

**RESOLUTION**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2024  
KHANH HOA SALANGANES NEST SOFT DRINK JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law dated June 17, 2020;*

*Pursuant to the Law on Securities dated November 26, 2019;*

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of provisions of the Securities Law applicable to public companies;*

*Pursuant to the Charter on the organization and operations of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company;*

*Pursuant to the Minutes of the Annual General Meeting of Shareholders for the fiscal year 2024 of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company dated April 17, 2025.*

**RESOLVES:**

**Article 1. Approval of the 2024 Business Performance Report and the 2025 Business Plan**

The General Meeting unanimously approves the consolidated 2024 business performance report as follows:

<b>Indicator</b>	<b>Unit</b>	<b>Planned</b>	<b>Actual</b>	<b>% Actual / Plan</b>
Revenue	Billion VND	1.510	1.554,6	103,0%
Profit before tax	Billion VND	75	78,5	104,7%
Profit after tax	Billion VND	60	62,4	104,0%
Dividend Payout Ratio 2024 (based on VND 10.000 par value per share)	%	17,7	18,3	103,4%

The **2025 Business Plan** is approved as follows:

<b>Indicator</b>	<b>Unit</b>	<b>Planned</b>
Revenue	Billion VND	1.609
Profit before tax	Billion VND	86
Profit after tax	Billion VND	68
Expected Dividend Payout Ratio 2025 (based on VND 10.000 par value per share)	%	20

Approval voting percentage: 100%

**Article 2: Approval of the 2024 Board of Directors's Report and 2025 Strategic Direction**

The General Meeting unanimously approves the 2024 BOD activity report and 2025 strategic direction.

Approval voting percentage: 100%

### **Article 3: Approval of the Supervisory Board's 2024 Business Performance Assessment Report**

The General Meeting unanimously approves the Supervisory Board's report on the 2024 business performance assessment.

Approval voting percentage: 100%

### **Article 4: Approval of the 2024 Audited Financial Statements**

The General Meeting unanimously approves the 2024 consolidated and separate audited financial statements.

Approval voting percentage: 100%

### **Article 5: Approval of BOD and Supervisory Board Salaries & Allowances for 2024 and 2025 Plan**

1. The General Meeting unanimously approves the salary and remuneration of the Board of Directors and the Supervisory Board in 2024:

Salary and remuneration of the BOD : 1.206.000.000 VND/year.

Salary and remuneration of the Supervisory Board : 689.268.000 VND/year.

**Total : 1.895.268.000 VND/year.**

2. The General Meeting unanimously approves the salary and remuneration plan of the Board of Directors and the Supervisory Board in 2025:

2.1. Salaries of full-time members of the Board of Directors and Supervisory Board members:

Member of the BOD cum General Director : 51.600.000 VND/person/month

Member of the Board of Directors : 44.250.000 VND/person/month

Head of the Supervisory Board : 46.650.000 VND/person/month

2.2. Remuneration of non-executive members of the Board of Directors and Supervisory Boards:

Non-executive Chairman of the BOD : 11.000.000 VND/person/month

Non-executive Member of the BOD representing state capital contribution : 8.800.000 VND/person/month

Non-executive member of the BOD : 8.600.000 VND/person/month

Non-executive members of the Supervisory Board : 7.800.000 VND/person/month

Approval voting percentage: 100%

### **Article 6: Approval of Profit Distribution and Fund Allocations for 2024 and 2025 Plan**

1. The General Meeting agrees to approve the distribution of profits and the allocation of funds in 2024

No.	Item	Amount (VND)
	<b>Profit after Tax for 2024 as per financial statements</b>	<b>61.975.512.417</b>
1	Remuneration and bonuses for BOD, Supervisory Board, and Board of Management	1.239.510.248

No.	Item	Amount (VND)
2	Development Investment Fund	12.395.102.483
3	Welfare and Reward Fund	6.197.551.242
4	Dividend Payout to Shareholders	42.090.000.000
5	Dividend Payout Ratio (based on VND 10,000 par value per share)	18,3%

2. The General Meeting unanimously approves the profit distribution plan in 2025:

No.	Item	Percentage
1	Profit after corporate income tax (PAT)	Profit before tax - 20% corporate income tax
2	Remuneration and bonuses for the Board of Directors, Supervisory Board, and Executive Management	PAT * 2%
3	Development investment fund	PAT * 20%
4	Reward and welfare fund	PAT * 10%
5	Projected cash dividend payout ratio for 2025 (based on par value of 10.000 VND/share)	20%

Approval voting percentage: 100%

**Article 7: Approval of the selection of the independent audit firm for the 2025 Financial Statements**

The General Meeting unanimously approves the authorization of the Chairman of the Board of Directors to decide on the selection of one of the five independent audit firms to audit the 2025 Financial Statements for the Company as follows:

1. KPMG Co., Ltd.
2. Ernst & Young Vietnam Co., Ltd.
3. Deloitte Vietnam Co., Ltd.
4. A&C Auditing and Consulting Co., Ltd.
5. AASC Auditing Firm Co., Ltd.

Approval voting percentage: 100%

**Article 8: Approving trading contracts of the company with related parties**

The General Meeting unanimously approves the authorization of the Board of Directors to execute transaction contracts between the Company and related parties.

Approval voting percentage: 100%

**Article 9: Approval of the dismissal and additional election of member of board of directors 2021-2026 term**

The General Meeting approves the dismissal and election of an additional BOD member for the 2021-2026 term.

Dismissal of Ms. Trinh Thi Hong Van from her position as a Board Member, effective from July 01, 2024.

Approval of the election of one additional Board Member and the list of candidates for the Board of Directors for the 2021-2026 term.

Approval voting percentage: 100%

**Article 10. Election of an Additional Member to the Board of Directors for the 2021-2026 Term**

Ms. Phan Thi Giang was elected as a Board Member of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2021-2026 term, with 19.278.267 votes, accounting for 99,5% of the total voting shares of attending shareholders.

**Article 11. Responsibilities for Dissemination and Implementation of this Resolution**

This Resolution takes effect from April 17, 2025.

The Board of Directors is responsible for announcing the Resolution on the Company's website in accordance with legal regulations.

The General Meeting unanimously assigns the Board of Directors, the Supervisory Board and the Board of Management to be responsible for disseminating, implementing, inspecting and supervising in compliance with this Resolution ./.

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

**Recipients:**

- As stated in Article 11;
- The State Securities Commission of Vietnam (for reporting);
- Archived: Files, Secretariat.



*Nguyen Khoa Bao*