	Shareholders	Investors	Suppliers	Consumers	Customers	Government	Media	Community
	High priority													
1	Supply Chain Management					●	●	●				●	
2	Brand & Innovation			●	●	●	●	●	●	●	●	●	●
3	Packaging & Circular Economy			●	●	●	●	●	●	●	●	●	●
4	Greenhouse Gas & Energy Consumption			●	●	●	●	●	●	●	●	●	
5	Occupational Health & Safety			●	●	●	●						
6	Consumer Health & Safety			●		●	●	●	●	●	●	●	●
	Average priority level													
7	Community Involvement										●	●	●
8	Human Rights			●	●	●	●	●			●	●	
9	Waste Management			●				●	●				
10	Talent Attraction & Development			●	●	●	●						
11	Water Resource Management			●									
12	Corporate Governance			●		●	●						
	Low priority													
13	Customer Privacy Security			●					●	●			
14	Biodiversity							●					

STAKEHOLDER ENGAGEMENT

SABECO maintains regular dialogue with our stakeholders to better understand their needs, expectations, and the issues that may impact on the Company's business operations as well as our sustainable development strategy. Stakeholder engagement enables SABECO to identify key risks and opportunities, while supporting the development of action plans aligned with the business context and societal expectations.

Stakeholder groups are identified based on their level of influence on SABECO's operations and their level of interest in the Company's activities. These include Customers/Consumers, Shareholders/Investors, Suppliers/Partners, Employees, Government Authorities/Organizations, Media/Press, and Communities.

SABECO implemented various engagement channels, including:

- Customer conferences and consumer surveys
- Annual General Meetings and investor meetings
- Partner meetings and supplier assessments
- Internal dialogues and employee townhall sessions
- Policy workshops and industry forums
- Community programs and communication activities

Stakeholder Engagement Results in 2025

Stakeholder Group	Key Concerns	2025 Results
Customers/Consumers	Product quality, food safety, brand experience	• Maintaining customer conferences and distributor meetings • Maintaining consumer surveys and market research activities • Product quality and freshness were consistently maintained across the distribution network • SABECO products continued to be highly rated by consumers for quality and taste • Brand presence and product image were strengthened through marketing and customer engagement initiatives
Shareholders/Investors	Transparency, business performance, corporate governance	• Financial and operational information was disclosed in a timely and transparent manner • Dividend payout was maintained in line with the Company's plan • SABECO's market position and reputation continued to be reinforced
Suppliers / Partners	Long-term partnership, transparency, supply stability	• Stable relationships with strategic suppliers were maintained • Raw materials and packaging supply were ensured in terms of quality and continuity • Supplier selection and evaluation criteria were enhanced to promote a sustainable supply chain
Employees	Compensation and benefits, working environment, career development	• Employees were provided with a safe and stable working environment • Training and capacity development programs were continuously implemented • Employee engagement was strengthened through dialogue and corporate culture initiatives
Government Authorities/ Organizations	Regulatory compliance, economic and social contributions	• SABECO's operations fully complied with applicable legal requirements • Business activities were aligned with national socio-economic development priorities
Media/Press	Transparency of information and corporate image	• Information about SABECO was communicated in a timely, accurate, and transparent manner • Corporate reputation was strengthened through communication activities
Communities	Local development, social responsibility, environmental protection	• Community development programs were implemented across multiple localities • Environmental initiatives and resource efficiency efforts contributed to reducing environmental impacts

SUSTAINABILITY STRATEGY

Vision, Mission, Core Values

Our Sustainability Strategy

OUR VISION

To develop SABECO into the leading beverage group in Vietnam, with a solid position in the region and gradually expanding internationally.

OUR MISSION

Contribute to elevating the Vietnamese beverage industry on the regional and global map.

Celebrate and promote the values of Vietnamese culinary culture.

Provide high-quality, safe beverage products that meet the increasingly diverse needs of consumers.

Create harmonious value for shareholders, customers, employees, and society.

Fully fulfill responsibilities to the government, community, and environment based on transparency and integrity.

Promote international integration and long-term sustainable development.

OUR CORE VALUES

Traditional brand

Preserving and promoting the brand heritage linked to Vietnam's history and identity.

Social responsibility

Committing to responsible business practices and making positive contributions to the community and environment.

Cooperative development

Partnering with stakeholders to create sustainable value.

Commitment

Building a cohesive, respectful, and long-lasting work environment.

Continuous improvement

Constantly innovating to enhance efficiency, quality, and competitiveness.

OUR SUSTAINABILITY STRATEGY

Based on materiality assessment and stakeholder expectations, SABECO has developed its sustainability strategy to balance economic performance, social responsibility, environmental protection, and transparent governance. This strategy guides SABECO's sustainable growth and strengthens its long-term competitiveness amid regional and global integration.

Environmental Pillar

- Packaging & Circular Economy
- Greenhouse Gas & Energy Consumption
- Waste Management
- Water Resource Management
- Biodiversity

Social Pillar

- Occupational Safety & Health
- Consumer Health & Safety
- Community Involvement
- Human Rights
- Talent Attraction & Development

Governance Pillar

- Supply Chain Management
- Brand & Innovation
- Corporate Governance
- Customer Privacy Security

Key Pillars

OUR SUSTAINABILITY STRATEGY (continued)

Sustainable Development Goals and KPIs

ENVIRONMENTAL

Climate Action

↓42%
Greenhouse gas emissions (Scope 1 & 2) by 42% by 2030, compared to the 2023 baseline, towards a long-term Net Zero roadmap

50%
Renewable energy of total energy demand by 2030, promoting the transition to clean energy

Water Stewardship

↓7%
Water consumption intensity by 2030, enhancing efficiency and resilience to resource risks

100%
Of water used in products by 2040, ensuring water balance in operational areas

Circular Packaging

100%
Of beverage packaging made from reusable or recycled materials by 2040, promoting a circular economy and reducing waste

SOCIAL

Occupational Health & Safety

0 Fatalities due to workplace accidents

0 Lost time injury frequency rate

Ensure the protection of workers' lives, health, and safety as a fundamental principle throughout the entire value chain

Employee Engagement

Employee engagement score reaches a minimum of
90%
Fostering a positive, committed, and high-performing corporate culture

Responsible drinking - Strong community - Lasting value

100%
Of products have packaging that display age restrictions and warnings against drinking and driving

GOVERNANCE

The foundation for sustainable development

100%
Of active suppliers comply with SABECO's Code of Conduct for Business Partners by 2030, ensuring a responsible supply chain

100%
Of strategic suppliers implement their own Code of Conduct by 2035, promoting ethical standards, transparency, and integrity

OUR GENERAL APPROACHES

APPLICABLE TO KEY TOPICS RELATED TO ENVIRONMENTAL ASPECTS

Greenhouse gas & energy consumption - Resource management - Waste management - Packaging & circular economy

- Continuously improve environmental performance, progressively achieve climate action goals by 2025 and beyond, focusing on reducing Scope 1 & Scope 2 greenhouse gas emissions across the entire production system
- Promote resource optimization by applying technological initiatives and sustainable innovations in breweries, improving the efficiency of energy, water, packaging, and raw material use
- Expand the use of renewable energy and green logistics solutions, contributing to reducing the environmental footprint and enhancing climate change resilience in operations
- Maintain an environmental management system, strictly comply with environmental laws and regulations, and proactively exceed standards through innovation and continuous improvement to achieve long-term sustainable growth
- Optimize resource efficiency through technological innovation at the breweries, improving the efficiency of water, energy, raw material, and packaging use
- Promote a circular economy in packaging, increase reuse and recycling, and reduce waste generation throughout the entire product lifecycle
- Strengthen waste and wastewater management, applying technological solutions to minimize environmental impact

OUR SUSTAINABILITY STRATEGY (continued)

APPLY TO KEY TOPICS RELATED TO SOCIAL ASPECTS

Workers - Human Rights - Talent Attraction & Development - Occupational Health & Safety

- Implement the WARM human resources development strategy, focusing on attracting, developing, and retaining talent through a safe, professional, and inspiring work environment
- Invest heavily in training and capacity building, developing professional, leadership, and succession skills for employees across the entire system
- Create a safe and healthy work environment, focusing on physical and mental health care, and preventing occupational accidents and illnesses
- Promote DEI in recruitment, development, and compensation, ensuring equal opportunities for all employees
- Maintain competitive compensation and benefits policies, effectively linking work performance to employee motivation and long-term commitment
- Respect human rights and labor rights, comply with legal regulations and international labor standards in all business activities

Consumer Health & Safety - Brand & Innovation

- Commit to providing safe, high-quality products that meet strict food safety standards and protect consumer health
- Operate a synchronized quality and food safety management system, strictly controlling everything from raw materials to production, distribution, and consumption
- Continuously improve production processes and technology to minimize food safety risks and enhance product reliability
- Enhance employees' awareness and capabilities regarding food safety through training, monitoring, and regular evaluations
- Promote responsible consumption by linking product quality with social and environmental responsibility

Community Development & Social Contribution

- Promote job creation and local economic development, contributing to improving the quality of life in areas where SABECO operates
- Implement sustainable community development programs focusing on healthcare, education, culture and arts, sports, and environmental protection
- Strengthen dialogue and engagement with the community, ensuring business activities are in harmony with social interests and stakeholder expectations
- Integrate social responsibility into the value chain, aiming to create a positive and lasting impact on the community

OUR SUSTAINABILITY STRATEGY (continued)

APPLY TO KEY TOPICS RELATED TO GOVERNANCE ASPECTS

Corporate Governance - Sustainable Supply Chain - Business Ethics - Data Security

- Apply SABECO's Code of Business Ethics as an ethical standard for the Board of Directors, Management Board, and employees
- Implement anti-corruption policies and related conduct rules in operational activities
- Commit to maintaining transparency in operations, protecting shareholder interests, and treating employees, customers, and business partners fairly and ethically
- Prohibit the use of undisclosed internal information for personal gain or for the benefit of others through securities transactions
- Manage a sustainable supply chain through continuous improvement in materials, production processes, and product quality
- Protect shareholder rights and treat stakeholders fairly, maintaining good corporate governance principles
- Implement responsibility for supply chain management, including a Code of Conduct for Suppliers and Business Partners
- Ensure transparency in the procurement by selecting suitable, sustainable, and flexible service providers, strengthening partnerships, and controlling the quality of input materials in the supply chain
- Enhance information security and protect customer data, ensuring information security in business operations and services

LEADERSHIP AND GOVERNANCE

Governance Structure

Sustainability and Risk Management Committee

Corporate Risk Management and Internal Control Systems

Integrity, Compliance, and Ethical Culture

Business Responsibility throughout the Value Chain

Information Security and Data Privacy

GOVERNANCE STRUCTURE

GOVERNANCE FRAMEWORK AND ACCOUNTABILITY

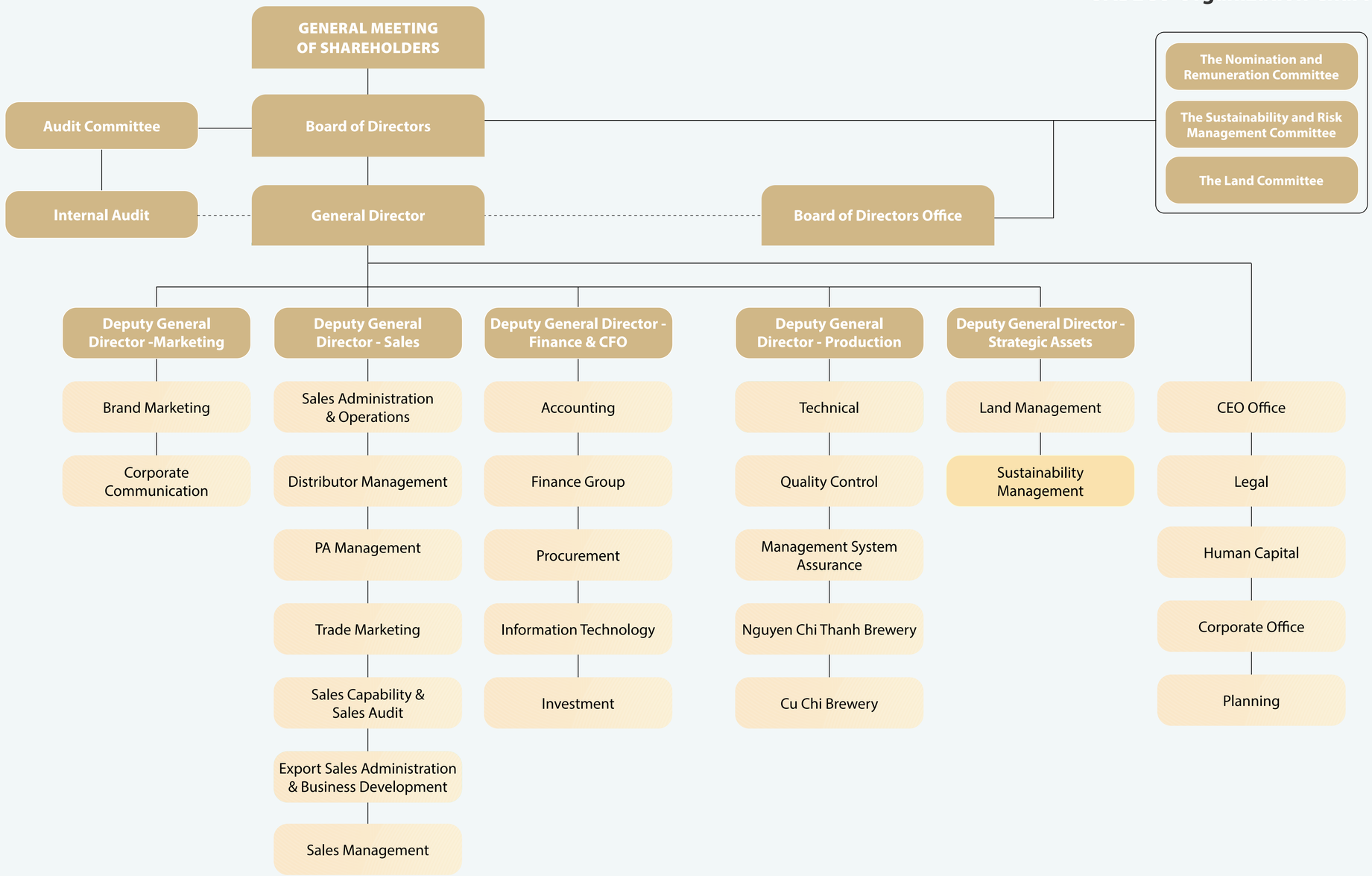
At SABECO, the governance system is designed to ensure transparency, accountability, and create long-term sustainable value for shareholders and stakeholders.

The BOD is the highest governing body, responsible for strategic direction, monitoring operational efficiency, and managing key risks, including ESG risks.

The Board of Management is responsible for implementing strategy and managing day-to-day operations, under the supervision of the BOD and its committees.

The governance structure is designed to ensure a clear separation between planning, management, and oversight functions.

SABECO Organization Chart



The diagram above illustrates the governance relationship and responsibility allocation mechanism between the BOD, our subordinate committees, and the Board of Management.

Governance Structure (continued)

BOD' STRUCTURE AND CAPABILITIES

The BOD is organized according to a model that balances management and supervision, with the participation of independent members to enhance objectivity in decision-making.

The nomination and appointment of BOD members are based on their capabilities, independence, and ability to contribute long-term, in line with the Company's strategic direction.

In 2025, the BOD held 19 meetings along with Committee sessions to review and approve strategic, investment, risk management, and ESG issues. The attendance rate was high, demonstrating the commitment and responsibility of each member.

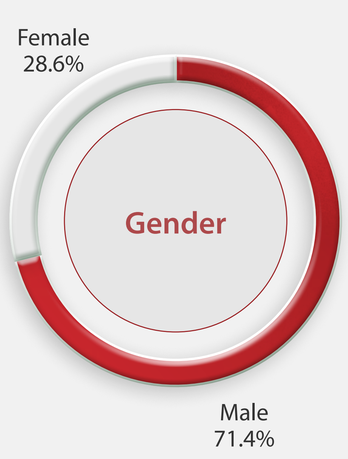
As of 31 December 2025, a total of 7 Board members were elected for the 2023-2028 term.

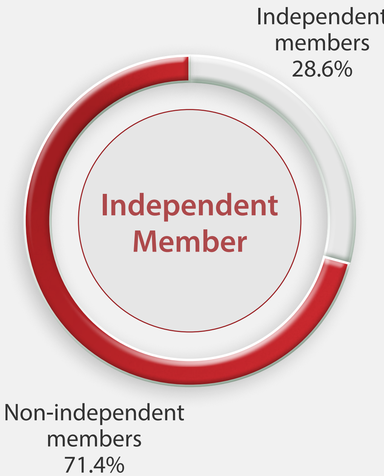
The Board is currently of the following Directors:

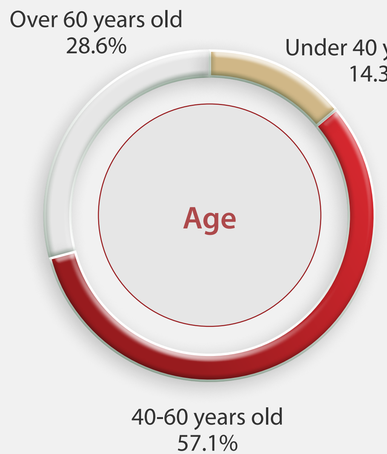
Board member	Role
Mr. Koh Poh Tiong	- Chairman of BOD - Chairman of Sustainability and Risk Management Committee - Member of Nomination and Remuneration Committee - Chairman of Land Committee
Mr. Pramoad Phornprapha	- Independent Director - Chairman of Audit Committee
Mr. Nguyen Tien Vy	- Independent Director - Chairman of Nomination and Renumeration Committee - Member of the Audit Committee
Mr. Michael Chye Hin Fah	- Member of BOD - Member of Audit Committee - Member of Sustainability and Risk Management Committee - Member of Land Committee
Mrs. Tran Kim Nga	- Member of BOD - Member of Nomination and Renumeration Committee
Mr. Le Thanh Tuan	- Member of BOD - Member of Nomination and Renumeration Committee - Member of Land Committee
Ms. Ngo Minh Chau	- Member of BOD - Member of Sustainability and Risk Management Committee

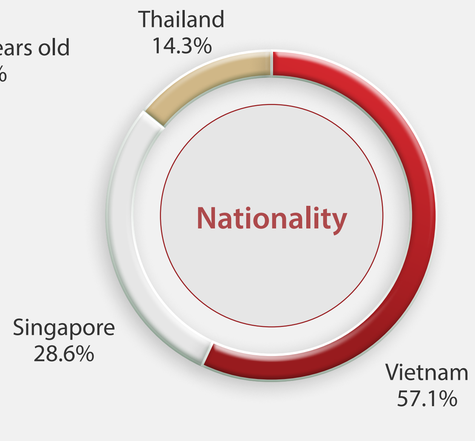
As of 31 December 2025:

- 2 out of 7 members are female, accounting for 28.6%.
- Independent members account for approximately one-third of the total number of members, showing compliance with the law, transparent governance, and protection of the rights of shareholders, especially minority shareholders.
- The BOD is diverse in gender, age, nationality, and expertise.
- Members have experience in finance, manufacturing, risk management, and sustainable development.









Governance Structure (continued)

COMMITTEES UNDER THE BOD

To enhance the effectiveness of in-depth oversight, the BOD established the following committees.

These committees support the BOD in overseeing key areas, ensuring that decisions are thoroughly reviewed and aligned with long-term strategies.

- AUDIT COMMITTEE
- NOMINATION AND REMUNERATION COMMITTEE
- SUSTAINABILITY AND RISK MANAGEMENT COMMITTEE
- LAND COMMITTEE

SUSTAINABILITY AND RISK MANAGEMENT COMMITTEE

The Sustainability and Risk Management Committee is the BOD's dedicated oversight mechanism for ESG issues and strategic risks. The Committee ensures that sustainability factors are integrated into long-term direction and decision-making at the highest level.

The Sustainability and Risk Management Committee includes:

No.	Full Name	Position on the Committee
1	Mr. Koh Poh Tiong	Chairman
2	Mr. Michael Chye Hin Fah	Member
3	Ms. Ngo Minh Chau	Member

Role and scope of supervision

The Committee is responsible for:

- Reviewing and recommending the BOD to approve the sustainability strategy
- Monitoring the process of identifying and updating material topics
- Monitoring the progress of ESG goals and targets
- Monitoring strategic risks, including environmental, social, and compliance risks
- Assessing the suitability of sustainable development policies and commitments

Activities in 2025

In 2025, the Committee:

- Reviewed mid-term ESG goals and proposed adjustments as necessary
- Monitored the implementation of environmental and social indicators
- Reviewed key ESG risks and control measures
- Reported and recommended strategic adjustments related to sustainable development to the BOD

Through this mechanism, ESG factors are integrated into the highest-level decision-making process, ensuring that sustainable development is a core part of the business strategy.

Governance Structure (continued)

CORPORATE RISK MANAGEMENT AND INTERNAL CONTROL SYSTEMS

In addition to its supervisory role at the Board level, the Company implements an ERM framework to manage risks at operational and tactical levels.

The ERM framework includes:

- Periodic risk identification and assessment
- Risk classification based on impact and likelihood
- Development of control and mitigation measures
- Risk reporting at the management level

The internal control system is designed to ensure the accuracy of financial reporting, protect assets, and ensure legal compliance.

Three Lines of Defense Model

The risk management operating mechanism is implemented according to the Three Lines of Defense model:

Line 1 — Functional units manage risk in daily operations.

Line 2 — The risk management and compliance department establishes policy frameworks and monitors compliance.

Line 3 — Internal audit conducts independent assessments and reports directly to the BOD/Audit Committee.

This model ensures a clear separation between management and oversight, while strengthening the transparency and effectiveness of the control system.

INTEGRITY, COMPLIANCE, AND ETHICAL CULTURE

[GRI 205, 2-25, 2-26]

SABECO defines integrity and transparency as core foundations in governance and operations. Ethical standards are integrated throughout, from the Board of Directors to all employees and partners in the value chain.

The policies system includes:

Sustainability Policy: Integrates economic, environmental, and social factors into governance and operations; promotes efficient resource use, legal compliance, and sustainable value creation for stakeholders.

Code of Business Ethics: Applicable to the Board of Directors, Management Board, and employees; stipulates standards of integrity, transparency, and legal compliance in business activities.

Human Rights Policy: Applies across the entire system; commits to respecting human rights, ensuring a safe, fair, and non-discriminatory working environment.

Anti-Corruption Policy: Applicable to the Board of Directors, Management Board, and all employees; strictly prohibits all forms of corruption and bribery and requires compliance throughout the system.

Conflict of Interest Policy: Requires the Board of Directors, Management Board, and employees to identify, disclose, and manage conflicts of interest to ensure transparency and objectivity.

Whistleblowing Policy: Applies to the entire system; establishes a mechanism for receiving and confidentially handling reports of violations, while protecting whistleblowers.

Alcoholic Beverage Communications & Marketing Code: Guiding communications and marketing activities to comply with the law and promote responsible consumption.

Policies apply to the BOD, Management Board, employees, and are integrated into relationships with partners.

Monitoring and enforcement

SABECO regularly assesses risks related to corruption and conflicts of interest in business activities, particularly in high-risk areas such as purchasing, sales, and partner relations.

Any violations of business ethics and anti-corruption regulations are reviewed and handled in accordance with internal regulations and applicable laws.

Compliance is monitored by the Board of Directors and specialized committees. Auditing, compliance assessment, and internal control activities are conducted periodically to prevent and address violations.

Board members do not participate in discussions or vote on matters related to their personal interests and do not serve as paid advisors to SABECO to ensure independence in governance.

Training and culture

Regular training programs on business ethics, anti-corruption, human rights, and compliance are implemented for appropriate target groups, contributing to strengthening a culture of integrity.

Mechanism for receiving feedback and protecting whistleblowers

SABECO has established channels for receiving information, complaints, and reports of violations related to ethics and compliance. These channels ensure confidentiality and transparency in the handling process.

The company is committed to not retaliating against individuals who provide information in good faith. All reports are reviewed, evaluated, and handled strictly in accordance with internal regulations and applicable laws.

Through this mechanism, SABECO not only enhances risk management effectiveness but also strengthens the trust of employees and stakeholders in the Company's transparent management system.

Governance Structure (continued)

BUSINESS RESPONSIBILITY THROUGHOUT THE VALUE CHAIN

The Company promotes responsible business principles throughout the value chain, requiring suppliers and partners to comply with standards on business ethics, occupational safety, and environmental protection.

Regular assessment and monitoring mechanisms are applied to ensure consistent implementation of these standards, contributing to the foundation for long-term sustainable development.

INFORMATION SECURITY AND SAFETY AT SABECO
[GRI 418]

Distribution Channel Management and Strategic Cooperation

SABECO enhances the distribution system management capabilities towards integration and digitalization. The application of technology in data analysis and supply chain optimization helps increase market responsiveness while ensuring legal compliance and information security.

We have built long-term cooperative relationships with customers and partners based on transparency, trust, and mutual development, contributing to strengthening a sustainable business ecosystem.

Information Security and Data Protection

SABECO recognizes information security and data protection as essential factors in maintaining the trust of shareholders, customers, and partners, while ensuring business continuity. Risks related to technology and security are integrated into the ERM framework and are overseen at the Board of Directors level.

We have issued an Information Security and Safety Policy, which applies to the entire system and all relevant parties. The policy clearly defines management responsibilities, access control, risk prevention, and incident response, while ensuring compliance with legal regulations.

The security system complies with international standards such as the NIST Cybersecurity Framework.

The company applies key policies and measures, including:

- Function-based access rights
- Sensitive data security and encryption
- Regular data backup and recovery
- Cybersecurity incident monitoring and response

Customers are guaranteed their rights under personal data protection laws, including the right to know, consent, withdraw consent, and access data.

The collection and processing of personal data are carried out in accordance with current legal regulations and confidentiality commitments with partners.

Effectiveness of implementation

During the reporting year, the information security control system was maintained stably; there were no incidents that significantly affected business operations. The company continued to enhance the security capabilities to strengthen the resilience against increasingly complex cybersecurity risks.

THRIVING WITH OUR PLANET

Climate Action and Energy Management
Water Stewardship
Circular Packaging Management
Waste Management

THRIVING WITH OUR PLANET

At SABECO, we believe that our growth journey must go hand in hand with the sustainability of the natural environment at our production sites and in the surrounding areas where we operate. Therefore, environmental management is not just a control system, but a strategic management foundation for long-term growth. We have established a comprehensive environmental policy and environmental management system, and we are committed to strictly adhering to them.

In 2025, we continued to ensure:

Our environmental management system and related environmental factors align with the strategy outlined in "Our Sustainability Strategy," aligning with the ISO 14001:2015 and ISO 50001:2018 frameworks, and continuously monitoring updates to regulations in Vietnam, Thailand, Singapore, and export destination countries.

The environmental management system has a clear hierarchy, ensuring responsibility and oversight throughout, from the Sustainable Development and Risk Management Committee to the Board of Management and the Environment, Health, and Safety Department at each brewery.

Adherence to the four core principles of environmental policy:

- Compliance with applicable laws and regulations
- Pollution prevention
- Efficient use of resources
- Continuous improvement

Proposal and implementation of improvements and initiatives to achieve the set environmental management objectives, including increasing the use of renewable energy, and using energy, water, and materials efficiently.

Transparent measurement, monitoring, and control of information/indicators through:

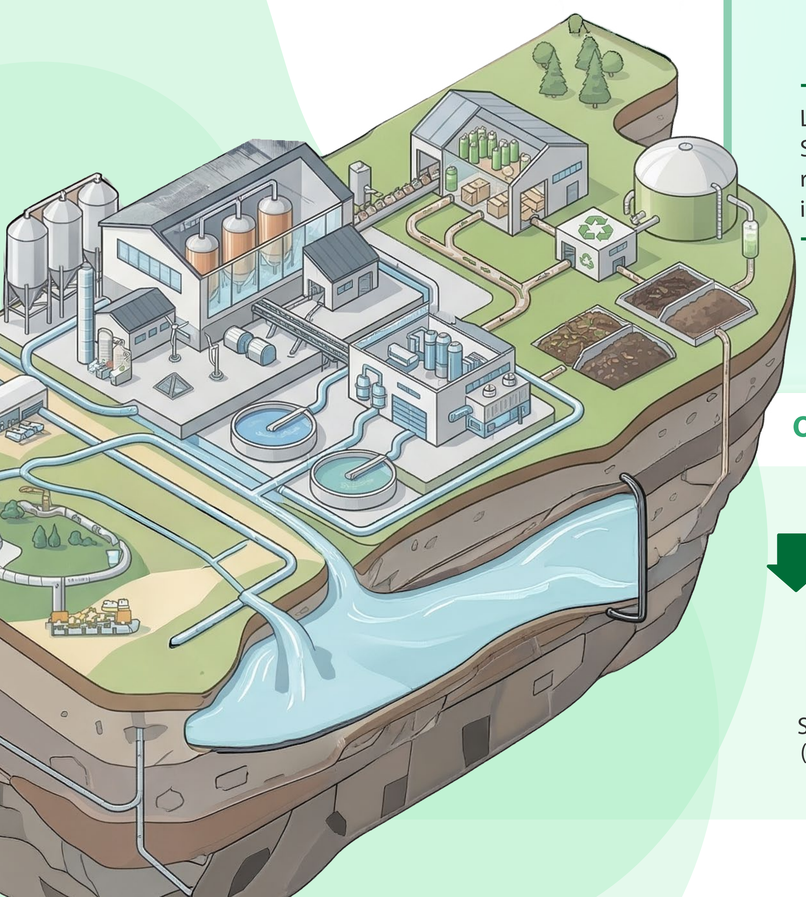
- Monthly data collection synchronized at each facility into the data management system
- Quarterly trend synthesis and analysis based on coefficients published by IPPC and the local benchmarks
- Annual review of group-level KPIs
- Integration of environmental objectives into operational and investment plans
- Transparent disclosure in the annual Sustainability Report according to the GRI standards

Updating/supplementing management scopes if changes occur and and standards across all subsidiaries within the ecosystem.

CLIMATE ACTION AND ENERGY MANAGEMENT

[GRI 302, 305]

At SABECO, climate action and energy management are not only regulatory requirements, but also the foundation for ensuring competitiveness and long-term growth in the context of global energy transition and a low-carbon economy. We identify this as an important pillar of our long-term growth orientation, as well as our responsibility to society and future generations.



RISKS AND OPPORTUNITIES

Risks	Opportunities
Transition risk: The shift toward a low-carbon production economy	Optimizing operational efficiency to reduce long-term costs
Energy cost risk: » Electricity price volatility » Energy and fossil fuel price volatility » Pressure to optimize production costs in a competitive environment	Increasing the share of indigenous renewable energy such as rooftop solar power and biomass steam
Leadership risk: Stakeholder expectations regarding responsibility for climate change impacts and emissions transparency	Enhancing access to export markets and partners requiring high carbon standards
	Strengthening ESG capabilities

OUR OBJECTIVES

↓42%
Scope 1 & 2 emissions by 2030 (Compared to 2023 baseline)

50%
Renewable energy by 2030

Moving toward
NET ZERO
Emissions by 2050

OUR MANAGEMENT APPROACH

Considering the impacts of climate change and resource scarcity, SABECO has established short- and long-term goals and methods to contribute to efforts to mitigate and adapt to climate change. We focus on:

- Ensuring facilities comply with environmental policies and standards on energy, emissions, water, waste, recycling, and reuse of packaging.
- Prioritizing energy consumption reduction and improving energy efficiency across all production activities.
- Increasing the use of renewable energy by promoting investment in advanced carbon emission reduction technologies.
- Optimizing resource use to help reduce GHG emissions.
- Raising awareness about climate change among our suppliers and partners.

Climate Action and Energy Management (continued)

OUR RESULTS AND PERFORMANCE

SABECO achieved

92.9%

Of the 2030 renewable energy target achieved

SABECO's total GHG emissions decreased by

↓13.2%

Compared to 2023

100%

Of breweries managed according to ISO 14001:2015 standard

SABECO achieved

78.6%

Of the 2030 target for reducing water consumption intensity

Climate Action and Energy Management
Our Results and Performance (continued)

Energy management - Operational performance control

Total energy consumption

990,486 GJ

↓ 6.8%

The total energy consumption in 2025 was 6.8% lower than the total energy consumption in 2023, while beer production volume increased 3.0%

Energy intensity per hectoliter of beer reached:

86.19 MJ/hL

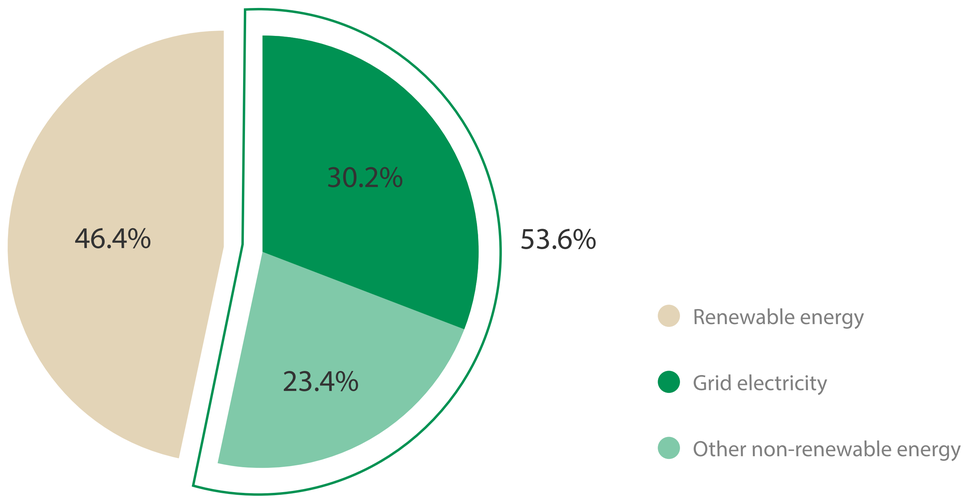
↓ 10.4 % compared to 2023

Saved 10 MJ of energy per hectoliter of beer compared to 2023

Although beer production volume increased in 2025, energy intensity per hectoliter continued declining for three consecutive years. This reflected the tangible impact of operational optimization and efficiency initiatives, demonstrating that production growth has been successfully decoupled from energy consumption per hectoliter of beer.

Energy consumption structure in 2025

At SABECO, the energy used at the breweries was derived cho factory came from sources such as electricity, steam, and some fuels such as DO, FO, gasoline, Bituminous coal, and LPG. The energy mix in 2025 was as follows:



This structure reflected a clear shift from a model dependent on fossil fuels.

Shift to renewable energy

Generated

30,915 GJ

Of rooftop solar power

↑ 51.1%
Compared to solar power generated in 2023

Used

429,085 GJ

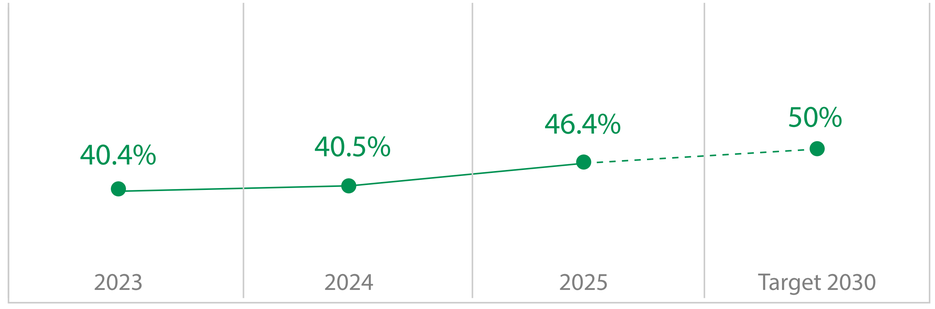
Of energy from biomass significantly reducing the demand for fossil fuels

Trends in renewable energy share

In 2025, SABECO achieved

92.9%

Of the 2030 target for renewable energy use



Purchased electricity accounted for

30.2%

Of total energy consumption, ensuring control over the risk of dependence on a single power source and reducing the risk of production disruptions.

Maintaining a stable proportion of purchased electricity proved that the company could effectively manage the risk of grid dependence while gradually increasing the internal energy production.

GHG emissions management - Transparency and consistency

SABECO is committed to transparency in measuring and managing greenhouse gas emissions, gradually moving towards the goal of Net Zero by 2050.

SABECO's total GHG emissions 2025 reached 81,217 tCO_2e. Of this, indirect emissions, Scope 2, accounted for 54,814 tCO_2e, representing approximately 67.5% of total emissions, while Scope 1 accounted for 26,403 tCO_2e, representing 32.5% of total emissions.

Although beer production volume increased in 2025, GHG emissions intensity per hectoliter and total emissions continued to decrease significantly for three consecutive years. This demonstrated that SABECO had identified key emission sources (energy) and implemented effective emission control measures. Moreover, this indicated that the production expansion process need not be accompanied by a corresponding increase in emissions, representing a positive sign for future production growth.

As indicated by 2025 data, energy was the main source of emissions, and indirect emissions from the national grid accounted for the largest share of the emissions structure.

Emissions from refrigerants were maintained at low levels, with total refrigerant emissions in 2025 reaching 281.6 tCO_2e and ODS emissions of 3.99 kg CFC-11 equivalent monitored separately to control leakage risks.

SABECO's total GHG emissions in 2025 from Scope 1 and Scope 2 activities reached

81,217 tCO_2e ↓ **13.2%** Compared to 2023

Emissions from fuel combustion

20,022 tCO_2e ↓ **16.1%** Compared to 2023

Biofuel produced

19,232 t biogenic CO_2 ↑ **1.5%** Compared to 2023

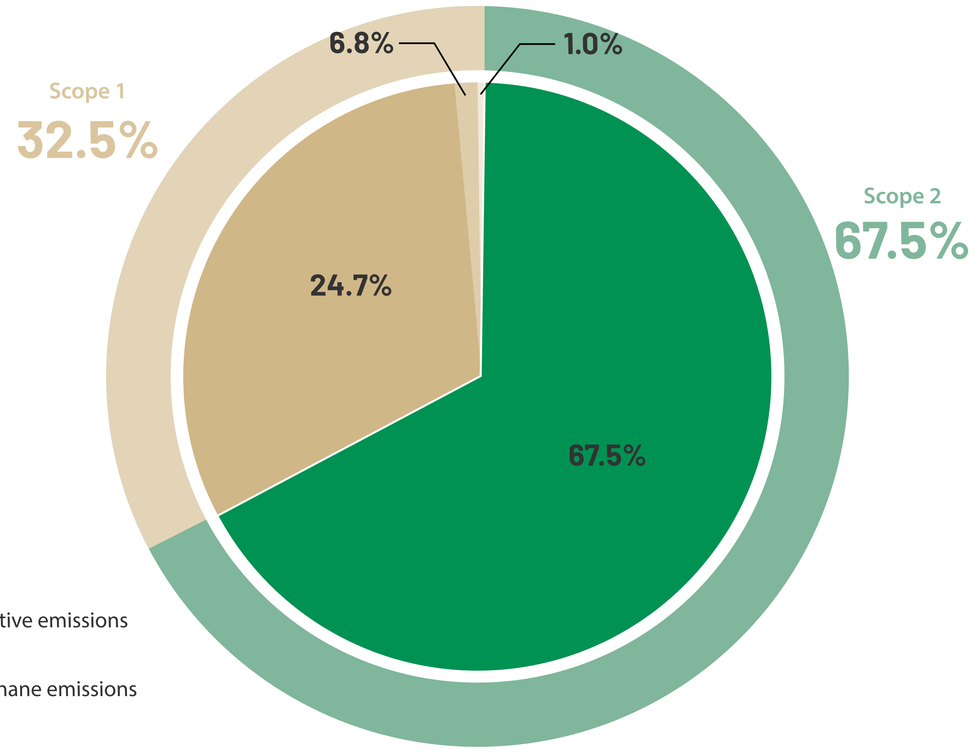
GHG emissions intensity per hectoliter of beer reached

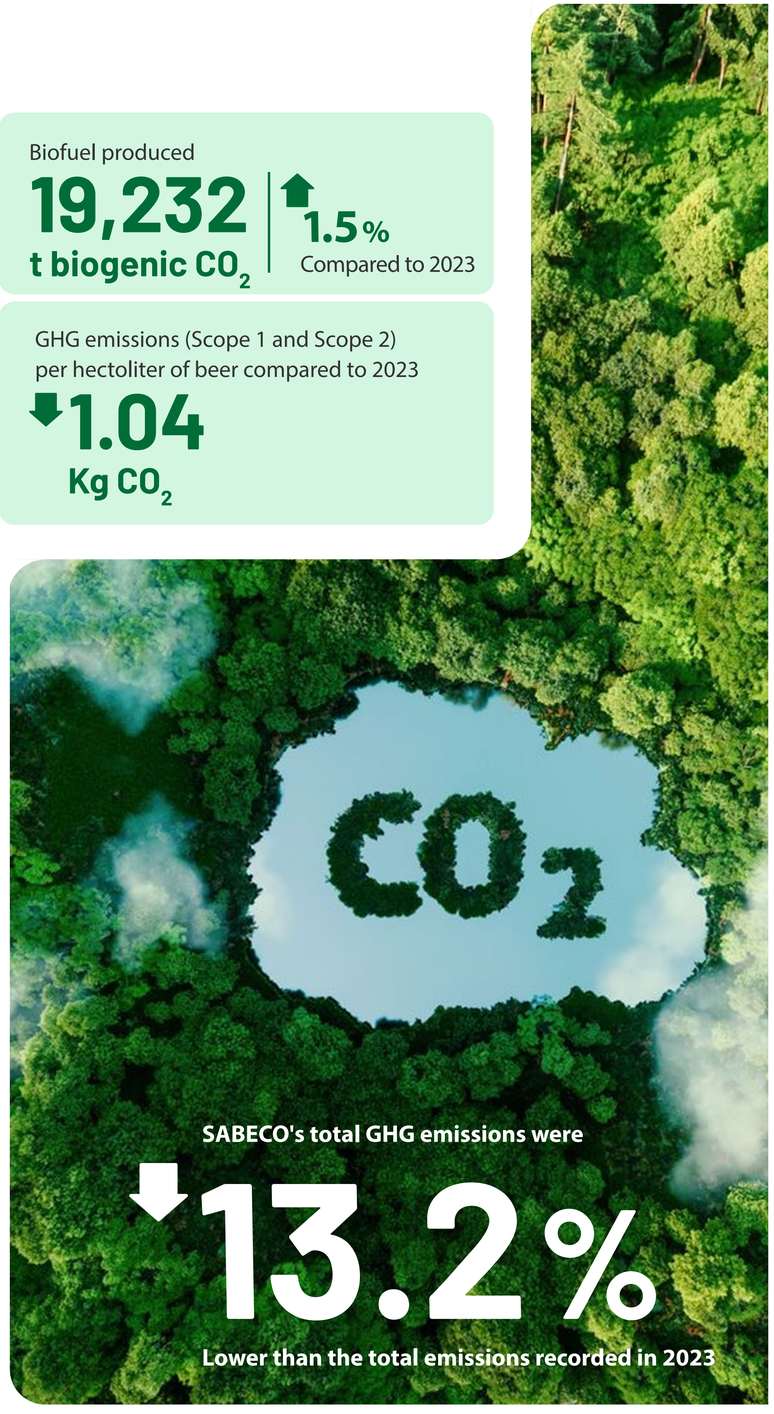
7.07 $kgCO_2e/hL$ ↓ **16.5%** Compared to 2023

GHG emissions (Scope 1 and Scope 2) per hectoliter of beer compared to 2023

↓1.04 Kg CO_2

GHG emissions sources in 2025





Climate Action and Energy Management (continued)

KEY PROJECTS

In 2025, SABECO researched and implemented more than 15 solutions and continuous improvement initiatives, focusing on energy conservation, reducing GHG emissions, and promoting green transformation in energy use.

Key programs included: Expanding rooftop solar power systems, increasing the use of biomass to replace fossil fuels, optimizing boiler efficiency, recovering CO_2 for reuse, and monitoring electricity consumption through continuous improvementsaligned with production performance indicators. Specifically:

Solar rooftop project

In addition to effectively utilizing previously installed solar power systems. SABECO successfully expanded the solar power system in phase 2 at the Cu Chi Brewery (1.6 MWp), contributing to the transition to renewable energy. In 2025, through the solar rooftop project, SABECO saved 13.3 billion VND in external electricity costs and reduced GHG emissions by 5,661 tCO_2e in 2025.

Using biomass boilers

Biomass boilers using organic materials (wood chips, wood pellets, rice husks, etc.) are the optimal choice in the energy transition process at SABECO. In 2025, SABECO continued to expand the use of biomass boilers at the Ha Tinh Brewery. To date, 81.3% of breweries within the reporting scope completed the installation of biomass boilers, helping reduce their dependence on fossil fuels, decrease Scope 1 GHG emissions, ensure support for the transition to renewable energy, and meet the target of supplying 50% renewable energy for production.

In 2025, SABECO used 429,085 GJ of renewable thermal energy from biomass boilers, equivalent to 19,232 tCO_2 biogenic.

Recovery of CO_2 generated during production

100% of SABECO's breweries implemented CO_2 recovery measures in its production activities. Specifically, CO_2 generated during the beverage fermentation process was recovered and reused in beer production and for the production of gas for other beverages and beer. The project delivered operational efficiency, estimated to save 0.04 kg of CO_2 per hL of finished beer, representing corresponding potential for CO_2 emissions reduction.

SABECO researched and implemented more than 15 Solutions and continuous improvement initiatives

We saved in external electricity costs

13.3 Billion VND

100%

Of SABECO's breweries implemented CO_2 recovery measures in their production activities

WATER STEWARDSHIP

[GRI 303]

Water is not only a production ingredient but also a shared community resource. At SABECO, we are committed to sustainable resource management, achieving harmonious growth with scale expansion without increasing pressure on local water sources.

RISKS AND OPPORTUNITIES

To implement our Water Sustainability Program, we assessed water risks across our breweries in 2023. Our stepped approach to assessing water risks comprises internal and external evaluations. We also carried out a Global Water Risk Screening using a water risk mapping tool developed by the WRI to identify sites located in high water risk areas. Risks are categorized as Low, Low-Medium, Medium- High, High, and Extremely High. Facilities with risk levels categorized as High and Extremely High are then prioritized and assessed for mitigation plans.

Risks	Opportunities
36% of beer production facilities are in areas with Medium to High levels of scarcity, according to water resource risk screening using the water risk mapping tool (developed by the WRI. The remaining factories are assessed as being in areas with Low to Below Average scarcity risk.	» Implement operational optimization measures by reducing water consumption, particularly in water-scarce areas » Increase production efficiency
Increasingly stringent discharge regulations	» Strictly monitor the quality of wastewater discharged » Strengthen the brand's position as socially responsible » Other initiatives related to water circulation and wastewater treatment

OUR MANAGEMENT APPROACH

Recognizing the role and responsibility of manufacturers in effective water resource management, SABECO has established the Corporation's long-term water management policies, management objectives, and methods to contribute to achieving the set goals. We focus on:

Commitment to implementing SABECO's water management policy at all production facilities, including:

i. Full compliance with laws and regulations on water resources and wastewater
ii. Responsible exploitation, balancing production needs and conservation
iii. Efficient water use and continuous improvement
iv. Strictly controlling wastewater quality before discharge

Wastewater is treated to meet discharge standards according to QCVN 40:2011 (Type A or B) before being discharged into the environment. Wastewater control is overseen by HSE staff. Routine environmental monitoring of wastewater is conducted, in accordance with the frequency specified in the approved environmental documentation.

Water management is linked to local characteristics and watershed risks.

Operational efficiency efforts aim to:

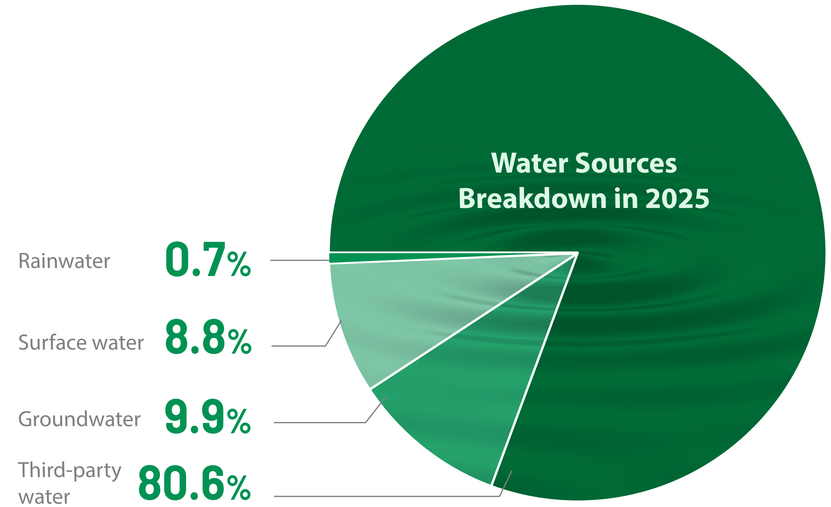
i. Increase water use efficiency per unit of product
ii. Gradually reduce water consumption intensity over time
iii. Ensure wastewater control and treatment meet standards
iv. Partner with the community in protecting water resources

Water Stewardship (continued)

OUR OBJECTIVES

7.0%
Water consumption intensity by 2030
(Compared to 2023)

100%
Water replenishment by 2040
(Waster used in finished goods)



OUR RESULTS AND PERFORMANCE

Total water withdrawal

3,327 ML

4.3% Compared to 2023

Total water consumption

1,581 ML

Total water discharge

1,747 ML

Water usage per hectoliter of beer produced

2.92 hL/hL

7.0% Compared to 2023 and maintained compared to 2024, despite the expansion of the reporting scope

Water savings of

0.22 hL/hL

Per hectoliter of beer compared to 2023

Water consumption intensity decreased

1.39 hL/hL

5.5% Compared to 2023

Achieved **78.6%** Of the 2030 target for reducing water consumption intensity

7.0%

Although beer production volume increased in 2025, water use efficiency and water consumption intensity per unit of product continued to improve, with water consumption intensity decreasing for three consecutive years. This demonstrates that the policies, strategies, and actions outlined for water resource management have had a clear and tangible impact.

Water source structure in 2025

The water used was sourced from surface water, groundwater, rainwater, and third-party water. Among these, third-party water was the main water supply for production activities, accounting for 80.6% of water usage, reflecting SABECO's commitment to minimizing the exploitation of natural water sources. No significant dependence on sensitive natural water sources was recorded in 2025.

100% of wastewater was treated to meet discharge standards according to QCVN 40:2011 (Type A or B) before being discharged into the environment. Routine environmental monitoring of wastewater was conducted in accordance with the frequency specified in the approved environmental documentation.

6.1% water collection, reuse, and recycling rate relative to total water input were achieved in 2025 compared to 5.7% in 2024.

Water Stewardship (continued)

OUR INITIATIVES AND KEY PROJECTS

In 2025, SABECO focused on initiatives in the Water Reduction & Reuse group, without investing in large infrastructure. Specifically, the Company optimized operations through improved equipment cleaning processes, implementation of water recovery initiatives in production, and strict control of discharge parameters. This contributed to a significant reduction in water consumption intensity compared to 2023.

Nguyen Chi Thanh brewery successfully treated and reused

52,920 m^3

of wastewater in production in 2025

Recovering wastewater from the brewery's RO filtration system

Treated wastewater was reused in equipment cleaning and in production processes that did not require high water quality. This helped minimize overall water consumption and reduce wastewater treatment costs. For example, the Nguyen Chi Thanh brewery successfully reused 52,920 m^3 of wastewater in production in 2025.

Rainwater collection system

Rainwater harvesting was implemented as one of the key initiatives across many SABECO breweries. Leveraging existing infrastructure and areas with abundant rainfall, the breweries implemented rainwater harvesting as a way to conserve water resources, serve certain stages of production, and reduce operating costs. In 2025, the Cu Chi, Saigon Soc Trang, and Saigon Can Tho breweries recorded savings of 219 million VND from the rainwater collection.

The Cu Chi, Saigon Soc Trang, and Saigon Can Tho breweries recorded savings of

219 Million VND

In 2025

PACKAGING CIRCULARITY MANAGEMENT

[GRI 301]

Packaging is a key component in resource management, waste control, and carbon transition in SABECO's sustainability strategy.

RISKS AND OPPORTUNITIES

Risks
Complying with EPR regulations for packaging, applicable from 2023 with ongoing update
Increasing material costs due to market, economic, and political fluctuations
Growing market demand for environmentally friendly packaging

Opportunities
» Positioning as a pioneer in the sustainability transition and EPR compliance process
» Optimizing costs by reducing material weight » Increasing the proportion of recycled materials and material reuse cycles » Reducing cumulative emissions throughout the value chain
» Enhancing competitiveness in markets with high environmental standards » Strengthening sustainable brand positioning

OUR MANAGEMENT APPROACH

SABECO is moving towards a Circular Packaging model, in which materials are designed to be recycled rather than becoming end-of-life waste. This approach integrates:

1. Ensuring input material management, prioritizing the use and efficient utilization of recyclable and reusable materials
2. Reducing waste generation and diverting waste from landfills
3. Implementing EPR
4. Reducing indirect emissions throughout the product lifecycle

This method aims to keep materials in the economy for as long as possible while reducing dependence on virgin materials.

Packaging Circularity Management (continued)

OUR GOAL

100%

Reusable or recyclable packaging by 2040

OUR RESULTS AND PERFORMANCE

Our packaging materials include glass bottles, plastic containers, aluminum cans and rings, and cardboard boxes. We continued to maintain:

- Monitoring total packaging material consumption
- Evaluating the ratio of recycled input materials
- Standardizing material data across the centralized management system

100%

Of glass bottles were recovered for reuse and recycling. Glass bottles were recovered and reintroduced into our production cycle. Any bottles that failed to meet reuse standards were managed by our recycling partners legally

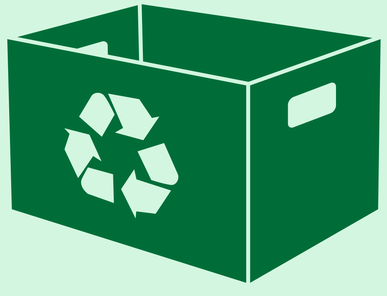
By 2025, we continued to achieve:

100%

Of aluminum cans, rings, and cardboard boxes were reusable and recyclable

100%

Of plastic crates were recovered for reuse and recycling



100%

Of new plastic crates were manufactured using materials from end-of-life crates

Packaging Circularity Management (continued)

OUR INITIATIVES AND KEY PROJECTS

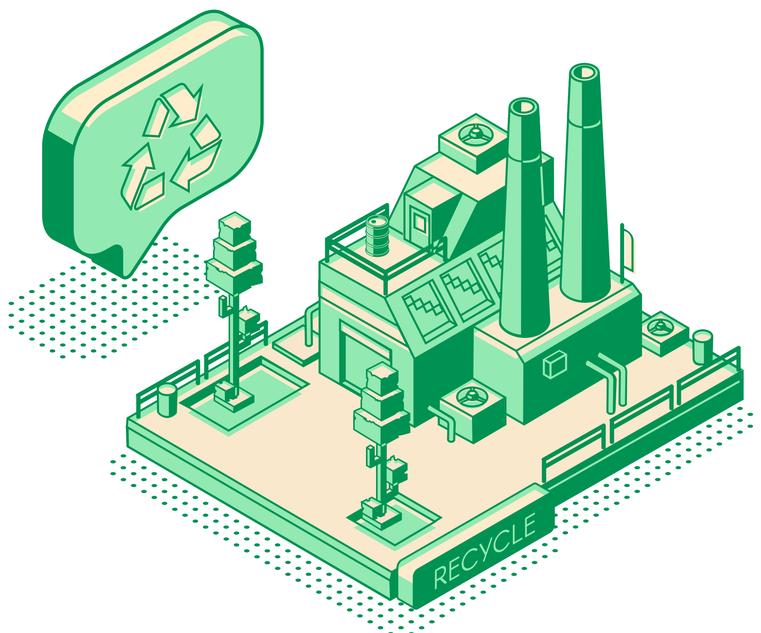
Research on optimizing packaging weight

Beyond ensuring 100% of packaging is recycled and reused, we consistently focused on packaging lightweighting. In 2025, SABECO collaborated with suppliers to successfully reduce paper inputs for cardboard boxes by 1.19% and generated accumulated cost savings of approximately 3.49 billion VND, without compromising packaging quality. This initiative will not only lower production costs but also contribute to reducing Scope 3 emissions across our supply chain.

SABECO will continue to research and orient our packaging design toward an extended lifecycle, including:

- Optimizing packaging weight (lightweighting)
- Increasing the use of recycled materials and enhancing reusability
- Simplifying material structure
- Designing for easy sorting and compatibility with existing recycling infrastructure

Contributing cost optimization and reducing cumulative emissions in the supply chain.



Compliance with the Extended Producer Responsibility (EPR) program

SABECO complied with Vietnam's EPR regulations by authorizing PRO Vietnam, a non-profit organization, to manage the collection and recycling of post-consumer packaging. In 2025, PRO Viet Nam supported the recycling of approximately 275 tons of aluminum cans and 1,313 tons of carton packaging on behalf of SABECO. Additionally, SABECO partnered with Ngoc Diep, a certified recycler, to directly collect and recycle 269 tons of post-consumer aluminum cans during the year, bringing the total amount of recycled aluminum cans to 544 tons. These initiatives demonstrated SABECO's commitment to fulfilling our regulatory obligations while contributing to Vietnam's national recycling goals.

SABECO continued to be a member of PRO Viet Nam expanding our strategic partnerships with PRO Viet Nam and other recyclers to promote the EPR program, contributing to the Corporation's sustainable development goals and Vietnam's green growth journey.

In 2025, SABECO collaborated with suppliers to successfully reduce paper inputs for cardboard boxes by

1.19%

Generated accumulated cost savings of approximately

3.49 Billion VND

Participating in the Sustainable Development Business Council under the VCCI

SABECO participated in the Sustainable Development Business Council to spread positive values and long-term impacts to the businesses and communities we serve.

SABECO completed the EPR program by recycling approximately

544 tons of aluminum packaging

1,313 tons of carton packaging

WASTE MANAGEMENT
[GRI 306]

OUR MANAGEMENT APPROACH

SABECO maintains a six-stage waste management model:

1 Prevention
Avoid waste generation by using fewer raw materials and minimizing resource consumption

2 Reduction
Minimize waste in the value chain through smart design and process improvement

3 Reuse
Effectively reuse items or materials to minimize waste and conserve resources

4 Recycle
Collect and process unused materials to create new products

5 Recovery
Convert waste or unused materials into valuable energy sources, such as electricity

6 Disposal
Properly manage and process waste that cannot be reused or recycled

We implement systematic and measurable waste management:

- Identifying and classifying hazardous and non-hazardous waste
- Fully recording the amount generated at each facility
- Monitoring diversion rates (recycling, reuse, recovery)
- Controling end-of-life disposal (incineration, landfilling)

We ensure:

- All spent grain and yeast are stored in silos at the plants and sold as high-quality raw materials for other production processes
- Waste from packaging is collected and managed in a separate area
- Domestic waste is collected in covered bins to ensure hygiene and safety
- SABECO maintains contracts with professional companies to ensure the proper operation and processing of regular and hazardous waste

OUR OBJECTIVES

Increase the rate of waste recovery and diversion from landfills

Waste Management (Continue)

OUR RESULTS AND PERFORMANCE

Total waste generated

9,947 tons

Of which, hazardous waste amounted to **57 tons** accounting for **0.6 %** indicating effective chemical control and equipment maintenance

Non-hazardous waste

9,890 tons

Accounting for **99.4 %** indicating that waste generated from the supply chain had minimal negative impact on the environment

The amount of waste sent to landfills decreased

↓44.3% Of waste sent to landfills from 2023 to date, reducing the impact on the environment

Waste sources were diverse, but mainly come from glass, ash, wastewater treatment sludge, and mixed waste. These wastes were all effectively diverted for treatment.

Hazardous waste primarily comprised used lubricants, chemical packaging, and maintenance-related materials. It was managed in strict compliance with Vietnamese environmental regulations. All hazardous waste was collected, classified, and transferred to licensed third-party contractors for safe treatment through incineration or controlled disposal, ensuring no direct release into the environment.

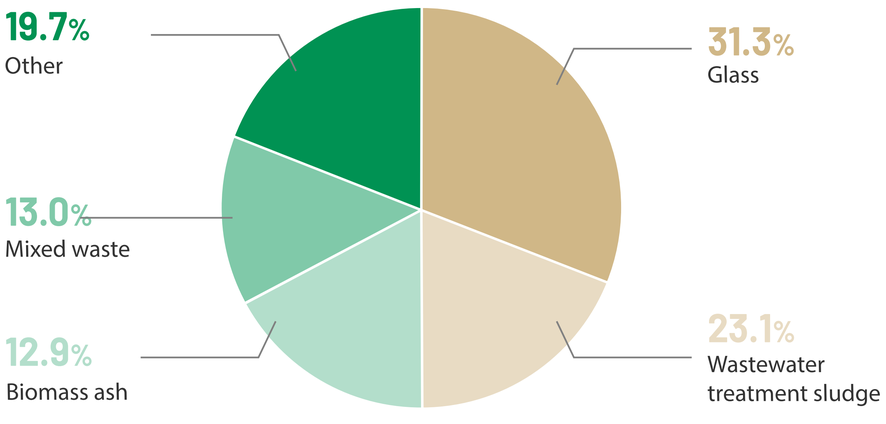
81.4% Of waste was recycled or reused for other purposes

↑ Compared with

38.8% in 2023 & **64.2%** in 2024

Demonstrating that the source separation system and recycling network were standardized

Non-Hazardous Waste Composition



KEY PROJECTS

Reuse of by-products in the beer brewing process

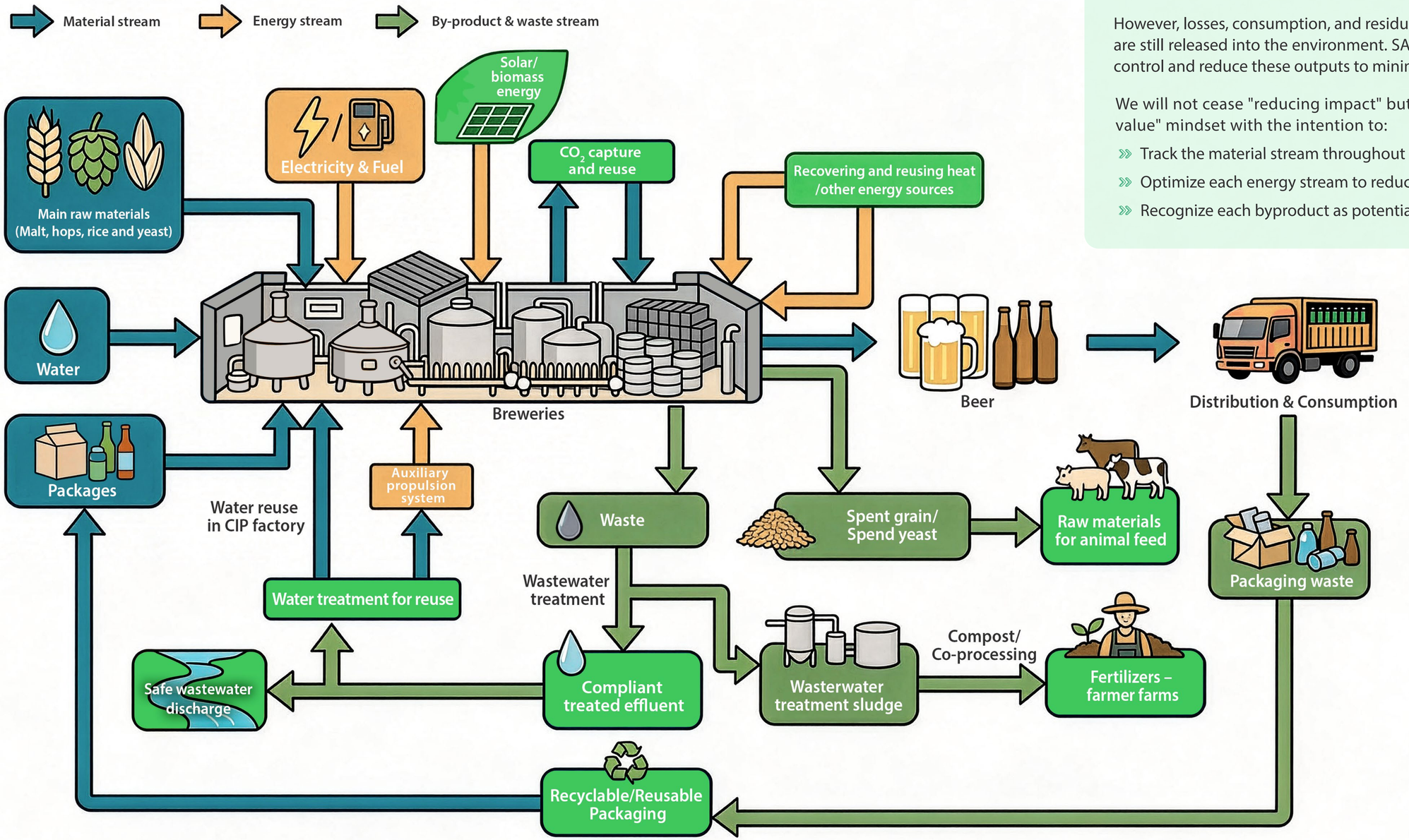
Spent grain and yeast are the main by-products. Throughout 2025,

100% of the grain and yeast spent were collected and sold to buyers for animal feed or as raw materials for farmers.

Waste Management (continued)

OUR CIRCULAR ECONOMY

The model gradually shifts from linear to partially circular



The model illustrates SABECO's efforts to maximize circularity and reuse of materials, energy, by-products, and waste throughout the operations.

However, losses, consumption, and residual waste, energy, and materials are still released into the environment. SABECO continues to strengthen control and reduce these outputs to minimize environmental impacts.

We will not cease "reducing impact" but embracing the "maintaining value" mindset with the intention to:

- Track the material stream throughout the entire life cycle
- Optimize each energy stream to reduce waste
- Recognize each byproduct as potential resource

THRIVING WITH OUR PEOPLE

Employee Health and Safety
Talent Attraction and Development, Employee Engagement
Respectful and Inclusive Workplace
Human Rights, Child Labor, and Forced Labor

EMPLOYEE HEALTH AND SAFETY

[GRI 403]

SABECO pursues the vision of becoming a leading beverage manufacturer with a safe working environment. We are committed to:

1. Safety as the top priority, not ever compromised on production efficiency
2. Zero serious accidents, strived toward a zero-harm workplace
3. Integrated safety into all operations, from production and logistics to sales activities
4. Built a sustainable safety culture, with active participation from all employees and contractors

RISKS AND OPPORTUNITIES

Risks	Opportunities
Due to the nature of SABECO's operations - including brewery production, logistics to distributors, and sales at retail points - SABECO employees may face several occupational health and safety risks, such as: » Accidents during the operation of equipment and machinery » Risks related to fire, explosions, chemicals, electricity, and working at heights around storage tanks » Traffic accidents during logistics and sales activities » Occupational health risks and safety incidents caused by unsafe behaviors	While confronting these risks and managing a large value chain, SABECO also has opportunities to strengthen the safety performance: » Standardizing safety training to reduce accidents and minimize production disruptions » Enhancing awareness to build a proactive safety culture » Applying technology (e.g., monitoring systems) to support early detection and prevention of risks » Strengthening compliance to meet legal requirements, audit expectations, and internal policies

OUR MANAGEMENT APPROACH

Policy

We develop occupational safety policies and management systems, conduct training, and engage employees. At the same time, we ensure the implementation of occupational health and safety measures, including:

- A uniform occupational health and safety policy applied throughout the system
- An OHSMS compliant with ISO 45001:2018 and Vietnamese legal regulations
- Mandatory safety training geared to specific job positions and working conditions
- A continuous monitoring, evaluation, and improvement mechanism, including internal audits and compliance assessments

Our Approach - Key Pillars

Mandatory and specialized safety training programs tailored to each job are key pillars that assist SABECO maintain positive safety results, enhance prevention capabilities, and create a solid foundation for long-term ESG goals for the 2025-2030 period.

Additionally, SABECO maintains and strengthens the following management pillars:

- **Safety procedures and internal controls:** Conduct regular inspections and assessments of occupational safety and health compliance at all units
- **Employee health and insurance:** Organize regular health check-ups, monitor occupational diseases, and ensure full insurance coverage in accordance with regulations
- **Safety management:** Empower the OHS Council to supervise, direct, and coordinate OHS activities throughout the system
- **PPE:** Provide adequate and appropriate PPE for each job position, especially in high-risk areas
- **Fire prevention, firefighting, and emergency response:** Maintain regular training, drills, and upgrades to firefighting infrastructure to ensure timely response capabilities

Enhance employee participation:

Employees are encouraged to actively participate in safety efforts, from identifying risks and reporting unsafe conditions to proposing initiatives to improve the working environment.

Employee Health and Safety (continued)

OUR OBJECTIVES

SABECO is committed to zero serious occupational accidents, ensuring a safe, healthy, and legally compliant working environment, while improving the safety capabilities of all employees and contractors through mandatory training and job-specific training.

Our KPI framework and deployment include:

- **Scope:** SABECO and all subsidiaries
- **Implementation period:** 1 January 2025 - 31 December 2025
- **Target audience:** 100% of employees (office, production, logistics, sales)
- **Training format:** Mandatory training as required by law & safety training based on job position

Our Safety and Safety education KPIs include:

- 100% of employees complete OHS law compliance training
- 100% of frontline and technical workers receive position-specific safety training
- Zero serious violations mitigable by safety training detected during internal inspections and assessments

OUR INITIATIVES

ENHANCING CAPACITY - OHS (OHS CAPABILITY BUILDING)

Safety training program

Mandatory and job-specific safety training programs

In 2025, SABECO continued to implement mandatory safety training and job-specific training across the entire system, including the parent company and subsidiaries. The program implemented throughout the year ensured that all employees were equipped with the necessary knowledge and skills to work safely. The program included:

- Mandatory safety training in accordance with legal regulations
- Specialized safety training tailored to specific job positions and risk levels

Implementation principles

The training program was designed to suit each job position and level of risk. SABECO combined centralized training, on-site training, and internal communication to help employees effectively apply safety knowledge in practice, ensuring comprehensive communication mechanisms. Training content was updated in line with changes in laws, processes, and technology.

Employee Health and Safety (continued)

CONNECTING THE 2024 PLATFORM IMPLEMENTING THE 2025 PLAN

In 2025, SABECO achieved the following results:

100%
Employees completed mandatory safety training programs as required

100%
Frontline and technical workers participated in safety training appropriate to their positions and job requirements

0
Serious violations related to safety training were identified during internal audits and inspections

By maintaining and improving the quality of safety training, SABECO continues to strengthen the foundation for a safe workplace proactively prevent risks, and pursue sustainable development in the coming period. This will contribute to the development of a stable, long-term, high-quality workforce and fosters an open and inclusive working environment.

2026 ORIENTATION

In 2026, SABECO will continue to focus on implementing OHS training and capacity building programs to ensure that employees have the necessary knowledge, skills, and awareness to work safely. Training activities are a core foundation for preventing risks, minimizing workplace accidents, and strengthening a safety culture throughout the system. We are committed to maintaining and continuously improving these efforts.

TALENT ATTRACTION AND DEVELOPMENT, EMPLOYEE ENGAGEMENT

[GRI 401, 404]

People are the foundation of SABECO's sustainable development. In an increasingly competitive and evolving industry, building a high–quality, engaged, and adaptable workforce is key to long–term growth.

SABECO adopts a holistic human resource approach–attracting, retaining, and developing talent–while ensuring a fair, safe, and transparent workplace aligned with our overall strategy.

OUR RISKS AND OPPORTUNITIES

We understand that human resource management in a large-scale production and business system involves significant risks if we fail to promptly understand employees' expectations and needs, which may affect sustainable operations.

Risks	Opportunities
» Decreased engagement levels due to a lack of effective dialogue and feedback mechanisms » Capability gaps in meeting transformation, standardization, and performance improvement requirements » Challenges in developing a successor pipeline and retaining competent personnel	» Strengthening of engagement surveys and internal dialogue » Systematic investment in training and capacity building » Creation of a safe, professional, and inclusive work environment

OUR MANAGEMENT APPROACH

SABECO operates its human resource management system as a centralized-coordinated model. The system operates uniformly across the company and its member units under the direction of the BOD. The Human Resources Department manages and coordinates day-to-day efforts while promoting engagement through dialogue, internal surveys, and transparent performance management.

The Human Resources Department manages several specialized departments, including Human Resources Partnership, Organizational Capability Development, Human Resources Information System, Compensation and Benefits, and Compensation Policy and Strategic Activities.

Human resources management focuses on resource planning, recruitment, performance management, training and development, compensation and benefits, and labor relations, with policies and procedures implemented according to the principles of transparency, fairness, and efficiency.

We ensure compliance with the following policies:

» **Human Capital Management Policy**

Establish a unified human resource management framework to ensure recruitment, development, and retention of employees in line with SABECO's strategy.

» **Recruitment and Appointment Policy**

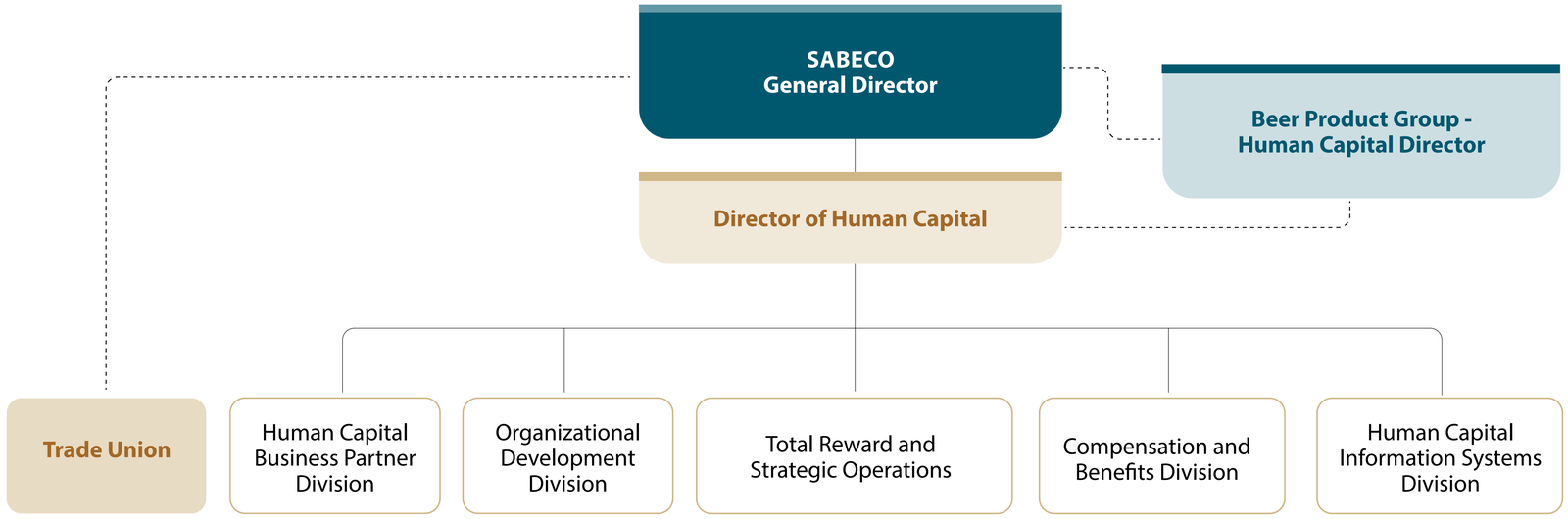
Ensure recruitment and appointment based on competence, transparency, and fairness, while prioritizing internal human resource development.

» **Training and Development Policy**

Standardize the planning and implementation of training to enhance employees' professional capabilities, skills, and work efficiency.

» **Labor Regulations and Collective Bargaining Agreement/Employee Engagement and Dialogue Policy**

Maintain dialogue mechanisms and employee engagement surveys to listen to and improve the work environment.



Talent Attraction and Development, Employee Engagement (continued)

We implement the WARM human resources management strategy

SABECO implements the WARM human resource management strategy as the foundation for programs to attract, develop, and engage employees. This strategy demonstrates a commitment to comprehensive human development and ensures that the workforce is ready to meet operational requirements in a changing business environment. Specifically:

W — Willing
SABECO attracts and integrates personnel who are aligned with the company's values and culture, aiming to strengthen long-term employee commitment.

A — Able (Capable)
SABECO develops professional competencies and skills through training programs to enhance work efficiency.

R — Ready
SABECO builds a workforce ready to take on new roles through succession training and leadership development. This approach ensures continuity and stability in management and operations.

M — Motivated
SABECO fosters a positive, fair, and transparent work environment to motivate employees. Appropriate evaluation, recognition, and reward mechanisms encourage long-term commitment and development.

OUR OBJECTIVES

We are committed to developing human resources and strengthening employee engagement as the foundation for sustainable growth through capacity-building programs and the creation of a safe, professional, and inclusive working environment.

We focus on the following:

1. Internal recruitment rate for appropriate positions, contributing to the development of a successor workforce
2. Voluntary turnover rate controlled at a reasonable level
3. Ensuring 100% of employees participate in legally required training and competency development training
4. Maintaining a high average number of training hours that refects a long-term commitment to investing in people

From there, corresponding measurement indicators are established:

≥90% Employee retention rate	New hire rate	Voluntary turnover rate
Percentage of full-time employees receiving training during the year	Average number of training hours per year for employees	

OUR KEY RESULTS AND PROJECTS

Annual employee engagement survey

In September 2025, SABECO conducted an annual employee engagement survey across the entire system to collect employee feedback. The survey results served as a basis for assessing engagement levels, satisfaction, and improvements to the working environment and human resources policies.

The following positive results:

100%
Full-time employees who met the eligibility criteria participated in the survey, ensuring representativeness for the parent company and subsidiaries

100%
Eligible employees were regularly evaluated on performance and career development orientation

Employee engagement score **98%**
Reflecting a high level of employee commitment

75,082 Hours
Total number of HSE training hours provided for employees

16.1 Hours
Average number of HSE training hours per employee

Talent Attraction and Development, Employee Engagement (continued)

Talent Development Program - Next Generation Leaders Program

Within the framework of the WARM strategy, in 2025 SABECO implemented the Next Generation Leaders program in 2025 to develop internal leadership capabilities and build a future succession team.

SABECO proposed, reviewed, evaluated, and selected a list of 12 potential candidates for the program. All 100% have completed their IDPs and are currently undergoing 360-degree leadership competency assessments.

Training and Development

Professional Skills Development Program

(Including technical skills, soft skills, and management skills)

In 2025, SABECO implemented the Professional Competency Development Program to enhance work efficiency and internal capabilities, including functional training courses, soft skills, and management skills tailored to each position. We recorded:

224
Training courses were held in 2025

19,102
Participants across the entire system

71,825 Hours across the entire system

Our 2025 activities and initiatives, with the human resources foundation further strengthened and aligned with the WARM approach, contributed to creating a comprehensive impact:

- Employees feeling listened to, supported, and more engaged
- Professional and leadership capabilities developed systematically
- A safe, professional, and sustainable work environment
- A workforce ready to meet the Company's long-term development requirements

Employee Statistics

4,645
Total number of full-time employees

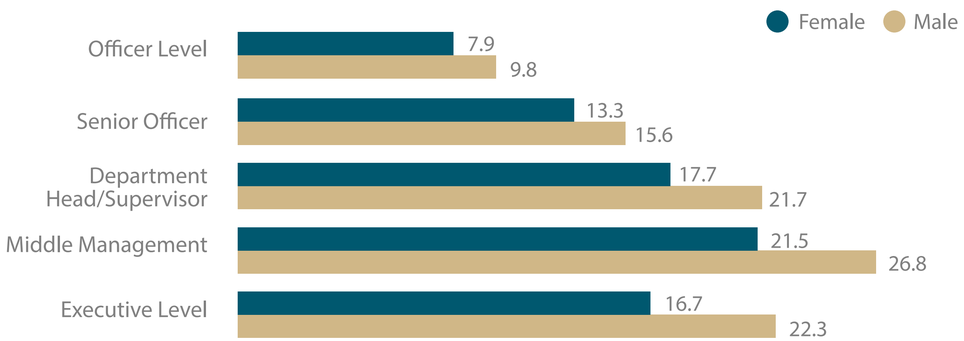
3,412
Total number of male full-time employees

1,233
Total number of female full-time employees

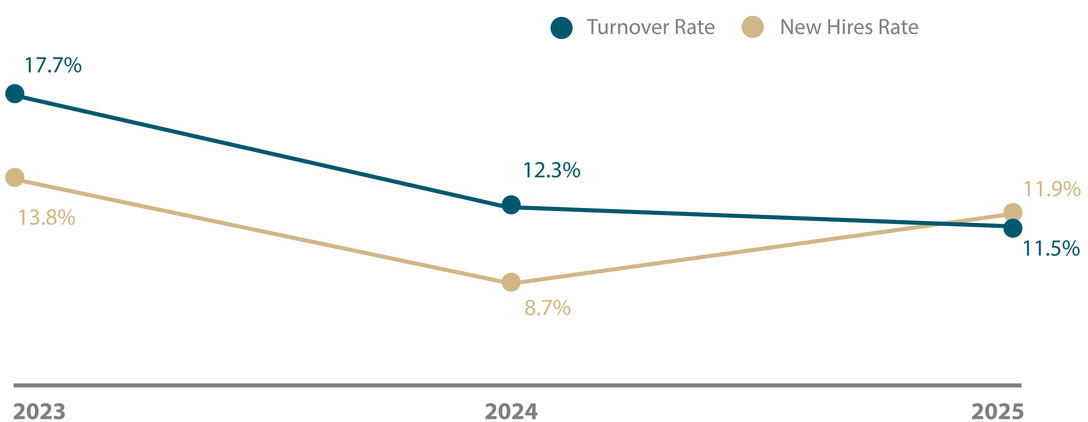
Talent Attraction and Development, Employee Engagement (Continued)

Average Training Hours by Person/year by Employee Category

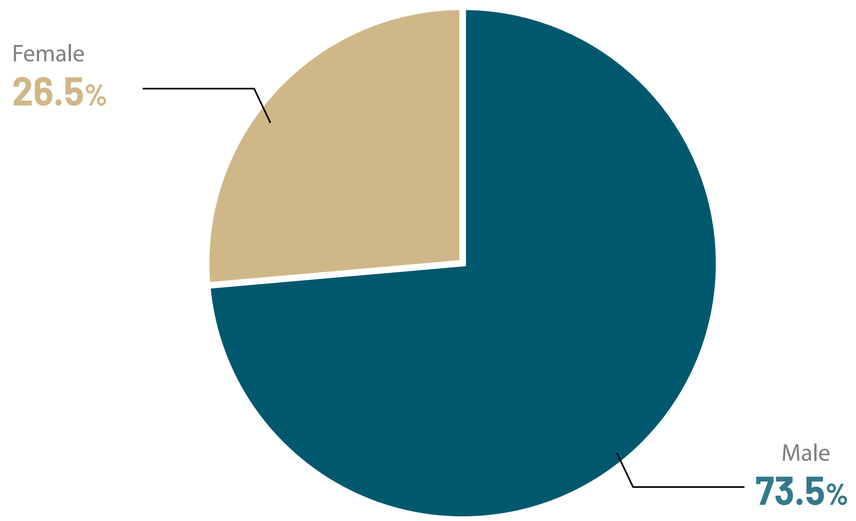
Average Training Hours by Employee Category by Gender



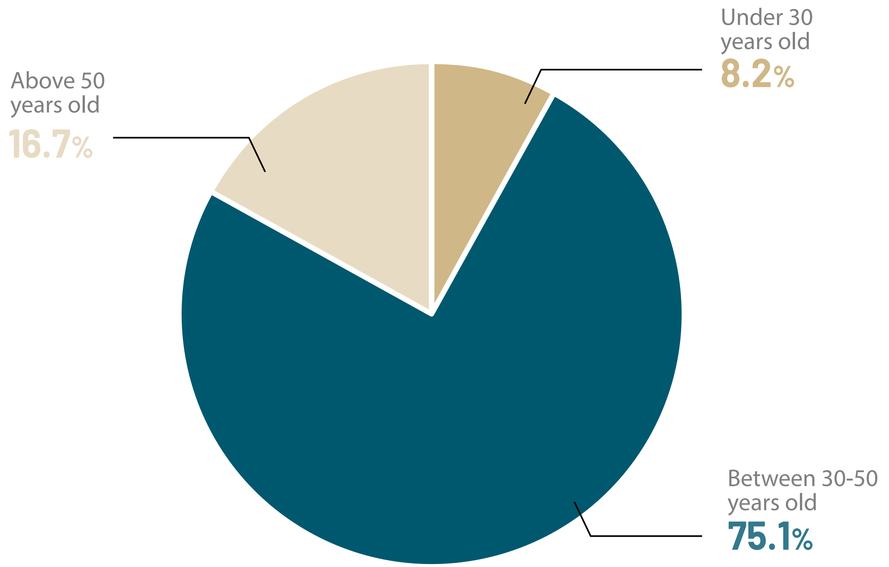
New Hires Rate & Turnover Rate 2025



SABECO Employees by Gender



Full-time Employees by Age Group



RESPECTFUL AND INCLUSIVE WORKPLACE

[GRI 405, 406, 407]

SABECO believes that the strength of the business comes from diversity and unity, and that a diverse and inclusive work environment is the foundation for making the right decisions and creating sustainable value. Every individual - regardless of position - is part of the journey to "Thriving As One".

We are committed to building a workplace that respects differences and ensuring equal development opportunities so that every employee is heard, recognized, and able to maximize their potential-together, "Thriving As One".

OUR MANAGEMENT APPROACH

SABECO strengthens a diverse, equitable, and inclusive workplace environment, ensuring that all employees are respected, given equal opportunities for development, and recognized based on their capabilities.

SABECO commits to:

01 Eliminate discrimination based on gender, age, ethnicity, religion, marital status, disability, or any other personal characteristics

02 Adhere the principle of equality in recruitment, appointment, training, and performance evaluation

03 Create conditions for every individual to maximize their potential in a professional, healthy, and transparent work environment

Non-discrimination and Grievance Mechanism

SABECO strictly prohibits any form of discrimination or harassment based on gender, age, ethnicity, religion, nationality, marital status, disability, or any other personal characteristics.

The Company a work environment that respects diversity, promotes fairness and transparency in recruitment, training, evaluation, and promotion.

Compliance Mechanism:

A confidential and transparent internal feedback channel

100% Employees participated in the 2025 engagement survey

Zero serious violations related to discrimination were recorded during the reporting year. Future cases (if any) will be handled according to internal disciplinary procedures and comply with current legal regulations.

Freedom of association and social dialogue

SABECO respects employees' rights to:

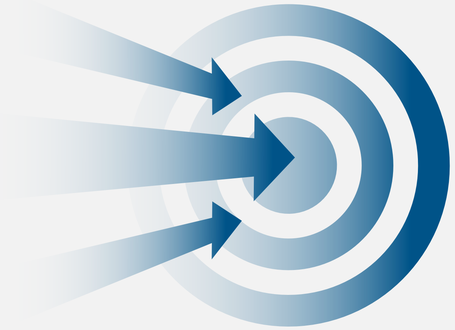
Join or not join a trade union

Participate in regular dialogue with the Management Board

Access transparent information through the internal communication system

The Company maintains a regular labor dialogue mechanism, contributing to a harmonious and trusting work environment.

Respectful and Inclusive Workplace (continued)



OUR OBJECTIVES: 2026-2030

- Gradually increase the proportion of women in middle and senior management positions
- Integrate DEI into HR management KPIs, ensuring a work environment that respects differences and provides equal development opportunities for all employees
- Provide DEI awareness training for management teams

DEI BY THE NUMBERS

4
Nationalities represented in our overall workforce

28.6%
Women represented at the Board level

30.7%
Women among our Middle Management level

26.5%
Women in our overall workforce

29.9%
Women among our Department Heads

24.1%
Women among our executive leadership

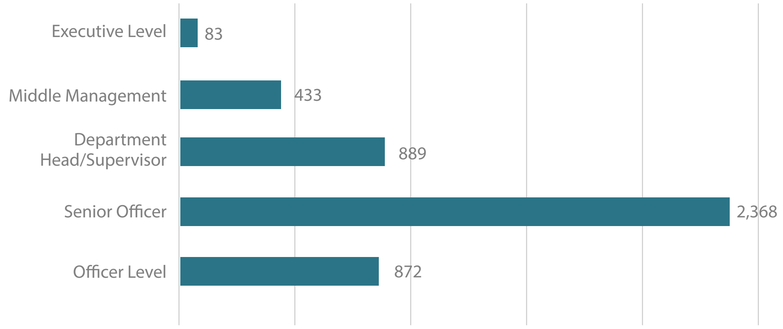
21.4%
Newly hired employees who are women

Gender breakdown of the workforce

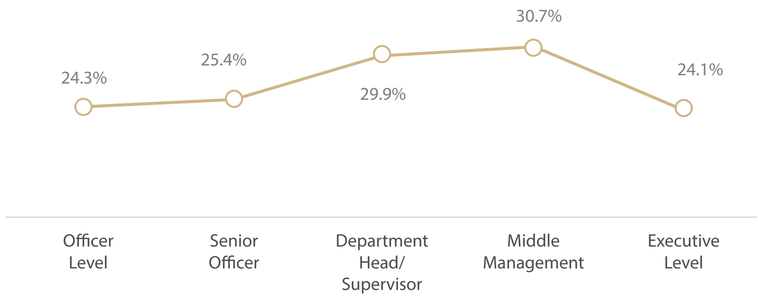
Women account for approximately 26.5% of SABECO's total workforce. SABECO recognizes that the beer manufacturing sector typically has a higher proportion of male employees, particularly in production and technical roles. However, the Company continues to:

- Promote greater female representation in management and professional positions
- Ensure fair career advancement opportunities based on capability and job performance
- Encourage women's participation in leadership development and succession planning programs

Full-time employees by level



Percentage of Female Employees by Employee Category



Respectful and Inclusive Workplace (continued)

ENSURING COMPETITIVE SALARIES AND BENEFITS

At SABECO, we are committed to developing competitive, transparent, and gender-equal salary, bonus, and benefit policies to properly recognize the value of employees' contributions to attract and retain talent.

Allowances

SABECO fully applies allowances in accordance with legal regulations and internal policies, including position allowances, responsibility allowances, and special allowances based on job position and working conditions.

Allowances are structured based on the principles of fairness, consistency with roles, level of contribution, and actual working conditions.

Salary structure

SABECO's salary system is designed with a clear salary framework to ensure competitiveness in the labor market.

The bonus policy is linked to work performance and business results, aiming to encourage initiative, creativity, and increase productivity.

Minimum wage complies with legal regulations and is reviewed periodically to ensure it is in line with market fluctuations.

Welfare benefits

In addition to mandatory benefits such as social insurance, health insurance, and unemployment insurance, SABECO implements many additional welfare policies such as:

1. 24/7 accident insurance
2. Regular health check-ups
3. Gifts and support
4. Activities promoting overall well-being and team cohesion

These policies demonstrate SABECO's commitments to the health, peace of mind, and quality of life of the employees and their families.

Promoting dialogue and feedback culture at SABECO

At SABECO, we believe that open feedback and dialogue are the foundation for building a dynamic, transparent, and sustainable work environment. Every individual should be heard, recognized, and empowered to grow.

» Proactive feedback

- Employees are encouraged to openly exchange opinions, suggestions, and improvement initiatives with management in their daily work.
- The management team is trained in listening, leadership, and employee development skills to create a trusting and collaborative environment.

» Regular dialogue and internal communication

- SABECO organizes regular meetings between the BOD and employees to update them on strategic directions, business conditions, and development goals.
- Annual Town Hall meetings create a space for two-way communication, enhancing cohesion and transparency.
- Project or department-specific meetings help resolve issues promptly and promote effective coordination.

» Fair and transparent performance evaluation

- A unified performance evaluation system is implemented, based on clear objectives and transparent criteria.
- Employees' achievements and contributions are recognized, creating motivation for capacity development and long-term career paths.

HUMAN RIGHTS, CHILD LABOR, AND FORCED LABOR

[GRI 408, 409]

SABECO believes that protecting labor rights is the foundation of a sustainable and responsible business. Throughout our 150-year history, we maintain that sustainable growth must go hand in hand with respect for human rights and international labor standards.

- We are committed to ensuring that every worker is employed in a voluntary, safe, respectful, and legally compliant environment - working together on a foundation of integrity and responsibility.
- We absolutely do not accept any form of child labor or forced labor--neither within the Company nor in its supply chain. This includes, but is not limited to: (i) Not using or tolerating child labor; (ii) Not accepting any form of forced labor, debt bondage, withholding of identity documents, or (iii) Coercion to work against one's will. We strive for a work environment where human rights are respected, labor standards are strictly adhered to, and every individual is protected.

OUR MANAGEMENT APPROACH

Child Labor

Policy & Control Mechanisms, SABECO is committed to

- Complying with the minimum working age regulations under the Vietnamese Labor Code
- Verifying age through legal documentation during the recruitment process
- Not hiring individuals below the legal working age as stipulated by law
- Communicating responsible labor policies to management and recruitment departments

Forced or compulsory labor

Policy & Principles: SABECO strictly prohibits the following acts:

- Retaining employees' personal documents
- Forcing overtime work in violation of regulations
- Imposing labor in the form of debt bondage
- Threatening, coercing, or restricting employees' freedom of employment

Employees

- Having the right to enter and terminate contracts in accordance with the law
- Enjoying working hours and rest periods in accordance with the law
- Having access to confidential feedback and complaint mechanism

Complaint mechanism

- Maintaining a transparent and confidential internal feedback channel
- Handling cases (if any) in accordance with internal disciplinary procedures and legal regulations
- Recording zero serious violations in 2025

OUR OBJECTIVES

- Maintaining 0 cases of child labor reported
- Maintaining 0 cases of forced labor reported
- Integrate age verification into recruitment processes and internal audits, ensuring 100% of units comply with labor age regulations

OUR RESULTS AND PERFORMANCE

0 Cases of child labor were recorded

0 Legal disputes related to forced labor

0 Cases of forced labor were recorded

0 Complaints or investigations related to labor age violations

100% Workers signed voluntary contracts

2026-2030 ORIENTATION

To promote a culture of responsible labor, SABECO will continue to:

- Strengthen training on labor rights awareness
- Integrate human rights content into management development programs
- Strengthen internal monitoring mechanisms and risk assessment

Strengthen sustainable supply chains through by:

- Enhancing labor risk assessments in the supply chain using a risk-based approach
- Integrating responsible labor content into the Supplier Code of Conduct
- Providing training to raise awareness of human rights and ILO standards for management and staff

We believe that a transparent, voluntary, and human rights-respecting work environment is the foundation for SABECO's sustainable development over the next 150 years.

THRIVING WITH OUR COMMUNITIES

Community Context and Priorities
Our Management Approach
Our Achievements
Our Initiatives

THRIVING WITH OUR COMMUNITIES

[GRI 413]

COMMUNITY CONTEXT AND PRIORITIES

Local communities are fundamental to SABECO's sustainable development journey. In response to challenges posed by climate change, natural disasters, and socio-economic volatility, SABECO proactively coordinates with relevant authorities to provide timely support, contributing to social stability.

Simultaneously, the Company focuses on long-term investment in youth education, promoting responsible consumption, preserving cultural values, and encouraging sustainable initiatives, thereby creating shared values for the community and society.

OUR MANAGEMENT APPROACH

We consistently uphold the following principles

- Taking decisive action on urgent environmental issues to protect and sustain the environment
- Unlocking the full potential of diverse communities including urban and rural areas
- Strengthening cooperation with stakeholders by working closely with government and social organizations to develop effective community programs

We will maintain an approach aligned with long-term impact

1 Prioritizing long-term impact areas
Focusing on activities that deliver positive and sustainable values to the community

2 Diverse implementation methods
Implementing initiatives through in-kind support, funding, employee volunteering, and structured community programs

3 Integration into ESG strategy
Aligning community programs with SABECO's ESG direction and long-term sustainable development goals

4 Long-term goal
Contributing to the development of a cohesive, prosperous, and sustainable community

Our Policy

The CSR Policy sets out SABECO's commitment to maintaining the highest standards of ESG responsibility, integrating sustainable development into business strategy, and balancing economic, environmental, and social factors in all decisions.

- **System-wide application:** Applies to the BOD, Board of Management, all managers, and employees
- **Consistent implementation:** Covers all activities with short-term and long-term objectives
- **Clear governance mechanism:** Operates under the parent company through a transparent system for management, monitoring, approval, and reporting system.
- **Focus on four pillars:** Encompasses Consumption - Conservation - Culture - Country, creating sustainable value for stakeholders

Accordingly, community initiatives will revolve around six key areas: Community Health, Arts and Culture, Community Development, Education, Sports, and Environmental Sustainability.

OUR ACHIEVEMENTS

Progress in 2025

1 Supporting communities nationwide
Extensive and timely impact

7,000+
Tet gifts delivered to workers, fishermen, and border guards

3.2 Billion VND
Emergency support provided following storms and floods

2 Spreading heritage values
Connection with thousands of people

+53,500
Participants in the community event series

1,700+ Messages
2,200+ Shares
Interactions promoting connection

3 Promoting an active lifestyle
Sustained investment in community sports

60 Teams
248 Matches
in Bia Saigon Dragon Cup event

7,400+
Athletes in Tien Phong National Marathon

OUR INITIATIVES

63 REUNION - 1 TET TOGETHER

Preserving heritage - Spreading love - Promoting sustainable community development

Program	Key achievements in numbers	Making an Impact
SABECO launched "63 Reunion - 1 Tet Together" to enhance social welfare, honor silent contributions, preserve Vietnam Tet values and strengthen community bonds. The program was implemented nationwide through SABECO's ecosystem network	» **7,000+** Tet gifts delivered directly » **63** provinces and cities spread simultaneously (before provincial mergers) » **750** SABECO employees involved in the implementation » **37,500+** people participated in community activities	» **Honored "silent heroes":** Celebrated workers who contributed to the economy and national sovereignty » **Preserved the spirit of Vietnamese Tet:** Spread a culture of sharing and traditional values » **Spread cultural values:** Partnered with art programs and community initiatives

Ambassadors of National Progress Award

Program	Key achievements in numbers	Making an Impact
The program celebrated SABECO's 150-year journey and recognized individuals who had made quiet yet significant contributions to the community. Through this, SABECO promoted a spirit of sharing, responsibility, and aspiration for growth in society	» **20,000+ votes** recorded within 10 days of the nationwide public launch » **34** provinces and cities participated in nominations, in collaboration with the Vietnam Fatherland Front (after provincial mergers) » **Top 15** outstanding individuals selected through public online voting and Review Board evaluation	» **Spread the spirit of dedication:** Honored individuals who had made sustained contributions to the community » **Promoted sustainable development:** Raised awareness on circular packaging, water conservation, and resource efficiency » **Committed to 150 years of partnership:** Expanded activities across all provinces and cities, creating lasting community value

Thriving with our Communities (continued)

The campaign - 150 Years of Living Legacy

Program	Key achievements in numbers	Making an Impact
» **Celebrated 150 years of Vietnam's beer industry:** Honored heritage and affirmed SABECO's pioneering role » **Launched "150 Years of A Living Legacy":** Preserved and promoted beer industry traditions » **Key activities included:** "Legacy on the Move" "Legacy Night," and the "Ambassadors of National Progress Awards" » **Connected communities nationwide:** Spread the spirit of unity, sharing, and aspiration for progress	» **9 provinces, 2,200+ km journey**: Communities connected from South to North » **16,000+ participants:** Including 10,000+ at Legacy on the Move; 6,000+ at Legacy Night » **3.2 billion VND** in emergency relief for storm and flood recovery	» **Connected heritage with ESG:** Linked brand history to circular economy and community development » **Strengthened community engagement:** Spread pride and aspiration for progress » **Raised environmental awareness:** Promoted can and bottle sorting and recycling of cans and bottles » **Strengthened the national brand:** Affirmed SABECO's role in community and national development

Bia Saigon Dragon Cup (VPL-S6) and Tien Phong National Marathon

Program	Key achievements in numbers	Making an Impact
Bia Saigon Dragon Cup (VPL-S6) 4th year of partnership with the National 7-a-side Football Championship, covering 8 regions with Southeast Asian participation **Tien Phong National Marathon** 5th consecutive year partnering with the Tien Phong National Marathon, held in Quang Tri	**Bia Saigon Dragon Cup (VPL-S6)** » **60 teams, 248 matches** across 8 regions » **200,000+** on-site spectators; **45 million** online views » Regional expansion with Southeast Asian clubs » First-ever showmatch **Tien Phong National Marathon** » **66th** edition of Vietnam's longest-running marathon » **7,400+** athletes	» **Promoted an active lifestyle:** Encouraged physical exercise and improved community health » **Strengthened community bonds:** Created spaces for connection and unity » **Implemented ESG in practice:** Demonstrated SABECO's commitment to the social pillar

THRIVING WITH OUR PARTNERS AND SUPPLY CHAIN

Building a Sustainable Supply Chain with Partners

Our Sustainable Sourcing

Supplier Management/Supply Chain Management

BUILDING A SUSTAINABLE SUPPLY CHAIN WITH PARTNERS

OUR OBJECTIVES

We ensure:

100%

Of active suppliers comply with SABECO's Code of Conduct for Business Partners by 2030, to ensure a responsible supply chain.

100%

Of strategic suppliers adopt their own Code of Conduct by 2035to uphold standards of ethics, transparency, and integrity.

OUR ACHIEVEMENTS

Code of Conduct

SABECO issued a Code of Conduct for suppliers and customers to promote a responsible supply chain.

Distribution digitization

Throughout 2025, SABECO continued digitizing and integrating distribution system management to improve supply chain efficiency.

Transformation Support

Implemented training courses and digital transformation pilot programs for distribution channels.

Partnering with stakeholders

Supported distributors affected by natural disasters and fostered long-term cooperation based on transparency and trust.

CREATING VALUE FROM SEED TO BEYOND SIP

Farmers → Suppliers → Customers → Consumers → Communities, and Recycling Waste Collectors

150 Years of a Living Legacy and Working Together

— Building Value —

From Raw Materials to Every Moment of Sharing

Farmers & Raw Material Regions

For 150 years, alongside the nation's development, SABECO has cherished farmers and raw material regions - the source of every drop of beer. Through stable, long-term partnerships, SABECO indirectly supports farming communities in producing with confidence, improving livelihoods, and preserving agricultural value.

Suppliers - Partners in Progress

SABECO's 150-year journey has been built on the partnership with suppliers and collaborators - grounded in trust, transparency, and sustainable development. Together, the Company shares knowledge, drives innovation, and builds a responsible supply chain aimed at reducing environmental emissions.

Production & Brewing - Preserving Excellence, Continuous Innovation

From the first batches of beer to today's modern breweries, SABECO has preserved the essence of brewing while embracing technological innovation, continuously improving resource efficiency and ensuring stable, safe, and sustainable product quality.

Distribution - Connecting Every Region

Through an extensive distribution network, SABECO brings products to every region, connecting the brand with the rhythm of community life. The Company optimizes logistics and transportation to enhance efficiency while minimizing environmental impact - sustaining our journey of "moving forward together."

Creating value from seed to beyond sip: Farmers, Suppliers, Customers, Consumers, Communities, and Recycling Waste Collectors
(continued)

Retail & Consumption System - Spreading Value Together

SABECO works hand in hand with retail partners, restaurants, eateries, and consumption points to deliver complete experience to consumers. We support partners in developing sustainable businesses, adhering to responsible marketing principles, and fostering a healthy business environment.

Consumers - At the heart of our 150-year journey

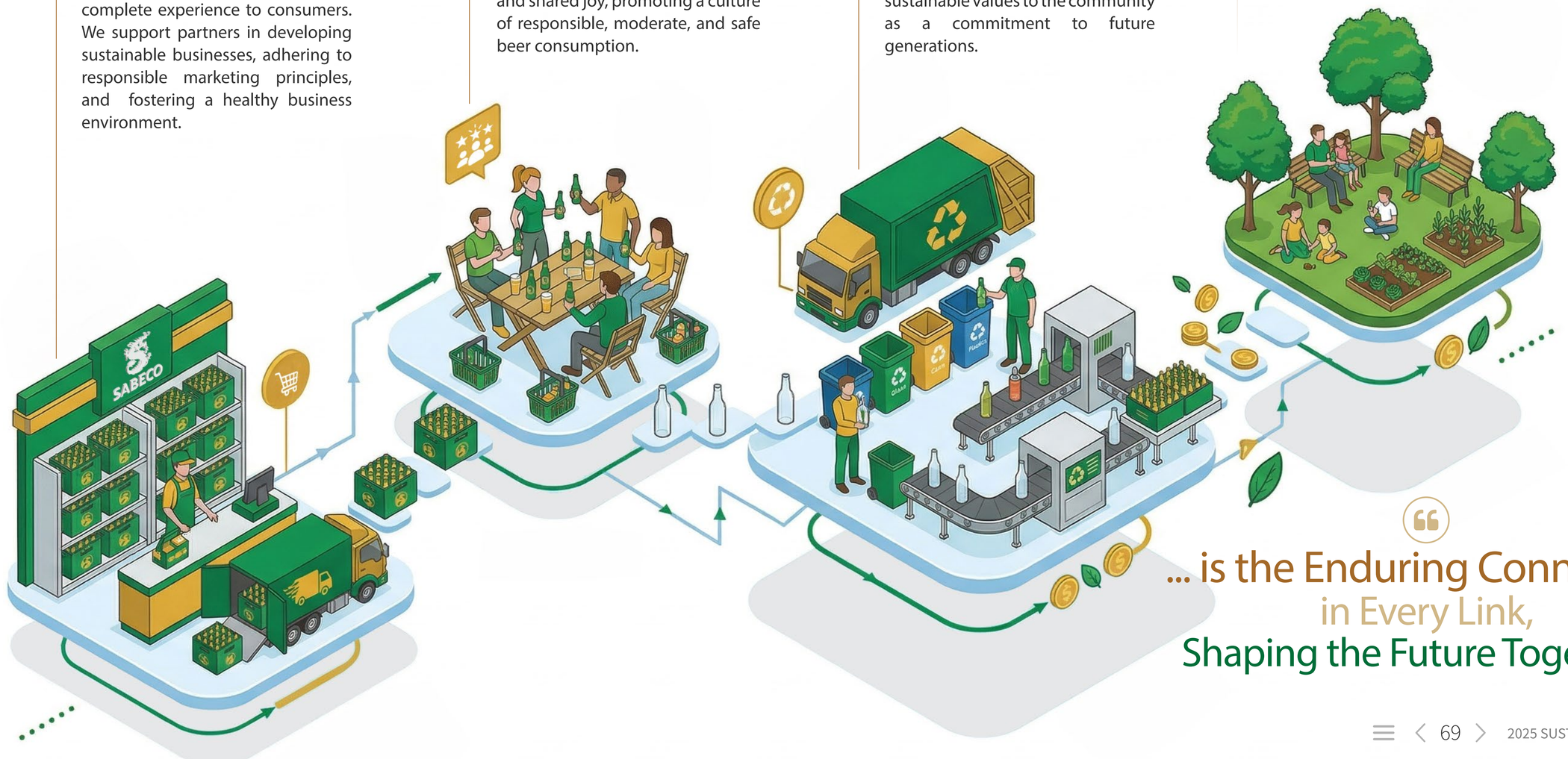
Throughout 150 years, consumers have been the inspiration behind SABECO's continuous improvement. The Company connects with consumers through everyday moments, gatherings, and shared joy, promoting a culture of responsible, moderate, and safe beer consumption.

Collection & Recycling - Inheriting Today, Sustaining Tomorrow

SABECO partners with collection and recycling units to close the packaging lifecycle, and move toward a circular economy. These efforts aim to reduce waste, create stable livelihoods and spread sustainable values to the community as a commitment to future generations.

Community - Where SABECO grows alongside the nation

As part of the community, SABECO has stood shoulder to shoulder with society from responsible drinking and traffic safety to environmental protection and local development. The Company believes that business growth is only sustainable when it goes hand in hand with the shared community prosperity.



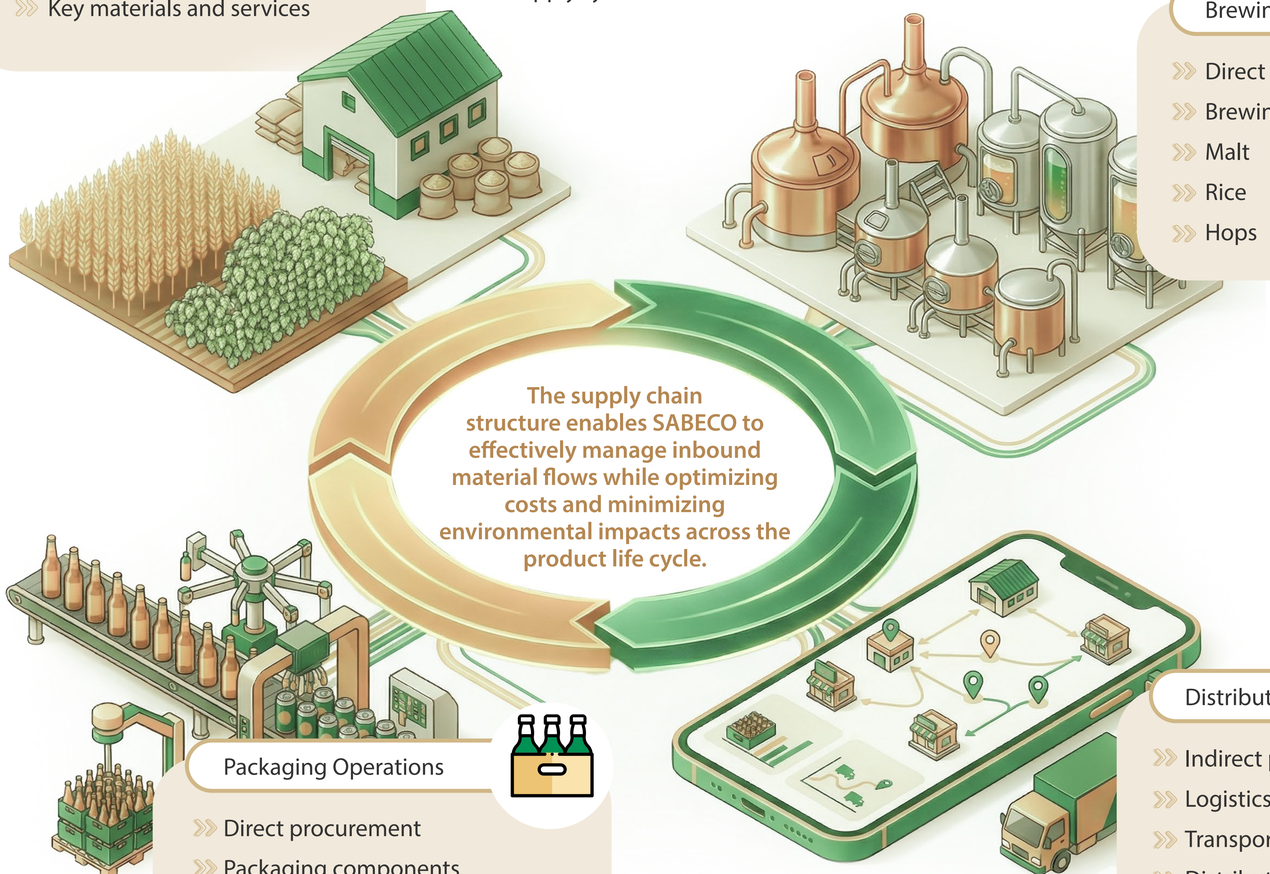
"... is the Enduring Connection
in Every Link,
Shaping the Future Together..."

OUR SUSTAINABLE SOURCING

[GRI 301]

SUPPLY CHAIN STRUCTURE

SABECO's value chain is organized into three main segments: brewing operations, packaging operations, and distribution and market activities. Each segment has distinct sourcing characteristics in terms of materials and procurement methods, forming an integrated and flexible supply system:



Value Chain Segment

- Procurement approach
- Key materials and services

Brewing Operations

- Direct procurement
- Brewing ingredients
- Malt
- Rice
- Hops

Packaging Operations

- Direct procurement
- Packaging components
- Glass bottles & cans
- Caps and labels
- Cartons & secondary packaging

Distribution & Market

- Indirect procurement
- Logistics & cooling systems
- Transportation services
- Distribution network
- Cooling equipment & refrigerants

OUR MANAGEMENT APPROACH

1 Data-Driven Resource Optimization

SABECO strengthens production data management systems to monitor and optimize material efficiency in real time. Key indicators monitored include:

- Material consumption rate per unit of product
- Packaging process loss rate
- Extraction efficiency in the brewing process
- Optimization level of packaging materials

This approach enables the Company to quickly identify inefficiencies and implement improvements, contributing to a systematic reduction in resource consumption.

2 Improving Packaging Efficiency and Minimizing Waste

Packaging optimization programs are implemented consistently across SABECO's breweries, focussing on:

- Standardizing usage rates
- Improving operating equipment efficiency
- Reducing losses during packaging
- Strengthening preventive maintenance controls

These improvements reduce packaging material consumption and minimize waste generation, enhancing overall resource efficiency.

3 Collaborating with Suppliers on Quality and Sustainability

SABECO maintains close collaboration with suppliers through regular evaluation and engagement, focussing on:

- Quality and consistency of raw materials
- Compliance with food safety requirements
- Supply chain reliability
- Environmental commitments and sustainable practices

This collaboration supports SABECO maintain consistent quality and minimize supply disruption risks.

Our Management Approach
(continued)

MATERIALS EFFICIENCY

In 2025, SABECO recorded clear improvements in materials efficiency, reflecting the results from operational optimization programs and tighter control of material consumption norms.

Compared with 2024, consumption of most key raw materials and packaging materials declined. This trend largely sustained versus 2023, confirming these gains are long-term and structural.

The 3.5% increase in can consumption in 2025 versus 2023 reflected a deliberate shift driven by growing consumer preference for cans and their logistical advantages in transportation and distribution.

Overall, SABECO is progressively balancing product quality with resource efficiency, moving toward long-term optimization in the production operations.

	Malt	Cans	Caps	Cartons
2025 vs 2024	↓13.1%	↓4.8%	↓9.1%	↓7.1%
2025 vs 2023	↓32.1%	↑3.5%	↓22.1%	↓0.9%

Key initiatives supporting the more efficient raw material use

- Optimizing product formulations and material consumption norms
- Improving production and packaging processes to reduce losses
- Strengthening quality control of input materials
- Applying KPIs to monitor materials efficiency across breweries
- Building greater internal awareness of efficient resource use

SUPPLIER MANAGEMENT/SUPPLY CHAIN MANAGEMENT

[GRI 308, 414]

At SABECO, the supply chain plays a crucial role in ensuring product quality, food safety, and sustainable production practices. Our procurement system operates in accordance with policies and procurement procedures approved by the Corporation, applied uniformly to the Corporation, its dependent breweries, and wholly owned subsidiaries.

We are committed to

- Selecting qualified suppliers who comply with applicable laws and meet requirements for quality, environmental protection, and social responsibility
- Ensuring transparency and fair competition in supplier selection and evaluation
- Integrating environmental and social criteria into the supplier evaluation, selection, and monitoring process
- Promoting continuous improvement throughout the value chain

We aim for comprehensive supply chain management

In which:

- **The supply chain is the foundation:** Ensuring product quality, stable production, and sustainable value creation
- **A diverse partner network:** Collaborating with domestic and international suppliers of raw materials, packaging, and services
- **Collaborating with suppliers:** Maintaining a stable supply for production and distribution across the entire system
- **Partnership with distributors:** Supporting training, capability enhancement, and financial assistance to ensure supply chain resilience and continuity, including during natural disasters
- **Sustainability standards:** Integrating quality, environmental, food safety, and legal compliance requirements into supplier management

RISKS AND OPPORTUNITIES

Risks

- Fluctuations in the supply of raw materials and packaging
- Climate change impacts on agricultural products (malt, hops, etc.)
- Volatility in raw material prices and logistics costs
- Increasingly stringent environmental and sustainability requirements

Opportunities

- Optimizing supply chain management and efficiency
- Strengthening long-term supplier cooperation
- Technological improvements and more efficient resource utilization
- Integrating ESG criteria to enhance value chain credibility and sustainability

Supplier Management/Supply Chain Management (continued)

OUR OBJECTIVES

1. 100% of new suppliers to be evaluated against basic requirements before approval
2. 100% of strategic suppliers to issue their own Supplier Code of Conduct by 2035
3. 100% of active suppliers to comply with SABECO's Code of Conduct for Suppliers and Business Partners by 2030
4. 100% of existing suppliers to comply with environmental and social standards as required by SABECO

OUR RESULTS AND PERFORMANCE

100%

- **Of new suppliers were evaluated according to standard procedures.**
- **Of active suppliers were evaluated periodically on a monthly basis.**
- **Of contracts for primary material purchases complied with the approval process in accordance with the MOA.**

0

- **Suppliers were disqualified due to serious environmental violations during the reporting period.**
- **Significant risks related to forced labor or child labor were identified in the supply chain during the reporting year.**

Supplier Management/Supply Chain Management (continued)

OUR MANAGEMENT APPROACH

Supplier Assessment based on Environmental Criteria

SABECO applies stringent quality control measures for raw materials and inputs. Specialized laboratories and testing systems are operated to ensure products meet technical standards, food safety requirements, and legal regulations.

Suppliers are evaluated periodically through records, delivery results, and, when necessary, on-site assessments. Non-compliant suppliers are requested to remediate or be delisted from the supply list.

Regular evaluations maintain supply chain stability and quality.

Supplier Development

SABECO builds long-term relationships with suppliers through conferences, dialogues, and direct and online meetings.

These activities enhance knowledge sharing, improve quality standards, and promote cooperation for sustainable development.

SABECO continuously strengthens a flexible and responsible supply network, ensuring high-quality products that meet customer expectations and support sustainable development in the new phase.

Policy & Principles

In accordance with SABECO's Procurement Policy, environmental principles are integrated into the supplier selection:

- Goods and services must meet environmental protection and safety requirements under applicable regulations
- Sources with quality management systems and technical control are given priority
- Supplier evaluation records include environmental compliance criteria

According to SABECO's Supplier Evaluation Procedure:

- Suppliers must provide a valid business license and legal documents
- Evaluations are conducted on a monthly basis
- Serious violations may result in removal from the list of approved suppliers

Supplier Assessment based on Social Criteria

Policy & Requirements

Social requirements are integrated into the procurement system:

- Compliance with labor, trade, and applicable regulations
- Occupational safety and legal working conditions
- Transparency, conflict of interest prevention, and fair competition
- Accountability in payments, contract documentation, and record keeping

Our Management Approach

SABECO implements

- Pre-approval supplier assessment
- Monthly evaluations of active suppliers
- Multifunctional evaluation committee (Purchasing - Accounting - Quality Control - Legal)
- Complete records for internal and external audits

We encourage suppliers to

- Implement an occupational safety management system
- Respect workers' rights
- Practice ethical business conduct
- Apply the Code of Conduct for Suppliers and Business Partners

PROMOTING LOCAL PROCUREMENT AND STRENGTHENING LOCAL SUPPLIERS[2]

[GRI 204]

The Company maintains a stable supplier network while prioritizing local sourcing to enhance supply chain flexibility and sustainability.

Maintaining a high share of domestic spending reflects the Company's strategic of:

- Supporting domestic economic development
- Strengthening control over quality and delivery performance
- Reducing supply chain disruption risks and transport-related emissions

> To promote local procurement, the Company sstrengthens engagement with domestic suppliers by prioritizing local partners that meet quality, cost, and ESG requirements. SABECO actively works alongside domestic suppliers to enhance capabilities, improve operational efficiency, and integrate sustainable practices into the supply chain.
>
> Through these efforts, the Company reinforces a stable supply base and contributes to a more transparent, efficient, and sustainable domestic supplier ecosystem.

OUR MANAGEMENT APPROACH

The Company applies an efficient, transparent, and sustainable approach to supply chain management, integrating ESG criteria throughout the supplier selection and evaluation lifecycle.

Aim for

>90%

- To maintain a high proportion of spending on local suppliers
- To strengthen ESG integration in supplier evaluation and selection

Our Objectives

100%

- Of suppliers sign a commitment to comply with the Code of Conduct
- To environmental and social assessments for suppliers

Our Results and Performance

In 2025 SABECO further strengthened collaboration with local raw material suppliers and achieved the following results:

Item	Unit	2025	2024
Total number of key raw material suppliers	Companies	44	43
Total number of local suppliers	Companies	38	37
Proportion of spending on local suppliers	%	94	-

The 2025 results indicated that SABECO effectively maintained the supply chain localization strategy while progressively integrating ESG into procurement. This provided a strong foundation for long-term value chain sustainability and resilience.

The 94% domestic spending proportion reflected the Company's commitment to:

- Strengthening localization across the value chain
- Improving control over quality and ESG performance
- Supporting the development of the domestic supplier ecosystem

[2] *Local suppliers are defined as enterprises that are legally registered and operating in Vietnam, and that provide raw materials, goods, or services directly supporting the Company's production and business activities.*

THRIVING WITH OUR CONSUMERS

Consumer Health, Safety & Responsible Marketing
Our Policies - Management Approach - Results and Performance

CONSUMER HEALTH, SAFETY & RESPONSIBLE MARKETING

[GRI 416,417]

Throughout the 150-year journey, SABECO has placed consumer health and safety at the core of its values. Each product represents not only the brand, but also a multigenerational commitment to quality.

SABECO fully complies with Vietnamese laws and international standards, operating a unified quality management system across all breweries to ensure stable, consistent, and safe production from raw materials to finished products.

SABECO also prioritizes transparency, providing clear and accurate labeling to empower consumers to make informed choices.

150 Years of Quality

Is not Just a Standard but a Sustainable Commitment to the Community

Our KPIs, Progress, and Commitments

0
Incidents related to violations of minimum safety requirements

0%
Products recalled for safety or health reasons

100%
Breweries certified to food safety standards: ISO 9001:2015, FSSC 22000, ISO 22000:2018, HACCP

100%
Laboratories at breweries certified to ISO/IEC 17025

100%
Products fully meeting food safety requirements

SABECO Product Safety Certifications

- ISO 22000 Food Safety Management System
- HACCP Hazard Analysis & Critical Control Pointsn
- GMP Good Manufacturing Practices
- FSSC 22000 Food Safety Certification System
- BRCS Global Standard for Food Safety by the British Retail Consortium

Consumer health, safety & responsible marketing(continued)

Quality - Food Safety - Environment Policy

1. Enhancing the quality of life by providing high-quality, safe, and nutritious beverage products.
2. Continuously improving quality standards to deliver safe, marketable products that meet the strictest requirements.
3. Protecting the environment, minimizing pollution, and building a Green - Clean - Beautiful environment across all daily activities as a responsibility to future generations.
4. Strictly complying with legal requirements, quality standards, food safety regulations, and environmental aspects related to the production and supply of SABECO-branded beverages to consumers.

Responsible marketing policies

1 Legal compliance:

SABECO ensures that all promotional, marketing, sales, labeling, packaging information, and promotional programs fully comply with Vietnamese laws and applicable local regulations.

2 Responsible drinking:

SABECO promotes responsible drinking messages and does not depict or imply alcohol consumption before or while driving, operating machinery, or performing tasks requiring concentration. Advertising on the exterior surfaces of vehicles is prohibited.

3 Protection of vulnerable groups, minors, and pregnant women:

- Advertising is only placed in media or events where the majority of the audience is aged 18 and above
- Outdoor advertising distances are ensured in accordance with legal requirements
- Websites and online promotions must require age confirmation
- No images, symbols, or content appealing to audiences under 18 are used
- Advertising characters must be over 18 and appear to be over 25
- No targeting of pregnant women
- Health warnings must cover at least 10% of the advertising area

Consumer health, safety & responsible marketing
(continued)

OUR MANAGEMENT APPROACH

SABECO is committed to providing safe and high-quality beer products that protect consumer health. Quality control is applied at every step from raw material selection to the production, using appropriate methods for each type of raw material.

SABECO's quality management system operates in accordance with Vietnamese laws and international standards, supported by a team of professionally trained.

Concurrently, SABECO integrates environmental responsibilities into all production activities through programs to reduce emissions, conserve resources, minimize waste, and manage waste effectively.

SABECO IS COMMITTED TO:

Quality Culture - A Legacy Value

Quality at SABECO is the responsibility of every employee. SABECO continuously provides training, strengthens capabilities, and promotes ongoing improvement to meet the market's rising expectations.

Each SABECO product is a combination of heritage, technology, and responsibility - worthy of consumers' trust today and in the future.

Responsible Marketing Framework

SABECO operates within the Vietnamese legal framework, complying with the Law No. 44/2019/QH14 on Preventing the Harmful Effects of Alcohol, Decree 24/2020/ND-CP, and regulations related to alcoholic beverage marketing communications.

SABECO also applies the Code for Marketing Communications of Alcoholic Beverages to ensure transparent and responsible promotional activities. The scope covers brand advertising, promotions, brand innovation, experiential marketing, PR, and brand website content.

Consistent Quality - 150-Year Heritage, Sustainable Commitment

SABECO maintains strict quality standards, ensuring consistent products across the breweries and distribution network. SABECO complies with Vietnamese regulations and reference international standards such as EU, MEBAK, ASBC, and DIN.

The quality control system is standardized and applied throughout, including supplier assessment, HACCP critical control points, periodic testing at ISO/IEC 17025-accredited laboratories, and finished product monitoring before release.

Traceability and Efficient Resource Use

SABECO strictly manages the value chain, from key inputs (malt, hops, yeast, packaging) to production processes, ensuring traceability and consistent quality. Suppliers are regularly assessed and audited to meet technical and food safety requirements.

Moreover, SABECO implements initiatives to optimize material use and operational efficiency, including research on using domestic malt, equipment upgrades, and brewing process improvements to enhance extraction efficiency, stabilize quality, and reduce consumption.

Consumer health, safety & responsible marketing
(continued)

OUR RESULTS AND PERFORMANCE

Health and safety impact assessment of the product

100%

Of SABECO's beer and alcoholic beverage products are assessed for food safety risks according to the ISO 22000 and HACCP systems.

Of product batches are quality tested before shipment according to internal procedures and QCVN 6-3:2010/BYT standards.

Of breweries maintain ISO 9001:2015, ISO 22000:2018, and HACCP certifications.

Of testing laboratories at the breweries maintain their capabilities in accordance with ISO/IEC 17025.

SABECO maintained a CCP control mechanism, full traceability of raw materials and finished products in accordance with a comprehensive control model.

Non-compliance incidents related to product health and safety

0

Product recalls due to food safety concerns

Incidents of non-compliance with legal regulations related to product health and safety impacts

Administrative penalties related to food safety violations

In 2025, SABECO did not record any serious incidents affecting consumer health related to its products.

Evaluation of marketing and labeling activities

100%

Of packaging provided transparent ingredient information

All products provided complete information on ingredient composition, usage instructions, and mandatory warnings, ensuring consumers had access to clear and accurate information.

100%

Of packaging included responsible consumption warnings

All product packaging displayed legal age warnings and messages against driving after consuming alcoholic beverages, in compliance with Vietnamese law.

GREEN FINANCE FOR A SUSTAINABLE FUTURE

GREEN FINANCE FOR A SUSTAINABLE FUTURE

[GRI 203]

RISKS AND OPPORTUNITIES

As the global economy shifts toward green growth corporate financial investment decisions increasingly influence society and the environment. Capital allocation shapes investment flows toward areas such as renewable energy, green infrastructure and community initiatives.

Recognizing this, SABECO has gradually integrated environmental and social considerations into the financial activities. Through green deposits and partnerships with financial institutions committed to sustainable development, the Company contributes to mobilizing capital for clean energy projects, green transportation infrastructure and social welfare programs.

This approach presents an opportunity for SABECO to expand its positive community impact while supporting Vietnam's transition to a low-carbon economy.

OUR MANAGEMENT APPROACH

SABECO implements responsible financial practices guided by the following orientations

Promoting sustainable finance

Allocating capital through green financial instruments to support projects that generate environmental and social benefits

Partnering with financial institutions

Collaborating with banks and financial partners to promote green credit programs and sustainable infrastructure development

Creating positive socio-economic impacts

Channeling capital into sectors such as renewable energy, green transportation infrastructure, sustainable buildings and community development initiatives

Aligning with SABECO's ESG strategy

Aspiring to integrate green finance into SABECO's long-term sustainability strategy to contribute to broader economic and social value

OUR POLICIES

SABECO's sustainable finance activities are implemented in line with the Company's governance framework:

01 INTEGRATING ESG INTO FINANCIAL GOVERNANCE

Capital allocation decisions are evaluated by balancing economic efficiency with environmental and social impacts.

02 SYSTEM-WIDE IMPLEMENTATION

Sustainable finance initiatives are executed through partnerships with financial institutions and strategic partners.

03 TRANSPARENCY AND ACCOUNTABILITY

Activities are monitored and reported within SABECO's corporate governance and sustainability reporting framework.

OUR ACHIEVEMENTS

SABECO has implemented Green Deposits with partner banks to support funding for sustainable projects.

2024	2025
400 Billion VND in green deposits	2,820 Billion VND in green deposits
SMBC: 300 billion VND VietinBank: 100 billion VND	MUFG: 300 billion VND VietinBank: 2,520 billion VND

The total value of green deposits in 2025 increased by approximately 605% compared with 2024. These funds were utilized by financial institutions to support various sustainable development sectors, including:

- **Renewable energy development:** Wind and solar power, and energy efficiency solutions.
- **Green transportation infrastructure**
- **Sustainable buildings and urban development:** Rural bridges, schools, health stations, and public infrastructure in remote and underserved areas.
- **Sustainable agriculture and circular economy initiatives**
- **Social welfare and community development programs:** initiatives to eliminate temporary and dilapidated housing in localities such as Lai Chau, Hai Duong, and Dak Nong, with thousands of homes built or repaired.

Through these green finance initiatives, SABECO contributed to mobilizing capital for projects that generate long-term economic, environmental and social value.

PRODUCT INNOVATION

Marking 150 years of a living legacy, SABECO affirms its spirit of relentless innovation - a core value that has sustained the brand across generations. Amid rapidly changing consumer behavior, and a growing trend toward quality, experience, and responsible lifestyles, SABECO proactively upgrades its product portfolio to be more diverse and better suited to modern market demands.

Building on 150 years of Vietnamese brewing excellence, SABECO refines the recipes, optimizes packaging, enhances quality control standards, and promotes the application of technology in production. These advances not only increase the brand's value in the mid-to-high-end segment but also strengthen SABECO's competitiveness in regional and international markets.

Following the official launch in 2024, the SABECO Beer Research and Development Center (SRC) continues to expand the research scope and enhance the capabilities for testing new products. The Center focuses on:

- Researching new consumer trends
- Developing innovative and improved product lines
- Optimizing production processes for efficiency and energy savings
- Implementing sustainable packaging solutions and reducing emissions throughout the value chain

The investment in R&D demonstrates SABECO's commitment to innovation as a driver of long-term growth, bridging product quality with sustainable development.

SABECO looks forward with pride, carrying heritage into the future through innovation, with every product embodying the spirit of "Moving Forward Together" with Vietnam.

150 years

OF THE LEGACY
SHAPING THE FUTURE

APPENDICES

Reporting Principles

ESG Performance Tables

REPORTING PRINCIPLES

[GRI 1]

This report has been prepared in accordance with the reporting principles set out in the GRI Standards 2021

Reporting Principles	How SABECO applied in the 2025 Report
Materiality	SABECO determines material topics through stakeholder engagement and prioritizes disclosure of topics that reflect the most significant impact on the organization's activities.
Stakeholder Inclusiveness	The report reflects stakeholder interests and expectations through regular engagement and consultation processes.
Sustainable Development Context	Information is presented in the context of sustainable development and SABECO's contributions to society, the environment, and the economy.
Balance	The report provides an unbiased and balanced representation of performance, reflecting positive results and areas requiring improvement.
Clarity	Information is presented in a clear, transparent, and accessible manner for all stakeholders.
Accuracy	Data is reviewed according to internal control procedures to ensure accuracy and reliability.
Comparability	Data is disclosed using consistent methods over time to enable meaningful comparison of performance across reporting periods.
Completeness	The report covers SABECO's material topics and principal areas of operation.
Consistency	Reporting methods are maintained consistently across periods to ensure comparability.
Reliability	Information is reviewed and verified through internal processes and independent assessments when appropriate.
Quantification	SABECO prioritizes the disclosure of quantitative data to transparently reflect operational performance.

ESG PERFORMANCE TABLES

GOVERNANCE PERFORMANCE

Metrics	Unit	2025	2024	2023	Corresponding GRI Standard
Board composition					
Number of BOD members	Persons	7	7	7	2-9
Male	Persons	5	5	5	2-9
Female	Persons	2	2	2	2-9
BOD members					
Executive director	Persons	0	0	0	2-9
Non-executive directors	Persons	7	7	7	2-9
Independent members of the BOD	Persons	2	2	2	2-9
By gender					
Male	%	71	71	71	2-9
Female	%	29	29	29	2-9

Metrics	Unit	2025	2024	2023	Corresponding GRI Standard
By nationality					
Vietnam	%	57	57	57	2-9
Singapore	%	29	29	29	2-9
Thailand	%	14	14	14	2-9
Confirmed incidents of corruption					
Total number of confirmed incidents of corruption	Times	0	0	0	205-3
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Times	0	0	0	205-3
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to corruption	Times	0	0	0	205-3
Total number of public legal cases regarding corruption brought against the organization or the employee	Times	0	0	0	205-3

ESG Performance Tables (continued)

GOVERNANCE PERFORMANCE (continued)

Metrics	Unit	2025	2024	2023	Corresponding GRI Standard
Reports on corruption by type					
Fraud					
Cases		0	0	0	205-3
%		0	0	0	205-3
Complaints					
Cases		0	0	0	205-3
%		0	0	0	205-3
Other					
Cases		0	0	0	205-3
%		0	0	0	205-3
Total		0	0	0	205-3

Metrics	Unit	2025	2024	2023	Corresponding GRI Standard
Status of violations					
Corruption or bribery		0	0	0	418-1
Customer privacy data breaches		0	0	0	418-1
Conflicts of interest		0	0	0	418-1
Money laundering or insider trading		0	0	0	418-1
Information security and customer data privacy					
Information security breach or cyber security incidents	Cases	0	0	0	418-1
Total number of data leak	Cases	0	0	0	418-1
Total number of customers affected by data leaks	Persons	0	0	0	418-1
Total amount of fines or penalties paid due to information security breaches and cybersecurity incidents	Million VND	0	0	0	418-1

ESG Performance Tables (continued)

SUPPLIER-RELATED INDICATORS

Metrics	Unit	2025	2024	2023	GRI
Procurement practices					
Proportion of spending on local suppliers for goods and services	%	94	-	-	204-1
Suppliers screened using environmental criteria	%	100	100	100	308-1
Number of suppliers excluded due to significant actual and potential negative environmental impacts during the reporting period	Cases	0	0	0	308-2
Suppliers screened using social criteria	%	100	100	100	414-1
Number of significant risks related to forced labor or child labor identified in the supply chain during the reporting period	Cases	0	0	0	414-2

ENVIRONMENTAL PERFORMANCE

	Unit	2025	2024	2023
Beer production volume	hL	11,372,505	11,262,026	11,044,999

ENVIRONMENTAL PERFORMANCE (continued)

Metrics	Unit	2025	2024	2023
ISO 14001:2015 certificate				
Total number of ISO 14001:2015 certified sites	Brewery	16	14	12
Percentage of ISO 14001:2015 certified sites	%	100%	88%	75%
ISO 50001:2018 certificate				
Total number of ISO 50001:2018 certified sites	Brewery	9	8	8
Percentage of ISO 50001:2018 certified sites	%	56%	50%	50%
ISO 45001:2018 certificate				
Total number of ISO 45001:2018 certified sites	Brewery	2	2	1
Percentage of ISO 45001:2018 certified sites	%	12.5%	12.5%	6.3%
ISO 9001:2015 certificate				
Total number of ISO 9001:2015 certified sites	Brewery	16	13	11
Percentage of ISO 9001:2015 certified sites	%	100%	81%	69%
ISO 22000:2018 certification and other food safety-related certifications (HACCP, GMP, FSSC 22000, BRC)				
Total number of ISO 22000:2018 and others certified sites (HACCP, GMP, FSSC 22000, BRC)	Brewery	16	14	12
Percentage of ISO 22000:2018 and others certified sites (HACCP, GMP, FSSC 22000, BRC)	%	100%	88%	75%
Other certificates				
Total number of certified sites	Brewery	16	11	10
Percentage of certified sites	%	100%	69%	63%

ESG Performance Tables (continued)

ENVIRONMENTAL PERFORMANCE (continued)

Energy Management

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Total energy consumption	MJ	990,486,181	990,493,863	1,062,878,434	302-1
Renewable energy used	MJ	459,995,194	401,503,107	429,609,248	302-1
Non-renewable energy	MJ	530,490,987	588,990,756	633,269,186	302-1
Renewable energy from solar rooftop	MJ	30,915,425	28,233,947	20,466,709	302-1
Renewable energy from biomass steam	MJ	429,079,768	373,269,160	409,142,538	302-1
EVN Grid electricity consumption	MJ	299,351,327	284,662,601	309,012,513	302-1
Total non-renewable energy fuel consumption	MJ	231,134,717	304,328,154	324,256,673	302-1
Energy intensity	MJ/hL	86.19(a)	87.95	96.23	302-3
Reductions in energy consumption compared to 2023	%	6.8	6.8	Base year	302-4
Reductions in energy intensity compared to 2023	%	10.4	8.6	Base year	302-5

(a) Energy intensity is calculated based on total energy consumption at breweries over total beer production (hL) within the reporting period.

GHG Emission Management

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Direct (Scope 1) GHG emissions	tCO_2e	26,403	32,053	34,482	305-1
Energy indirect (Scope 2) GHG emissions	tCO_2e	54,814	52,998	59,039	305-2
Total GHG emissions (Scope 1 and Scope 2)	tCO_2e	81,217	85,051	93,521	305-4
GHG emissions intensity	$kgCO_2e/hL$	7.07(b)	7.55	8.47	305-4
Reductions in GHG emissions compared to 2023	%	13.2	9.1	Base year	305-5
Reductions in GHG emissions intensity compared to 2023	%	16.5	10.8	Base year	305-5
Emissions of ODS	kg CFC-11e	3.99	3.62	5.21	305-6
Total biogenic emission	t biogenic CO_2e	19,232	19,694	18,923	-
NOx	mg/Nm^3	38.9	30.1	137.2	305-7
SOx	mg/Nm^3	16.6	5.24	21	305-7
Total Suspended Particles (TSP)	mg/Nm^3	6.71	5.2	11.2	305-7

(b) GHG emission intensity is calculated based on total GHG emissions at breweries over total beer production (hL) within the reporting period.

ESG Performance Tables (continued)

ENVIRONMENTAL PERFORMANCE (continued)

Water Stewardship

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Water withdrawal	ML	3,327	3,281	3,470	303-3
Surface water	ML	292	379	397	303-3
Rainwater	ML	23	0	0	303-3
Groundwater	ML	332	339	358	303-3
Third-party water	ML	2,681	2,544	2,668	303-3
Water discharge	ML	1,747	1,623	1,846	303-4
Water consumption	ML	1,581	1,598	1,624	303-5
Water usage per hectoliter of beer produced	hL/hL	2.92(c)	2.91	3.14	
Water consumption intensity	hL/hL	1.39(d)	1.42	1.47	
Reductions in water usage per hectoliter of beer produced compared to 2023	%	7.0	7.3	Base year	
Reductions in water consumption intensity compared to 2023	%	5.5	3.5	Base year	
Water reused, recycled/water withdrawal	%	6.1	5.7	-	

(c) Water usage per hectoliter of beer produced (Water usage intensity (hL/hL beer)) is calculated based on total water withdrawal at breweries over total beer production (hL) within the reporting period.

(d) Water consumption intensity is calculated based on total water consumption at breweries over total beer production (hL) within the reporting period.

Waste management

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Waste generated	Tons	9,947(e)	8,566	8,477	306-3
Hazardous waste	Tons	57(e)	56	54	306-3
Non-hazardous waste	Tons	9,890(e)	8,510	8,425	306-3
Waste diverted from disposal	Tons	8,099(e)	5,501	3,286	306-4
Waste directed to disposal	Tons	1,848(e)	3,065	5,193	306-5
Ratio of waste diverted from disposal	%	81.4	64.2	38.8	
Percentage of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	%	100	100	Base year	

(e) Waste generated increased because of beer production volume increased and waste generated from supply chain and mechanical companies.

ESG Performance Tables (continued)

ENVIRONMENTAL PERFORMANCE (continued)

Waste Management (continued)

Waste Classification

A. Hazardous waste (kg)

Hazardous waste type	Diverted	Direct disposal	Total generated
Glass	146	223	370
Plastic & plastic film	17,786	713	18,499
Batteries/Accumulators	1,714	28	1,743
Electronic devices	50	12	62
Chemical waste	0	3,187	3,187
Waste oil	9,439	8,882	18,322
Ash	1,011	0	1,011
Infectious waste	0	200	200
Mixed hazardous waste	120	8,104	8,224
Iron metal	1,480	4	1,484
Non-ferrous metals	19	5	24
Mixed metals	636	141	778
Other	73	2,763	2,836
Total hazardous waste	**32,477**	**24,267**	**56,744**

B. Non-hazardous waste (kg)

Non-hazardous waste type	Diverted	Direct disposal	Total generated
Glass	3,095,399	0	3,095,399
Cardboard	228,855	0	228,855
Paper	127,882	255,780	383,662
Plastic & plastic film	404,609	81	404,690
Wood	621	14,383	15,004
Rubber	570	19,200	19,770
Ash	1,277,107	0	1,277,107
Sludge from water treatment	2,002,163	277,435	2,279,598
Iron metal	116,346	0	116,346
Non-ferrous metals	10,209	0	10,209
Mixed metals	9,246	0	9,246
Mixed waste	174,660	1,115,191	1,289,851
Other	618,752	141,820	760,572
Total non-hazardous waste	**8,066,422**	**1,823,890**	**9,890,313**

ESG Performance Tables (continued)

SOCIAL PERFORMANCE

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Employment					
Total number of employees	Persons	4,645	4,118	4,427	2-7
Number of employees by employment type					
Full-time employees	Persons	4,645	4,118	4,427	2-7
Male	Persons	3,412	3,012	3,254	2-7
Female	Persons	1,233	1,106	1,173	2-7
Number of employees by employment contract					
Permanent	Persons	4,645	4,118	4,427	2-7
Number of employees by age group					
Under 30 years old	Persons	380	368	443	405-1
30 to 50 years old	Persons	3,488	3,068	3,247	405-1
Above 50 years old	Persons	777	682	738	405-1
Number of full-time employees by employee category					
Executive level	Persons	83	77	83	405-1
Middle management	Persons	433	405	431	405-1
Department head/Supervisor	Persons	889	763	815	405-1
Senior officer	Persons	2,368	2,097	2,212	405-1
Officer level	Persons	872	785	1.017	405-1
Number of full-time employees by nationality					
Vietnam	Persons	4,634	4,106	4,414	405-1
Singapore	Persons	9	9	7	405-1
Malaysia	Persons	0	1	2	405-1
Thailand	Persons	1	1	3	405-1
Others	Persons	1	1	1	405-1
Number of Executive level employee hired in Vietnam	Persons	72	-	-	202-2
Employee turnover					
Total number of employee turnover	Persons	536	507	785	401-1
Total number of employee turnover by gender					
Male	Persons	414	384	581	401-1
Female	Persons	122	123	204	401-1
Total employee turnover by age group					
Under 30 years old	Persons	85	84	160	401-1

ESG Performance Tables (continued)

SOCIAL PERFORMANCE (continued)

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
30 to 50 years old	Persons	365	315	465	401-1
Above 50 years old	Persons	86	108	160	401-1
Turnover rate	%	11.5	12.3	17.7	
Turnover rate by gender					
Male	%	12.1	12.7	17.9	401-1
Female	%	9.9	11.1	17.4	401-1
Total employee turnover by nationality					
Vietnam	Persons	533	507	748	401-1
Singapore	Persons	3	0	0	401-1
Malaysia	Persons	0	0	0	401-1
Thailand	Persons	0	0	0	401-1
Others	Persons	0	0	0	401-1

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
New employee hires					
Total number of new employee hires	Persons	551	357	609	401-1
New employees by gender					
Male	Persons	433	271	465	401-1
Female	Persons	118	86	144	401-1
New employees by age group					
Under 30 years old	Persons	147	119	168	401-1
30 to 50 years old	Persons	399	235	461	401-1
Above 50 years old	Persons	5	3	47	401-1
Total employee turnover by nationality					
Vietnam	Persons	550	357	636	401-1
Singapore	Persons	1	0	0	401-1
Malaysia	Persons	0	0	0	401-1
Thailand	Persons	0	0	0	401-1

ESG Performance Tables (continued)

SOCIAL PERFORMANCE (continued)

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Others	Persons	0	0	0	401-1
New hire rate	%	11.9	8.7	13.8	401-1
New hire rate by gender					
Male	%	12.7	9.0	14.3	401-1
Female	%	9.6	7.8	12.3	401-1
Number of employees entitled to parental leave					
Total	Persons	165	190	159	401-3
Male	Persons	86	124	104	401-3
Female	Persons	79	66	55	401-3
Number of employees who returned from parental leave					
Total	Persons	147	178	158	401-3
Male	Persons	85	124	104	401-3
Female	Persons	62	56	54	401-3

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Return-to-work rate after parental leave					
Total	%	89.1	-	-	401-3
Male	%	98.8	-	-	401-3
Female	%	78.5	-	-	401-3
Number of work-related fatalities of employees	Cases	0	0	0	403-9
Percentage of employees covered by an occupational safety and health management system	%	100	100	100	403-8
Employees	%	100	100	100	403-8
Contractors	%	100	100	100	403-8
Number of work-related fatalities of employees	Cases	0	0	0	403-9
Number of work-related fatalities of non-employees	Cases	0	0	0	403-9
LTIFR	-	0	0	0	403-9
Number of lost days	Working days	71	0	0	403-9
Number of cases of occupational injuries and illnesses	Cases	1	0	0	403-10
OIFR	-	0	0	0	403-10

ESG Performance Tables (continued)

SOCIAL PERFORMANCE (continued)

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Average HSE training hours					
Average HSE training hours per employee	Hours	16.1	12.1	9.1	404-1
Average HSE training hours by gender					
Male	Hours	16.7	11.9	8.9	404-1
Female	Hours	14.6	12.4	10.3	404-1
Average HSE training hours by employee category					
Executive level	Hours	20.9	10.7	10.3	404-1
Middle management	Hours	25.2	13.8	9.3	404-1
Department head/Supervisor	Hours	20.5	14.7	10.9	404-1
Senior office	Hours	15.0	10.9	8.1	404-1
Officer level	Hours	9.3	12.1	9.3	404-1

Metrics	Unit	2025	2024	2023	Corresponding GRI standards
Percentage of employees who received regular performance and career development reviews					
By gender					
Male	%	100	100	100	404-3
Female	%	100	100	100	404-3
By employee category					
Executive level	%	100	100	100	404-3
Middle management	%	100	100	100	404-3
Department head/Supervisor	%	100	100	100	404-3
Senior officer	%	100	100	100	404-3
Officer level	%	100	100	100	404-3

GRI CONTENT INDEX

Legend: ✓ disclosed | ✗ not sufficiently disclosed

GRI 1: STATEMENT OF USE

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
	✓	5; 86
GRI 1 được sử dụng	✓	5; 86

GRI 2: GENERAL DISCLOSURES 2021

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
2-1 Organizational details	✓	5; 13-14; 97
2-2 Entities included in the organization's sustainability reporting	✓	5; 28
2-3 Reporting period, frequency and contact point	✓	5
2-4 Restatements of information	✓	5; data in 2023 and 2024 restated to reflect the merger of 5 new subsidiaries in 2025
2-5 External assurance	✗	No external assurance statement
2-6 Activities, value chain and other business relationships	✓	13-14; 32; 66-76
2-7 Employees	✓	53-56; 93-94
2-8 Workers who are not employees	✗	Information not fully available: External workers engaged under service or contractor agreements are required to comply with SABECO's occupational health and safety standards. However, consolidated data on the total number of such workers is not yet available and will be included in subsequent reporting periods
2-9 Governance structure and composition	✓	28-30; 87
2-10 Nomination and selection of the highest governance body	✓	29; 2025 Annual Report page 61
2-11 Chair of the highest governance body	✓	28-29
2-12 Role of the highest governance body in overseeing the management of impacts	✓	29-31

GRI 2: GENERAL DISCLOSURES 2021 (continued)

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
2-13 Delegation of responsibility for managing impacts	✓	28-31
2-14 Role of the highest governance body in sustainability reporting	✓	30-31
2-15 Conflicts of interest	✓	31; 2025 Annual Report page 72
2-16 Communication of critical concerns	✓	31; 57; 60
2-17 Collective knowledge of the highest governance body	✓	29-30
2-18 Evaluation of the performance of the highest governance body	✗	2025 Annual Report page 59, 108
2-19 Remuneration policies	✓	29; 2025 Annual Report page 59, 61, 63, 101, 106
2-20 Process to determine remuneration	✗	2025 Annual Report page 59, 101
2-21 Annual total compensation ratio	✗	2025 Annual Report page 108, 194
2-22 Statement on sustainable development strategy	✓	6-7, 21-22
2-23 Policy commitments	✓	31-32; 50; 53; 62; 77-79;
2-24 Embedding policy commitments	✓	24-26; 34-35; 40; 50; 53; 60; 62; 74; 77-79;
2-25 Processes to remediate negative impacts	✓	31; 57; 60
2-26 Mechanisms for seeking advice and raising concerns	✓	31; 57; 60
2-27 Compliance with laws and regulations	✓	31-32; 34; 40; 50; 60; 77-80
2-28 Membership associations	✓	45
2-29 Approach to stakeholder engagement	✓	16-19
2-30 Collective bargaining agreements	✓	53; 57

GRI content index (continued)

GRI 3: MATERIAL TOPICS 2021

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
3-1 Process to determine material topics	✓	16
3-2 List of material topics	✓	17-18
3-3 Management of material topics	✓	22-26; 34-35; 40; 43; 50; 53; 57; 60; 62; 72-75; 77-80; 82-83

ECONOMIC TOPICS

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 201 Economic Performance 2016		
GRI 201-1 Direct economic value generated and distributed	✓	8
GRI 201-2 Financial implications and other risks and opportunities due to climate change	✓	35
GRI 201-3 Defined benefit plan obligations and other retirement plans	✓	53
GRI 201-4 Financial assistance received from government	✗	No relevant information is disclosed in this report
GRI 202 Market Presence 2016		
GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	✗	Managed internally; not publicly disclosed per confidentiality policy
GRI 202-2 Proportion of senior management hired from the local community	✓	93
GRI 203 Indirect Economic Impacts 2016		
GRI 203-1 Infrastructure investments and services supported	✓	62-65; 82-83
GRI 203-2 Significant indirect economic impacts	✓	82-83
GRI 204 Procurement Practices 2016		
GRI 204-1 Proportion of spending on local suppliers	✓	75; 89
GRI 205 Anti-corruption 2016		

ECONOMIC TOPICS (continued)

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 205-1 Operations assessed for risks related to corruption	✓	31
GRI 205-2 Communication and training about anti-corruption policies and procedures	✓	31
GRI 205-3 Confirmed incidents of corruption and actions taken	✓	31; 87-88

ENVIRONMENTAL TOPICS

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 301 Materials 2016		
GRI 301-1 Materials used by weight or volume	✓	43-45; 70-71
GRI 301-2 Recycled input materials used	✓	44-45
GRI 301-3 Reclaimed products and their packaging materials	✓	44-45
GRI 302 Energy 2016		
GRI 302-1 Energy consumption within the organization	✓	35-37; 39; 90
GRI 302-2 Energy consumption outside of the organization	✗	Data on energy consumption outside of the organization is not yet available due to the complexity and diversity of SABECO's supply chain. Collection and reporting of this information is planned for subsequent reporting periods.
GRI 302-3 Energy intensity	✓	37; 90
GRI 302-4 Reduction of energy consumption	✓	36-37; 90
GRI 302-5 Reductions in energy requirements of products and services	✓	37; 90
GRI 303 Water and Effluents 2018	✓	
GRI 303-1 Interactions with water as a shared resource		40

GRI content index (continued)

ENVIRONMENTAL TOPICS (continued)

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 303-2 Management of water discharge-related impacts	✓	40-42
GRI 303-3 Water withdrawal		41; 91
GRI 303-4 Water discharge	✓	40-42; 91
GRI 303-5 Water consumption	✓	41-42; 91
GRI 305 Emissions 2016		
GRI 305-1 Direct (Scope 1) GHG emissions	✓	38; 90
GRI 305-2 Energy indirect (Scope 2) GHG emissions	✓	38; 90
GRI 305-3 Other indirect (Scope 3) GHG emissions	✗	Data on Other indirect (Scope 3) GHG emissions is not yet available due to the complexity and diversity of SABECO's supply chain. Collection and reporting of this information is planned for subsequent reporting periods.
GRI 305-4 GHG emissions intensity	✓	38; 90
GRI 305-5 Reduction of GHG emissions	✓	35-39; 90
GRI 305-6 Emissions of ozone-depleting substances (ODS)	✓	38; 90
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	✓	90
GRI 306 Waste 2020		
GRI 306-1 Waste generation and significant waste-related impacts	✓	46-48; 91-92
GRI 306-2 Management of significant waste-related impacts	✓	46-48
GRI 306-3 Waste generated	✓	47; 91-92
GRI 306-4 Waste diverted from disposal	✓	47; 91-92
GRI 306-5 Waste directed to disposal	✓	47; 91-92

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 308 Supplier Environmental Assessment 2016		
GRI 308-1 New suppliers that were screened using environmental criteria	✓	72-75; 89
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	✓	72-75; 89

SOCIAL TOPICS

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 401 Employment 2016		
GRI 401-1 New employee hires and employee turnover	✓	53-56; 93-95
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	✓	53; 59
GRI 401-3 Parental leave	✓	95
GRI 403 Occupational Health and Safety 2018		
GRI 403-1 Occupational health and safety management system	✓	50; 95
GRI 403-2 Hazard identification, risk assessment, and incident investigation	✓	50-52
GRI 403-3 Occupational health services	✓	50
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	✓	50; 57
GRI 403-5 Worker training on occupational health and safety	✓	51-52
GRI 403-6 Promotion of worker health	✓	50
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	✓	50; 74
GRI 403-8 Workers covered by an occupational health and safety management system	✓	95
GRI 403-9 Work-related injuries	✓	8; 51-52; 95
GRI 403-10 Work-related ill health	✓	95

GRI content index (continued)

SOCIAL TOPICS (continued)

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 404 Training and Education 2016		
GRI 404-1 Average hours of training per year per employee	✓	54-56; 96
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	✓	54-55
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	✓	54; 96
GRI 405 Diversity and Equal Opportunity 2016		
GRI 405-1 Diversity of governance bodies and employees	✓	29; 56-58; 93
GRI 405-2 Ratio of basic salary and remuneration of women to men	✓	59
GRI 406 Non-discrimination 2016		
GRI 406-1 Incidents of discrimination and corrective actions taken	✓	57; 60
GRI 407 Freedom of Association and Collective Bargaining 2016		
GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	✓	57-60; 89
GRI 408 Child Labor 2016		
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	✓	60; 74; 89
GRI 409 Forced or Compulsory Labor 2016		
GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	✓	60; 74; 89

GRI standard and disclosures	2025 Sustainability Report	Response (page / explanation)
GRI 413 Local Communities 2016		
GRI 413-1 Operations with local community engagement, impact assessments, and development programs	✓	62-65
GRI 413-2 Operations with significant actual and potential negative impacts on local communities	✓	62-65
GRI 414 Supplier Social Assessment 2016		
GRI 414-1 New suppliers that were screened using social criteria	✓	72-75; 89
GRI 414-2 Negative social impacts in the supply chain and actions taken	✓	73-75; 89
GRI 416 Customer Health and Safety 2016		
GRI 416-1 Assessment of the health and safety impacts of product and service categories	✓	77-80
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	✓	80
GRI 417 Marketing and Labeling 2016		
GRI 417-1 Requirements for product and service information and labeling	✓	77-80
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	✓	80
GRI 417-3 Incidents of non-compliance concerning marketing communications	✓	77; 80
GRI 418 Customer Privacy 2016		
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	✓	32; 88

SABECO

SAIGON BEER - ALCOHOL - BEVERAGE CORPORATION

Business registration address:

187 Nguyen Chi Thanh, Cho Lon Ward, Ho Chi Minh City, Vietnam

https://www.sabeco.com.vn

Representative office in HCMC:

Floor 5th, Vincom Center B, 72 Le Thanh Ton, Sai Gon Ward,
Ho Chi Minh City, Vietnam

(+84) 28 38 294 081 - 28 38 294 083 - 28 38 296 342

(+84) 28 38 296 856