

**REPORT ON CORPORATE GOVERNANCE  
Year 2024**

To: Hanoi Stock Exchange

- **Name of company:** Khanh Hoa Sanest Soft Drink Joint Stock Company
- **Address of head office:** National Highway 1, My Thanh Hamlet, Cam Thinh Dong Commune, Cam Ranh City, Khanh Hoa Province.
- **Telephone:** (0258) 3865 666    **Fax:** (0258) 3865 664.
- **Email:** sanestkhanhhoa@sanest.com.vn.
- **Charter capital:** 330,000,000,000 VND.
- **Stock Code:** SKH.
- **Governance Model:** General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), General Director.

Pursuant to the Law on Securities 54/2019/QH14 dated November 26, 2019, and Circular 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance providing guidelines on disclosure of information on the securities market, Khanh Hoa Sanest Soft Drink Joint Stock Company reports as follows:

**I. Activities of the General Meeting of Shareholders:**

The General Meeting of Shareholders (GMS) held 02 meetings and passed the following resolutions:

No.	Resolution No.	Date	Content
1	01/2024-DHDCD	06/6/2024	Approved 10 contents under the authority of the General Meeting of Shareholders, as follows: <ul style="list-style-type: none"><li>- Report on production and business results in 2023 and operational direction for 2024 by the Board of Management (BOM).</li><li>- Report on evaluating the management and administration of the Company in 2023 and the operational plan for 2024 by the Board of Directors.</li><li>- Report on the appraisal of production and business results in 2023 and operational direction for 2024 by Board of Supervisors.</li><li>- Proposal for the 2024 production, business, and investment plan.</li><li>- Proposal for approval of the audited 2023 financial statements.</li></ul>



			<ul style="list-style-type: none"> <li>- Proposal for profit distribution in 2023 and profit distribution plan for 2024.</li> <li>- Proposal for approval of salaries, remuneration, and bonuses for the BOD, BOS, and BOM in 2023 and the plan for salaries, remuneration, and bonuses for the BOD, BOS, and BOM in 2024.</li> <li>- Proposal for the execution of related party transaction contracts.</li> <li>- Proposal for the selection of an audit firm for the 2024 financial statements.</li> <li>- Proposal for Dismissal and Election of Replacement Members of the Board of Directors.</li> </ul>
2	02/2024-DHDCD	20/11/2024	<p>Approval of the adjusted 2024 production and business plan of Khanh Hoa Sanest Soft Drink Joint Stock Company for revenue and profit targets, specifically as follows:</p> <ul style="list-style-type: none"> <li>- Revenue: 1,170 billion VND.</li> <li>- Pre-tax profit: 70 billion VND.</li> </ul> <p>Approval rate: 80.97% of the total votes of all shareholders with voting rights.</p>

## II. Board of Directors:

### 1. Information on Members of the Board of Directors (BOD):

No.	Board of Directors' members	Position (Independent members of the BOD, Non-executive members of the BOD)	The date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Le Duc Tien	Chairman of the BOD	28/5/2022	
2	Ms. Bui Thi Hanh	Non-Executive Member of the BOD	28/5/2022	
3	Mr. Le Huynh Phung	Member of the BOD Deputy General Director	28/5/2022	
4	Mr. Nguyen Xuan Anh	Member of the BOD Deputy General Director	28/5/2022	
5	Ms. Nguyen Thi Hai Ha	Non-Executive Member of the BOD	06/6/2024	

## **2. Meetings of the Board of Directors:**

<b>No.</b>	<b>Board of Directors' members</b>	<b>Number of meetings attended by BOD</b>	<b>Attendance rate</b>	<b>Reasons for absence</b>
1	Mr. Le Duc Tien	13	100%	
2	Ms. Bui Thi Hanh	13	100%	
3	Ms. Vo Thi Lieu Nhi	5	38.46%	Dismissal from 06/6/2024
4	Ms. Nguyen Thi Hai Ha	8	61.54%	Appointment from 06/6/2024
5	Mr. Le Huynh Phung	13	100%	
6	Mr. Nguyen Xuan Anh	13	100%	

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

### **❖ Supervision methods:**

- Based on the Company's Charter and Corporate Governance Regulations, the Board of Directors assigns specific tasks to each member to monitor each area of the Company's operations, in the fields of financial management, production management, business, and investment.

- BOD members regularly exchange information and consult on important issues in the operation of the Company via email and telephone in addition to regular meetings and extraordinary meetings. Promoting the supervision of the BOM and subordinate departments/units to ensure the Company's business operations are in accordance with the Resolutions of the GMS, the Company's production and business activities are effective and comply with regulations.

### **❖ Implementation of the 2024 Production and Business Plan:**

In 2024, the economy faced many difficulties, and decreased purchasing power led to a decline in consumer demand for goods. Currently, many individual units producing bird's nest beverages are widespread and increasingly complex in the market. The problem of counterfeit and imitation goods of Khanh Hoa Salanganes Nest, Sanest, and Sanvinest brands taking place publicly has caused confusion for consumers, significantly affecting the prestige, brand, and production and business results of the Company. With the close direction and guidance of the BOD and the BOM, the efforts of all employees, and the support of customers and market regions, SKH has strived to achieve the production and business plan targets and the General Meeting of Shareholders' Resolution No. 02/2024-DHDCD for 2024.

- Regarding production and technical technology:

+ Promoting the strength of being a unit directly exploiting the natural Khanh Hoa Island Bird's Nest raw material source, affirming the brand's position, trust and expectations of customers, the Company always focuses on improving quality, diversifying products and providing the market with nutritious and high-class bird's nest product lines to meet customer needs and tastes.

+ Implementing the production and business development strategy with the goal of continuously improving product quality and accompanying community health, the Company officially introduced Sanest products with increased bird's nest content from 21% or more in bottled product lines and 7.5% in canned product lines. This is the result of scientific research, practical experience, and the dedication of the Company's employees with the desire to bring customers superior quality products and improve community health.

+ Invested in equipment and machinery systems to enhance product quality, shifting from traditional packaging to innovative 3D Jade Eye printing technology, receiving positive feedback from consumers. Implemented quality improvements in packaging using modern, convenient printing technology with anti-counterfeiting measures.

+ Sanest Khanh Hoa has focused on applying science and technology to production and business, maintaining and improving the effectiveness of the management system according to ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, HACCP, Halal, the US Food Safety Modernization Act (FSMA), and Brand Reputation Compliance Global Standards (BRCGS) to optimize and elevate product quality.

+ Collaborated with Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company to research low-sugar product lines, aligning with current market trends.

+ Applied digital transformation, developing specialized software for comprehensive integration from production to business, creating a unified and consistent data system from input to output, tightly controlling production processes, goods distribution, traditional and modern business, domestic and international operations, and a traceability system, promoting system growth. Applied AI technology in statistics, control, and decision support.

- Regarding business and brand development:

+ Faced with fierce market competition, especially the widespread and overt presence of counterfeit and imitation goods, Sanest Khanh Hoa has implemented various measures to enhance the effectiveness of sales promotion programs and sales policies, as well as to protect the Company's brand.

+ The Company continuously innovates and remains flexible in applying appropriate promotional programs and implementing adaptable sales policies to attract and retain customers.

+ The Company has expanded collaboration with partners and increased the presence of Promotion Girl (PG) at points of sale, enhancing customer care, support, and consultation. Promotional programs are diverse in format: offering preferential pricing for consumers, providing cash rewards or summer travel tours to incentivize and motivate sales points.

+ In 2024, the Company restructured its domestic market distribution system, promoting online sales channels and e-commerce platforms.

+ Established quarterly and annual bonus policies, including birthday bonuses for distributors and agents. Invested in sales support, building a professional distribution system across various channels to adapt to the current situation, continuing to develop traditional channels in the provinces, expanding modern channels with product presence on shelves and counters, and exploring additional sales channels in canteens, schools, hospitals, and industrial zones.

+ Increased promotion through mass media, strengthened marketing efforts, developed sales programs tailored to specific customer segments, and enhanced collaboration with associations, organizing programs such as bringing Vietnamese goods to rural and mountainous areas, and Vietnamese people give priority to using Vietnamese goods to facilitate access and usage of the Company's products by a wider range of customers.

+ The implementation of Distribution Management System (DMS) software has enabled the Company to control data within the supply chain. The automation features of the DMS application on mobile devices have supported continuous market monitoring, tracking sales staff's sales activities, and rapid sharing of business information through data on sales, inventory, coverage, and competitor information. This has enabled the Company to quickly update business situations and handle market information promptly.

+ In export activities, Sanest Khanh Hoa expanded market development in countries where Sanest products are already present, such as the US, Australia, Canada, Japan, Taiwan, UK, Myanmar, Hong Kong, Philippines, Thailand, New Zealand, and South Korea... Developing sales programs and marketing and supporting product promotion. Carrying out registration of SKHPearlNest products for official export to markets like the USA, Canada, Australia, the Philippines, and Hong Kong... Active participation in trade fairs and exhibitions to promote the brand contributed to introducing Sanest Khanh Hoa products to the world.

+ Marketing activities on digital platforms like Facebook, Google, and e-commerce platforms have been strengthened and innovated according to each consumer phase, achieving certain effectiveness. The Sanest Khanh Hoa brand and products have been remained a top choice in the premium nutritional beverage segment. In 2024, the company's online sales channels recorded 42.45 million visits, with revenue reaching 171% of the annual plan.

+ Continued investment and development of the Svmart brand, SKHlife sports drinks, and SKHPearlNest premium bird's nest products.

+ Investment in the Sanest Khanh Hoa volleyball team with famous athletes aimed to achieve high performance in domestic and international tournaments, linking sports with product and brand promotion through the renowned team to reach customers.

- Regarding finances:

+ The financial situation was closely monitored, providing complete and timely reports as required by the Law on Accounting and the Law on Securities.

+ Continuous updates and application of circulars, decrees, and legal documents of the State related to finance and accounting.

+ Proactive exploration of capital sources and mobilization of loans with the lowest interest rates to ensure timely service for production, business activities, and investment projects.

+ Inspection and supervision of financial receipts and expenditures, tax obligations, debt payments; inspection of asset management and the sources of asset formation; detection and prevention of violations of financial and accounting laws, limiting risks in tax management.

+ Analysis of accounting information and data, consultation, and proposal of solutions to serve management and administration requirements.

- + Provision of accounting information and data as prescribed by law.
- + Timely salary and bonus payments, periodic and unscheduled inventory checks, fulfillment of state budget obligations and social insurance.

- Investment projects: Continuation of the joint venture program to develop the bird's nest house and cave system to ensure input materials for the company's production and business activities.

- Regarding employee welfare and social activities:

+ Employee welfare: The Company's leadership consistently ensured employee livelihoods and income, continuously improving salary, bonus, and benefit policies. The company's union has planned to implement the "Union Member Welfare" program, opening a non-profit stall on the company premises to create a joyful atmosphere for the Lunar New Year.

+ Alongside economic development, the company always ensured the harmony of interests with customers and shareholders; collaborating with society to implement social security programs, assisting difficult circumstances and areas, accompanying children and poor studious students. This included supporting gifts for disadvantaged children in Cam Lam and Cam Ranh during the Mid-Autumn Festival; donating to compatriots affected by storm number 3; donating three charity houses in Cam Ranh City and Van Ninh District, supporting five houses in response to the movement to eradicate temporary housing launched by the Vietnam Fatherland Front Committee of Khanh Hoa Province, bringing the total number of charity houses donated by the company to 21.

#### ❖ **Monitoring Results:**

In 2024, the Company's production and business activities faced numerous difficulties due to a slow consumer market, and the continued prevalence of counterfeit and imitation goods, severely impacting the Company's business operations. The Board of Management and all employees of the Company have promoted collective strength, unity, and consistent will and action, along with innovative thinking and enhanced production and business efficiency. Coupled with customer support, these efforts contributed to the accomplishment of the 2024 plan with the following results:

- + Revenue: 1,177.3 billion VND, achieving 100.6% of the annual plan.
- + Pre-tax profit: 71.3 billion VND, achieving 101.9% of the annual plan.
- + Budget contribution: 68.8 billion VND.

- The business activities of the two subsidiaries have preserved their equity and expanded production and business operations to enhance efficiency, with the following results:

+ Sanest Khanh Hoa One Member Limited Liability Company: Revenue: 276.761 billion VND; pre-tax profit: 5.966 billion VND.

+ Salanganes Nest Special Processing One Member Limited Liability Company: Revenue: 160.049 billion VND; pre-tax profit: 7.869 billion VND.

+ The Board of Directors agreed on the merger of the two subsidiaries to centralize management, expand scale, and increase financial strength to maintain market position and protect interests against competitors.

+ Facing increasingly fierce competition, to enhance operational capacity, apply science and technology, innovate, optimize costs, and increase efficiency in production and

business, and ensure effective human resource utilization, the Board of Directors has implemented organizational restructuring and workforce reduction in an objective and fair manner, ensuring full benefits for employees after reduction in accordance with legal regulations.

+ To affirm product quality, the Company consistently focuses on meeting requirements in production and business activities to achieve prestigious awards from industry organizations, national and international levels. Specifically: Khanh Hoa Salanganes Nest, Sanest Khanh Hoa, and Sanvinest Khanh Hoa brands continued to be recognized as National Brands in 2024; Global Performance Excellence Award (GPEA) with the highest category “World Class”; Products achieved Vietnam Value for the period 2024-2026; National Quality Gold Award 2022; Vietnam's No. 1 Brand in 2024; Top 10 Reputable Beverage Companies in 2024; Top 1 Leading Brand in Vietnam and Top 50 Trusted Products - Services in Vietnam 2024.

+ Disclose complete, timely, and transparent information to investors and shareholders. All information as regulated has been sent to shareholders and disclosed on mass media through the Hanoi Stock Exchange's website as well as the Company's website. On November 8, 2024, the Company was honored to receive the award “Large-scale Public Company on UPCOM for well performance in Information Disclosure and Transparency in 2023-2024”, marking the third time the Company has been honored at the Annual Business Conference organized by the Hanoi Stock Exchange.

#### **4. Activities of the Board of Directors' subcommittees:**

The Company is in the process of establishing sub-committees. Currently, the members of the Board of Directors are performing their duties as assigned by the Board.

#### **5. Resolutions/Decisions of the Board of Directors in 2024:**

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	No: 01/NQ-SKH	22/01/2024	<ul style="list-style-type: none"> <li>- Report on Q4/2023 production and business performance and Q1/2024 operational direction.</li> <li>- Q4/2023 and 2023 financial statements.</li> <li>- Report on project implementation progress.</li> <li>- Related party transactions for sales and purchase contracts for 2024.</li> <li>- Approval of the 2024 bank loan limit.</li> <li>- Restructuring of departments, factories, workshops, and subsidiaries to ensure appropriate development in accordance with current realities.</li> <li>- Approval of the Report on Corporate Governance.</li> </ul>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
2	No: 02/NQ-SKH	10/4/2024	<ul style="list-style-type: none"> <li>- Report on Q1/2024 production and business performance and Q2/2024 operational direction.</li> <li>- Q1/2024 financial statements.</li> <li>- 2023 Annual Report.</li> <li>- Report on the 2023 performance and the 2024 work plan of Board of Supervisors.</li> <li>- Plan for the 2024 Annual General Meeting of Shareholders.</li> <li>- Report on project implementation progress.</li> </ul>	100%
3	No: 03/NQ-SKH	08/5/2024	<ul style="list-style-type: none"> <li>- Revenue and profit plan for 2024.</li> <li>- Q1/2024 summary.</li> <li>- Organization of the Company's Anniversary on June 6<sup>th</sup>.</li> <li>- Approval of the contents of the 2024 Annual General Meeting of Shareholders.</li> </ul>	100%
4	No: 04/NQ-SKH	10/5/2024	Assignment of duties and personnel consolidation for departments/units.	100%
5	No: 05/NQ-SKH	31/5/2024	<ul style="list-style-type: none"> <li>- Plan for the company's inauguration and anniversary celebration.</li> <li>- Plan for the 2024 Annual General Meeting of Shareholders.</li> </ul>	100%
6	No: 06/NQ-SKH	29/7/2024	<ul style="list-style-type: none"> <li>- Report on production and business performance for the first 6 months of 2024 and operational direction for Q3/2024.</li> <li>- Finalized financial statements for Q2 and the first 6 months of 2024.</li> <li>- Report on project implementation progress.</li> <li>- Report on the activities of the Board of Supervisors for the first 6 months and the work plan for the last 6 months of 2024.</li> <li>- Assignment of duties for Board of Directors members.</li> <li>- Report on Corporate Governance for the first 6 months of 2024.</li> </ul>	100%
7	No: 07/NQ-SKH	24/9/2024	- Adjusting the revenue and profit plan based on the current situation.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>- Report on the production and business plan for the new product with increased bird's nest content.</li> <li>- Report on project implementation progress.</li> <li>- 2023 dividend payment plan.</li> <li>- Approval of the issuance of Information Security Regulations.</li> </ul>	
8	No: 08/NQ-SKH	22/10/2024	<ul style="list-style-type: none"> <li>- Report on the implementation of production and business activities in Q3/2024 and operational direction for Q4/2024.</li> <li>- Finalized Financial statements for Q3/2024.</li> <li>- Approve the roadmap for collecting shareholders' written opinions regarding the adjustment of revenue and profit targets.</li> </ul>	100%
9	No: 09/NQ-SKH	28/10/2024	Approve the appointment of internal personnel.	100%
10	No: 10/NQ-SKH	02/11/2024	<ul style="list-style-type: none"> <li>- Assign tasks to the Board of Management.</li> <li>- Plan for leadership and management personnel of the company.</li> </ul>	100%
11	No: 11/NQ-SKH	12/11/2024	Consolidate organizational structure and management personnel.	100%
12	No: 12/NQ-SKH	24/12/2024	<ul style="list-style-type: none"> <li>- Review and evaluate the targets presented to the 2024 Annual General Meeting of Shareholders.</li> <li>- Report on the salary and bonus fund situation in 2024.</li> <li>- Deploy preparations for the 2025 Lunar New Year: Cash flow report and year-end work.</li> <li>- Plan for finalization of Q4/2024 and 2024 financial statements.</li> <li>- Report on the implementation of 2024 production and business results and the revenue and profit plan for 2025.</li> <li>- Report on "Organizational restructuring, workforce reduction, and improvement of production and business efficiency".</li> <li>- Report of Board of Supervisors.</li> <li>- Plan for organizing the 2025 Annual General Meeting of Shareholders.</li> </ul>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
13	No: 13/NQ-SKH	31/12/2024	- Human resources of the Company. - Approve the merger of two subsidiaries. - Approve the bank loan limit for 2025.	100%

### III. Board of Supervisors

#### 1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the BOS		Qualification
			Date of appointment	Date of dismissal	
1	Ms. Hoang Thi An Vu	Head of BOS	28/5/2022		Bachelor of Economics
2	Mr. Nguyen Minh Quan	Member of BOS	28/5/2022		Associate Degree in Accounting
3	Ms. Huynh Thi Tran Le	Member of BOS	28/5/2022		Bachelor of Economics

#### 2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
1	Ms. Hoang Thi An Vu	5	100%	
2	Mr. Nguyen Minh Quan	5	100%	
3	Ms. Huynh Thi Tran Le	5	100%	

#### 3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- **Board of Directors:** The Board of Supervisors monitors the Board of Directors through meetings, resolutions, and decisions issued by the Board of Directors. The Board of Directors has strictly and fully complied with the resolutions of the General Meeting of Shareholders, decisively directed the implementation of the 2024 production and business tasks, and performed the corporate governance function within the scope of authority and obligations stipulated in the Company's Charter. Meetings were held to gather opinions from Board of Directors members to issue decisions on production, business, and investment plan for 2024 according to the General Meeting of Shareholders' resolution, directing and monitoring production costs to ensure the Company's operational efficiency. The system of processes, regulations, and internal documents continues to be improved to suit the actual situation, ensuring the Company's organizational model operates effectively and complies with the Law on Enterprises, the Company's Charter, and relevant current

regulations.

Closely monitor and promptly direct the Board of Management in production and business activities, supervise the implementation of the resolutions of the 2024 Annual General Meeting of Shareholders; coordinate with the Board of Supervisors to comply with the provisions of law and the Company's Charter. Resolutions of the Board of Directors are issued in compliance with the authority of the Board of Directors, resolutions of the General Meeting of Shareholders, the Law on Enterprises, and the Company's Charter.

- **Board of Management:** The Board of Supervisors monitors the Board of Management through compliance with the Board of Directors' resolutions. The Supervisory Board has worked directly with the Board of Management, Chief Accountant, independent audit unit, and internal audit to grasp the Company's production, business, and financial situation. Reports on the evaluation results of production and business activities, plans, and recommendations submitted to the Board of Directors are all transferred to the Board of Supervisors as a basis for control. The Board of Management has organized and implemented the resolutions and decisions of the Board of Directors seriously. Fully comply with the provisions of law, the Company's Charter, and the Company's internal regulations in managing production and business.

- **For shareholders:** At the 2024 Annual General Meeting of Shareholders, the Board of Supervisors reported to shareholders on the appraisal of the 2023 production and business results and the direction for 2024 tasks, which was approved by the General Meeting of Shareholders. The Board of Supervisors monitored the process of collecting shareholders' written opinions regarding the adjustment of the 2024 production and business plan according to Resolution No. 02/2024-DHDCD of the General Meeting of Shareholders issued on November 20, 2024.

***4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:***

The Board of Supervisors always coordinates effectively with members of the Board of Directors, members of the Board of Management, and relevant management personnel within its supervisory authority.

The Board of Directors and the Board of Management provide complete information, documents, and records on the Company's production and business activities, financial status, and other information such as resolutions and decisions of the Board of Directors and the Board of Management upon request.

The Board of Supervisors has provided feedback and exchanged opinions on the guidelines, policies, and decisions of the Board of Directors and Board of Management at meetings of the Board of Directors, Board of Management, and other departments within the Company to ensure that the management process and implementation of guidelines and policies are in line with the direction of the General Meeting of Shareholders' resolutions, comply with the provisions of law and the Company's Charter, and ensure the interests of the Company and the legitimate interests of shareholders.

***5. Other activities of the Board of Supervisors: None***

#### IV. Board of Management

No.	Members of Board of Management	Date of Birth	Qualification	Date of appointment/ dismissal of members of the BOM
1	Mr. Le Hoang Anh	27/10/1974	Bachelor of Economics	28/10/2024
2	Mr. Le Huynh Phung	28/7/1976	Mechanical Engineer	28/5/2022
3	Mr. Nguyen Xuan Anh	27/7/1977	Bachelor of Economics	28/5/2022
4	Ms. Nguyen Thi Minh Huong	13/5/1971	Bachelor of Business Administration	28/10/2024
5	Mr. Truong Van Trung	02/8/1979	Electrical - Electronic Engineer	25/7/2022

#### V. Chief Accountant:

Full name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Ngo Thi Huong Lien	23/02/1971	Bachelor of Economics	16/11/2022

#### VI. Training courses on corporate governance:

The Board of Directors has arranged and facilitated training sessions and workshops on corporate governance for members of the BOD, BOS, BOM, Chief Accountant, and Managers of departments/units.

For employees, the Company always encourages and rewards participation in training courses to enhance their professional qualifications and expertise for practical application.

#### VII. The list of affiliated persons of the public company as prescribed in Clause 46, Article 4 of the Law on Securities and Transactions between company and its affiliated persons

##### 1. The list of affiliated persons of the Company

*See Appendix 01 attached.*

##### 2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

*See Appendix 02 attached.*

##### 3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

**4. Transactions between the Company and other objects: None**

**VIII. Share transactions of internal persons and their affiliated persons**

**1. The list of internal persons and their affiliated persons**

*See Appendix 03 attached.*

**2. Transactions of internal persons and affiliated persons with shares of the Company**

Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
		Number of shares	Percentage (%)	Number of shares	Percentage (%)	
Le Duc Tien	Chairman of the BOD	41,000	0.124	45,100	0.137	Shares purchase
Hoang Thi An Vu	Head of BOS	8,300	0.025	10,000	0.03	Shares purchase
Ngo Thi Huong Lien	Chief Accountant	24,000	0.073	12,900	0.039	Sell Shares

**IX. Other significant issues: None**

**KHANH HOA SANEST SOFT DRINK  
JOINT STOCK COMPANY  
ON BEHALF OF THE BOD  
CHAIRMAN**

*Recipients:* 

- As above;
- Members of the BOD;
- Members of the BOS;
- Members of the BOM;
- Office, BOD



*Lê Đức Tiến*

**APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY**  
*(attached to Report No. 10/BC-SKH dated 23/01/2025 of the Company's BoD)*

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>INDIVIDUAL</b>									
1	Le Duc Tien	604030	Chairman of the Board of Directors			28/5/2022			Representative for State capital term 2022-2027
2	Bui Thi Hanh		Member of the Board of Directors			28/5/2022			
3	Nguyen Thi Hai Ha		Member of the Board of Directors			06/6/2024			Representative for State capital, term 2022-2027
4	Le Huynh Phung		Member of the Board of Directors, Deputy General			28/5/2022			Representative for State capital, term 2022-2027

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
			Director	Social Order					
5	Nguyen Xuan Anh		Member of the Board of Directors, Deputy General Director			28/5/2022			Representative for State capital, term 2022-2027
6	Hoang Thi An Vu		Head of Board of Supervisors			28/5/2022			
7	Huynh Thi Tran Le		Member of Board of Supervisors			28/5/2022			
8	Nguyen Minh Quan	637238	Member of Board of Supervisors			28/5/2022			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9	Le Hoang Anh		General Director/Authorized Information Disclosure Officer			28/10/2024			
10	Nguyen Thi Minh Huong		Deputy General Director			28/10/2024			
11	Truong Van Trung		Deputy General Director			25/7/2022			
12	Ngo Thi Huong Lien		Chief Accountant			16/11/2022			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
13	Tran Ngoc Khai	666178	Person in charge of Corporate Governance			19/10/2022			
<b>ORGANIZATION</b>									
1	Khanh Hoa Salanganes Nest Special Processing One Member Limited Liability Company			4200338918 10th issuance June 17, 2020 by Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat Phuong Son Nha Trang Khanh Hoa	May 28, 2022			State shareholder (51.06% ownership) has 4 representatives in the Board of Directors.
2	Crown Beverage Cans Dong Nai Limited			3601010551 2nd issuance June 28, 2017 by Dong Nai Department of Planning and Investment	Road No. 4, Tam Phuoc Industrial Park Tam Phuoc Bien Hoa Dong Nai				Major shareholder (10% ownership)
3	Khanh Hoa Salanganes Nest Soft Drink Joint Stock			4201624478 issued on December 3, 2014 Khanh Hoa Department of	National Highway 1 Suoi Hiep Dien Khanh Khanh Hoa				Company 51% owned by Khanh Hoa Salanganes Nest Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
	Company			Planning and Investment					
4	Khanh Hoa Materials Supply One Member Limited Liability Company			4201767187 issued on November 9, 2017 Khanh Hoa Department of Planning and Investment	Vinh Cat Suoi Hiep Dien Khanh Khanh Hoa				Subsidiary of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company
5	Sanna Khanh Hoa Beverage Joint Stock Company			4201675930 issued on January 28, 2016 Khanh Hoa Department of Planning and Investment	National Highway 1 My Thanh Cam Thinh Dong Cam Ranh Khanh Hoa				Company 51% owned by Khanh Hoa Salanganes Nest Company
6	North-South Route Services One Member Limited Liability Company			4201766761 issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	National Highway 1 My Thanh Cam Ranh Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7	Khanh Hoa Salanganes Nest Restaurant One Member Limited Liability Company			4201766779 issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	22 Pham Van Dong, Vinh Hai Nha Trang Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company
8	Fishsan Aquaculture One Member Limited Liability Company			4201766793 issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	10 Yersin Street Nha Trang Khanh Hoa				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
9	Sanatech Land Design and Construction Limited Liability Company			4201680056 issued on March 12, 2016 Khanh Hoa Provincial Department of Planning and Investment	55 Ngo Gia Tu Street Nha Trang City Khanh Hoa Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10	Sanest Tourist Travel One Member Limited Liability Company			4201675948 issued on January 28, 2016 Khanh Hoa Department of Planning and Investment	89 Thong Nhat Street Nha Trang City Khanh Hoa Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
11	Khanh Hoa Salanganes Nest Tourism Services One Member Limited Liability Company and Khanh Hoa – Lam Dong Salanganes Nest Restaurant			5801357762 issued on November 22, 2017 Lam Dong Department of Planning and Investment	32-34 Hung Vuong Street Da Lat City Lam Dong Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
12	Cam Thinh Coconut Farm One Member Limited Liability Company			4201766754 issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	National Highway 1 My Thanh Cam Thinh Dong Cam Ranh City Khanh Hoa Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
13	Sanest Khanh Hoa One Member Limited Liability Company			4201853950 issued on July 7, 2020 Khanh Hoa Department of Planning and Investment	9D Le Thanh Ton Street Loc Tho Ward Nha Trang City Khanh Hoa Province				Subsidiary
14	Salanganes Nest Special Processing One Member Limited Liability Company			4201962780 issued on August 23, 2022 Khanh Hoa Department of Planning and Investment	Lot TP3, Song Cau Industrial Cluster Song Cau Town Khanh Vinh District Khanh Hoa Province				Subsidiary
15	Khanh Hoa Salanganes' Nest Product Promotion and Restaurant One Member Limited Liability Company			4201766786 issued on January 18, 2021 Khanh Hoa Department of Planning and Investment	Number 4, Pham Van Dong Street Vinh Tho Ward Nha Trang City Khanh Hoa Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
16	Crown Saigon Joint Venture Limited			3601010551 2nd issuance June 28, 2017	Road No. 4, Tam Phuoc Industrial Park				Part of the same group as Crown

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No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
	Liability Company			Dong Nai Department of Planning and Investment	Tam Phuoc Commune Bien Hoa City Dong Nai Province				Beverage Packaging Dong Nai Co., Ltd. (Crown Holdings Group)
17	Crown Beverage Cans DaNang Limited			0401487912 7th issuance March 9, 2023 Da Nang Department of Planning and Investment	Lot K, Road 6, Lien Chieu Industrial Park, Hoa Hiep Bac Ward, Lien Chieu District, Da Nang City				Part of the same group as Crown Beverage Packaging Dong Nai Co., Ltd. (Crown Holdings Group)
18	Nam Anh Trading and Transportation Services Limited Liability Company			4201669214 issued on September 25, 2019 Khanh Hoa Department of Planning and Investment	24/24 Luong Dinh Cua, Ngoc Hiep, Nha Trang, Khanh Hoa				Related organization to Nguyen Thi Hai Ha - Member of the Board of Directors

*Note: Identification Number\*: ID card/Passport number (for individuals) or Business Registration Certificate Number, Operating License or equivalent legal document (for organizations)*

**APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS**

*(attached to Report No. 10/BC-SKH dated 23/01/2025 of the Company's BoD)*

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
1	Khanh Hoa Salanganes Nest Company	Parent company owning 51.06% of charter capital	4200338918 10th issuance 17/6/2020 Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat Phuong Son Nha Trang Khanh Hoa	Year 2024		536,753,314,283	- Purchase of goods - Sale of goods - Dividend payment - Service rendered - Vehicle and fuel rental - Marketing expenses
2	Crown Beverage Cans Dong Nai Limited	Strategic shareholder owning 10% of charter capital	3601010551 2nd issuance 28/6/2017 Dong Nai Department of Planning and Investment	19 Road 3A, An Binh Bien Hoa Dong Nai	Year 2024		6,969,607,000	Dividend payment
3	Crown Saigon Joint Venture Limited Liability Company	Belonging to the same group as Crown Beverage Cans Dong Nai Limited (Crown Holdings Incorporated)	3601010551 2nd issuance 28/6/2017 Dong Nai Department of Planning and Investment	Road No. 4, Tam Phuoc Industrial Park Tam Phuoc Bien Hoa Dong Nai	Year 2024		-	- Trading of goods

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
4	Crown Beverage Cans DaNang Limited	Belonging to the same group as Crown Beverage Cans Dong Nai Limited (Crown Holdings Incorporated)	0401487912 7th issuance 09/3/2023 Da Nang City Department of Planning and Investment	Lot K, Road 6, Lien Chieu Industrial Park Hoa Hiep Bac Lien Chieu Da Nang	Year 2024		110,229,703,108	Trading of goods
5	Nam Anh Trading and Transportation Services Limited Liability Company	Related organization to Nguyen Thi Hai Ha - Member of the Board of Directors	4201669214 issued on 25/9/2019 Khanh Hoa Department of Planning and Investment	24/24 Luong Dinh Cua Ngoc Hiep Nha Trang Khanh Hoa	Year 2024		547,915,508	Transportation services
6	Sanest Khanh Hoa One Member Limited Liability Company	Wholly-owned subsidiary	4201853950 issued 07/7/2020 Khanh Hoa Department of Planning and Investment	9D Le Thanh Ton Phuoc Tien Nha Trang Khanh Hoa	Year 2024		243,227,305,932	- Purchase of goods - Sale of goods - Service rendered - Profit transferred to the Owner
7	Salanganes Nest Special Processing One Member Limited Liability Company	Wholly-owned subsidiary	4201962780 issued 23/8/2022 Khanh Hoa Department of Planning and Investment	Lot TP3, Song Cau Industrial Cluster Khanh Vinh Khanh Hoa	Year 2024		44,946,622,081	- Purchase of goods - Sale of goods - Service rendered - Profit transferred to the Owner



No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
8	Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest Company	4201624478 issued 03/12/2014 Khanh Hoa Department of Planning and Investment	National Highway 1A Cu Thanh Suoi Hiep Dien Khanh Khanh Hoa	Year 2024		115,737,108,047	- Purchase of goods - Sale of goods
9	Khanh Hoa Materials Supply One Member Limited Liability Company	Wholly-owned subsidiary of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company	4201767187 issued 09/11/2017 Khanh Hoa Department of Planning and Investment	National Highway 1A Cu Thanh Suoi Hiep Dien Khanh Khanh Hoa	Year 2024		8,229,379	Purchase of goods and services
10	Sanest Tourist Travel One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201675948 issued 28/01/2016 Khanh Hoa Department of Planning and Investment	89 Thong Nhat Van Thang Nha Trang Khanh Hoa	Year 2024		2,377,859,187	Service rendered

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
11	Sanna Khanh Hoa Beverage Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest Company	4201675930 issued 28/01/2016 Khanh Hoa Department of Planning and Investment	National Highway 1A My Thanh Cam Think Dong Cam Ranh Khanh Hoa	Year 2024		8,484,901,182	- Purchase of goods - Sale of goods
12	North-South Route Services One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766761 issued 03/11/2017 Khanh Hoa Department of Planning and Investment	National Highway 1A My Thanh Cam Think Dong Cam Ranh Khanh Hoa	Year 2024		17,654,432,939	- Purchase of goods - Sale of goods
13	Sanatech Land Design and Construction Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201680056 Issued on March 12, 2016 Khanh Hoa Department of Planning and Investment	55 Ngo Gia Tu, Tan Lap Nha Trang Khanh Hoa	Year 2024		2,316,844,416	- Construction consulting - Sale of goods

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
14	Khanh Hoa Salanganes Nest Tourism Services One Member Limited Liability Company and Khanh Hoa – Lam Dong Salanganes Nest Restaurant	Company 100% owned by Khanh Hoa Salanganes Nest Company	5801357762 Issued on November 22, 2017 Lam Dong Department of Planning and Investment	32 - 34 Hung Vuong Da Lat Lam Dong	Year 2024		2,018,079,700	- Sale of goods
15	Cam Think Coconut Farm One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766754 Issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	National Highway 1A My Thanh Cam Think Dong Cam Ranh Khanh Hoa	Year 2024		7,936,903,200	- Sale of goods
16	Khanh Hoa Salanganes' Nest Product Promotion and Restaurant One Member Limited	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766786 Issued on November 3, 2017 Khanh Hoa Department of	04 Pham Van Dong Vinh Tho Nha Trang Khanh Hoa	Year 2024		188,276,705	Service rendered

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
	Liability Company		Planning and Investment					
17	Khanh Hoa Salanganes Nest Restaurant One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766779 Issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	34 Le Thanh Phuong Phuong Sai Nha Trang Khanh Hoa	Year 2024		46,698,517	Service rendered
18	Fishsan Aquaculture One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766793 Issued on March 20, 2018 Khanh Hoa Department of Planning and Investment	10 Yersin Van Thanh Nha Trang Khanh Hoa	Year 2024		-	Service rendered

**APPENDIX 03: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**  
*(attached to Report No. 10/BC-SKH dated 23/01/2025 of the Company's BoD)*

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	<b>Le Duc Tien</b>	<b>604030</b>	<b>Chairman of the Board of Directors</b>			<b>45,100 4,950,000</b>	<b>0.137% 15.00%</b>	<b>Representative for State capital 15.00%</b>
1.1	Le Van Hung							Father
1.2	Doan Thi Thay							Mother
1.3	Le Thi Dong Phuong							Younger Brother
1.4	Le Thanh Duc							Younger Sister
1.5	Phan Thi Truc Mai							Wife
1.6	Le Tien Thang							Child
1.7	Le Bao Uyen							Child
1.8	Khanh Hoa Salanganes Nest Company					16,850,000	51.06%	Representative of 15% of shares
1.9	Sanest Khanh Hoa One Member Limited Liability Company							Company's Director
1.10	Salanganes Nest Special Processing One Member Limited Liability							Company's Director







No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.4	Nguyen Xuan Duong							Father
5.5	Tran Thi Kim Anh							Mother
5.6	Phan Tam							Father-in-law
5.7	Tran Thi Mai Loan							Mother-in-law
5.8	Khanh Hoa Salanganes Nest Company					16,850,000	51.06%	Representing 12% of shares
5.9	Salanganes Nest Special Processing One Member Limited Liability Company							Company's Director
<b>6</b>	<b>Hoang Thi An Vu</b>		<b>Head of the Board of Supervisors</b>			<b>10,000</b>	<b>0.03%</b>	
6.1	Hoang Van Ly							Father
6.2	Hoang Thi Dieu Linh							Younger sister
6.3	Le Huu Thai							Brother-in-Law
6.4	Hoang Dung							Younger brother
6.5	Nguyen Quang Tuyen							Father-in-Law
6.6	Ta Thi Hoai An							Mother-in-Law





No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.7	Ho Thi Loan							Wife
8.8	Nguyen Ho Phuc Lam							Child
9	<b>Le Hoang Anh</b>		<b>General Director/ Authorized Person for Information Disclosure</b>					
9.1	Le Van Ngoc							Father
9.2	Doan Thi A							Mother
9.3	Nguyen Mieu							Father-in-law
9.4	Le Thi Thanh							Mother-in-law
9.5	Nguyen Thi Thuy							Wife
9.6	Le Hoang Trang							Child
9.7	Le Hoang Duy							Child
9.8	Le Hoang Yen	033C 406789						Younger sister
9.9	Tran Tuyen Huan	Q05808						Brother-in-law
9.10	Khanh Hoa Salanganes Nest Tourism Services One Member Limited Liability Company and Khanh Hoa – Lam Dong							Related organization

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Salanganes Nest Restaurant							
<b>10</b>	<b>Nguyen Thi Minh Huong</b>		<b>Deputy General Director</b>					
10.1	Tran Thi Cua							Mother
10.2	Nguyen Thi Minh Hoa							Older sister
10.3	Nguyen Thi Minh Hieu							Older sister
<b>11</b>	<b>Truong Van Trung</b>		<b>Deputy General Director</b>			<b>9,800</b>	<b>0.0297%</b>	
11.1	Truong Thi Hong							Older sister
11.2	Nguyen Thanh							Brother-in-law
11.3	Truong Thi Vinh							Older sister
11.4	Truong Van Hoang							Brother-in-law
11.5	Truong Van Quang							Older Brother
11.6	Nguyen Thi Tuyet Mai							Sister-in-law
11.7	Truong Van Dung		Leader of Production Team 3, Workshop I			1,900	0.00575%	Younger Sister





No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.10	Tran Thi Truc Phuong					1,400	0.0042%	Younger brother
12.11	Dang Thanh Son							Brother-in-law
12.12	Nguyen Thi Loan							Sister-in-law
12.13	Nguyen Thi Gai							Wife
12.14	Tran Ngoc Bich Chau		Salesperson					Child
12.15	Pham Viet Ngon							Son-in-law.
12.16	Tran Ngoc Minh Chau		Market Business Staff.					Child.
12.17	Vo Thi Kim Yen							Daughter-in-law