

*Khanh Hoa, Date April 22, 2026*

**WORKING REGULATIONS**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**KHANH HOA SANEST SOFT DRINK JOINT STOCK COMPANY**

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic of Vietnam on November 26, 2019;*
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic of Vietnam on June 17, 2020;*
- Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;*
- Pursuant to Decree No. 245/2025/ND-CP amending and supplementing a number of articles of Decree No. 155/2020/ND-CP issued on September 11, 2025;*
- Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest Soft Drink Joint Stock Company;*
- Pursuant to the Internal Regulations on Corporate Governance of Khanh Hoa Sanest Soft Drink Joint Stock Company.*

The 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company. shall be organized and conducted in accordance with the following Working Regulations:

**Article 1. Purpose:**

To ensure that the procedures, code of conduct, and voting at the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company. are conducted in accordance with regulations and are successful.

The Resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting of Shareholders, meet the interests of shareholders, and comply with the law.

**Article 2. Participants:**

All shareholders, authorized representatives, and guests attending the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company. must comply with and observe the provisions of these Working Regulations, the Company Charter, and current legal regulations.

**Article 3. Scope of application:**

These Working Regulations shall be used to organize the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company..

**Article 4. Explanation of terms/abbreviations:**

- Company : Khanh Hoa Sanest Soft Drink Joint Stock Company.
- BOD : Board of Directors



- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, authorized representative

#### **Article 5. Conditions for convening the General Meeting of Shareholders:**

The General Meeting of Shareholders shall be convened when the number of delegates attending represents over 50% of the voting shares.

In case there is an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the convener shall cancel the meeting. The GMS must be reconvened within thirty (30) days from the intended date of the first GMS. The reconvened GMS shall only be conducted when the delegates attending represent at least 33% of the voting shares.

In case the second GMS is not conducted due to an insufficient number of delegates within thirty (30) minutes from the scheduled opening time of the Meeting, the third GMS may be convened within twenty (20) days from the intended date of the second GMS, and in this case, the Meeting shall be conducted regardless of the number of delegates and shall be considered valid, with the authority to decide on all issues expected to be approved at the first GMS.

#### **Article 6. Delegates attending the Annual General Meeting of Shareholders:**

Shareholders of the Company according to the list closed on March 25, 2026, have the right to attend the GMS, either directly or by authorizing their representatives to attend. In case more than one authorized representative is appointed to attend as prescribed by law, the specific number of shares and voting rights of each representative must be determined.

Upon entering the meeting hall, delegates must be present on time, complete registration procedures with the Organizing Committee, and sit in the correct position or area designated by the Organizing Committee.

During the GMS, delegates must comply with the instructions of the Chairperson, behave in a civilized and polite manner, and maintain order at the Meeting.

Delegates must maintain confidentiality, properly follow the regulations on the use and preservation of documents, and shall not copy or record and provide them to persons outside the Meeting without the permission of the Presidium.

#### **Article 7. Guests at the Annual General Meeting of Shareholders:**

These are the Company's management titles, members of the Organizing Committee who are not shareholders/not authorized by shareholders, and guests invited to attend the Meeting.

Guests shall not speak at the Meeting (unless invited by the Chairperson of the Meeting or registered in advance with the Organizing Committee and approved by the Chairperson of the Meeting).

**Delegates attending the Meeting must comply with the following regulations:**



Be on time, wear polite and formal attire, and comply with security checks (if any), identification documents, etc., as required by the Organizing Committee.

Receive documents and papers for the Meeting at the reception desk in front of the meeting hall.

Delegates arriving late have the right to register immediately and subsequently have the right to participate and vote at the Meeting. The Chairperson is not responsible for stopping the Meeting to allow late delegates to register; the voting results for issues already voted upon before the delegate's arrival shall not be affected.

Keep mobile phones on vibrate or silent mode, and step outside if a conversation is necessary.

Do not smoke and maintain order in the meeting hall.

Comply with the regulations of the Organizing Committee and the Chairperson presiding over the Meeting.

In case any delegate does not comply with the regulations on inspection or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or expel the said delegate from the venue to ensure the Meeting proceeds normally according to the planned agenda.

#### **Article 8. Presidium:**

The Presidium consists of 05 members, including 01 Chairperson and 04 members; the Chairman of the Board of Directors shall serve as the Chairperson of the Meeting.

The Chairman of the Board of Directors shall serve as the Chairperson or authorize another member of the Board of Directors to serve as the Chairperson of the GMS convened by the Board of Directors.

In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one among them to serve as the Chairperson of the meeting based on the majority principle. In case no Chairperson can be elected, the Head of the Supervisors shall preside over the GMS to elect a Chairperson from among those present, and the person with the highest number of votes shall serve as the Chairperson of the meeting.

In other cases, the person who signed the convocation of the GMS shall preside over the GMS to elect a Chairperson, and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.

The Chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of those present.

The Chairperson has the right to postpone the GMS that has sufficient registered attendees for no more than three (03) working days from the intended opening date and may only postpone the meeting or change the meeting venue in accordance with Clause 8, Article 146 of the Law on Enterprises.





### Duties of the Presidium:

- + Direct the activities of the GMS of the Company according to the expected agenda of the Board of Directors that has been approved by the GMS.
- + Guide the delegates and the Meeting in discussing the contents on the agenda.
- + Present drafts and conclude necessary issues for the Meeting to vote on.
- + Respond to issues requested by the Meeting.
- + Resolve issues arising during the Meeting.

Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and majority decision-making.

### **Article 9. Secretariat:**

The Secretariat of the Meeting consists of 02 people appointed by the Chairperson, who are responsible to the Presidium and the GMS for their duties and operate under the direction of the Presidium. Duties of the Secretariat:

- + Record the content of the Meeting fully and truthfully.
- + Receive registration forms for speeches from delegates.
- + Prepare the Meeting Minutes and draft the GMS Resolution.
- + Assist the Chairperson in disclosing information related to the GMS and notifying shareholders in accordance with the law and the Company Charter.
- + Other duties as requested by the Chairperson.

### **Article 10. Eligibility Verification Committee:**

The Eligibility Verification Committee of the Meeting consists of 03 members, including 01 Head and 02 members, who are responsible to the Presidium and the GMS for their duties. Duties of the Eligibility Verification Committee:

- + Verify the eligibility and status of shareholders and authorized representatives attending the meeting.
- + The Head of the Eligibility Verification Committee shall report to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend representing over 50% of the total voting shares, the GMS of the Company shall be conducted.

### **Article 11. Vote Counting Committee:**

The Vote Counting Committee of the Meeting consists of 05 members, including 01 Head and 04 members introduced by the Chairperson and approved by the Meeting through a vote of confidence. Candidates participating in the election or nomination (when conducting an election) shall not participate in the Vote Counting Committee. Duties of the Vote Counting Committee:

- + Disseminate principles, regulations, and instructions on voting and election methods.



+ Verify and record voting cards, prepare the Vote Counting Minutes to announce the results, and submit the Minutes to the Chairperson for approval of the voting and election results.

+ Promptly notify the Secretary of the voting and election results.

+ Review and report to the General Meeting of Shareholders any violations of the voting and election regulations or complaints regarding the voting and election results.

## **Article 12. Discussion at the General Meeting of Shareholders:**

### **1. Principles:**

Discussion shall only take place within the allotted time and within the scope of the issues presented in the agenda of the General Meeting of Shareholders.

Delegates wishing to provide comments shall register their content on the question card and submit it to the Secretariat.

The Secretariat shall arrange the delegates' question cards in the order of registration and submit them to the Presidium.

When delegates need to speak or debate, they shall raise their hands and may only speak upon the Chairperson's approval. Each delegate shall speak for no more than 03 minutes, and the content must be concise and avoid repetition.

### **2. Responding to delegates' opinions:**

Based on the delegates' question cards, the Chairperson or a member designated by the Chairperson shall respond to the delegates' opinions.

In case of time constraints, questions not answered directly at the General Meeting of Shareholders will be answered by the Company in writing.

## **Article 13. Voting to approve issues at the General Meeting of Shareholders:**

### **1. Principles:**

All issues in the agenda of the General Meeting of Shareholders shall be approved by open voting of all delegates using voting cards (except for issues approved via cumulative voting) based on the number of shares owned and represented. Each shareholder is issued a voting card clearly stating the number of shares authorized for voting (owned and authorized) and stamped with the company seal.

**2. Voting and election methods: Voting and election shall be conducted directly at the General Meeting of Shareholders or via remote voting.**

#### **a. Direct voting method at the General Meeting of Shareholders:**

Delegates shall vote to "approve", "disapprove", or "abstain" on an issue brought to a vote at the General Meeting of Shareholders by raising their voting cards.

When voting, the front of the voting card must be raised and directed towards

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the Presidium. If a delegate does not raise the voting card during all three (03) calls for "approve", "disapprove", or "abstain" on an issue, it shall be considered as a vote to "approve" that issue. If a delegate raises the voting card more than one (01) time when voting "approve", "disapprove", or "abstain" on an issue, the vote shall be considered invalid. The Vote Counting Committee shall mark the delegate code and the corresponding voting card number for each shareholder's "approve", "disapprove", "abstain", and invalid votes.

**b. Remote voting/election method:**

If you are a shareholder unable to attend the General Meeting of Shareholders and wish to vote/elect remotely, please contact:

**Khanh Hoa Sanest Soft Drink Joint Stock Company.**

Address: National Highway 1, Nam Cam Ranh Commune, Khanh Hoa Province, Vietnam.

Contact Person: Ms. Vo Thi Diem My

Telephone: 0906.490.909

Voting and election information shall be kept confidential until the General Meeting of Shareholders conducts the vote counting.

At the time of registration and eligibility verification at the General Meeting of Shareholders, the Organizing Committee shall open the letters from shareholders voting remotely to check the validity of their shareholder status. For shareholders meeting the eligibility requirements, the valid voting cards and ballots of remote voters shall be placed into the ballot box and shall be checked and aggregated together with the voting cards and ballots distributed at the General Meeting of Shareholders in accordance with this Regulation.

In the event that new voting or election issues arise at the General Meeting of Shareholders or existing agenda items are adjusted, shareholders exercising their right to vote or elect via remote voting shall be considered as not voting on those issues.

**3. Voting regulations:**

Each attending delegate representing one (01) or more voting rights shall be issued a voting card.

As of the shareholder list closing date (March 25, 2026), the total number of shares of the Company is 33,000,000 shares, equivalent to 33,000,000 voting rights.

Issues requiring a vote at the General Meeting of Shareholders shall only be approved if they achieve a voting rate of over 50% of the total voting shares of the shareholders attending the General Meeting of Shareholders. Specifically, for certain voting issues stipulated in Clause 1, Article 21 of the Company's Charter, the approval of at least 65% of the total voting shares of the shareholders attending the General Meeting of Shareholders is required.

- Note:

Shareholders/authorized representatives with related interests do not have the



right to vote on contracts and transactions with a value of 35% or more (of the total value of the Company's assets recorded in the most recent financial statement; these contracts or transactions shall only be approved when shareholders/authorized representatives representing at least 65% of the remaining total voting shares approve - according to Clause 4, Article 167 of the Law on Enterprises 2020).

Shareholders/authorized representatives of shareholders owning 51% or more of the total voting shares or their affiliated persons do not have the right to vote on contracts and transactions with a value greater than 10% (of the total value of the Company's assets recorded in the most recent financial statement) between the Company and such shareholders (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

#### **4. Recording voting results:**

The Vote Counting Committee shall check the number of "approve", "disapprove", and "abstain" voting cards for each issue, and shall be responsible for recording and reporting the results of the card counting at the General Meeting of Shareholders.

#### **Article 14. Election of the Board of Directors and the Board of Supervisors:**

The election of members of the Board of Directors and members of the Board of Supervisors shall be conducted in accordance with the Regulations on nomination, candidacy, and election of members of the Board of Directors and members of the Board of Supervisors approved by the General Meeting of Shareholders at the Meeting.

#### **Article 15. Resolution and Minutes of the General Meeting of Shareholders:**

The Resolution and Minutes of the General Meeting of Shareholders shall be read and approved before the closing of the Meeting.

#### **Article 16. Implementation of the Regulation:**

Delegates and guests attending the Meeting shall strictly comply with the Working Regulations of the General Meeting of Shareholders; if violated, depending on the specific severity, the Presidium shall consider and apply disciplinary measures in accordance with the Company's Charter and the Law on Enterprises.

*This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders.*

**KHANH HOA SANEST SOFT DRINK  
JOINT STOCK COMPANY.  
ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRPERSON**



*Lê Đức Tiến*



*Khanh Hoa, Date April 22, 2026*

**REGULATIONS ON NOMINATION, CANDIDACY, AND  
SUPPLEMENTARY ELECTION  
OF MEMBERS OF THE BOARD OF DIRECTORS AND  
MEMBERS OF THE BOARD OF SUPERVISORS  
FOR THE 2022-2027 TERM  
KHANH HOA SANEST SOFT DRINK JOINT STOCK COMPANY**

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*- Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;*

*- Pursuant to the Charter on organization and operation of Khanh Hoa Sanest Soft Drink Joint Stock Company.*

*- Pursuant to the Regulations on Corporate Governance of Khanh Hoa Sanest Soft Drink Joint Stock Company*

The Vote Counting Committee of the General Meeting of Shareholders announces the Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors and members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company as follows:

**I. Explanation of terms/abbreviations**

- Company : Khanh Hoa Sanest Soft Drink Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

**II. Chairperson at the General Meeting**

The Chairperson at the General Meeting is responsible for presiding over the election, specifically including:

- Introducing the list of nominees and candidates for the Board of Directors.
- Introducing the list of nominees and candidates for the Board of Supervisors.
- Supervising the voting and vote counting.
- Resolving complaints regarding the election (If any).



### **III. Regulations on nomination and candidacy for the Board of Directors and Board of Supervisors**

- Number of members of the Board of Directors: 02 person.
- Number of members of the Board of Supervisors: 01 person.
- Term: 2022-2027.
- Maximum number of candidates for the Board of Directors: Unlimited.
- Maximum number of candidates for the Board of Supervisors: Unlimited.

#### **1. The Right to Nominate and Candidacy for the Board of Directors:** *(pursuant to Article 25 of the Company Charter)*

Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% may nominate a maximum of 01 candidate; from 20% to less than 30% may nominate a maximum of 02 candidates; from 30% to less than 40% may nominate a maximum of 03 candidates; from 40% to less than 50% may nominate a maximum of 04 candidates; from 50% or more may nominate a maximum of 05 candidates.

Nominated candidates must meet all the standards specified in section 2 below.

In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the Company in the Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors.

#### **2. Standards for candidates for the Board of Directors:** *Candidates for the Board of Directors must meet all the following standards and conditions (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Article 275 of Decree 155/2020/ND-CP)*

- Have full civil act capacity, and are not among the subjects prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14.

- Have professional qualifications and experience in business administration or in the field, industry, or business line of the Company and are not necessarily shareholders of the Company.

- Must not be a person with family relations (Wife, Husband, Father, Mother, adoptive father, adoptive mother, Father-in-law (husband's side), Mother-in-law (husband's side), Father-in-law (wife's side), Mother-in-law (wife's side), child, adopted child, Child in law, Child in law, Order Sibling, Order Sister, Younger Sibling, Elder brother-in-law, Younger brother-in-law, Elder sister-in-law, Younger sister-in-law, elder brother of wife, elder brother of husband, elder sister of wife, elder sister of husband, younger brother of wife, younger brother of husband) of the General Director and other managers of the Company; of the manager, or the person with the authority to appoint the manager of the Parent company.



- A member of the Board of Directors of the Company may only simultaneously be a member of the Board of Directors or the Members' Council of no more than five (05) other companies

### **3. The Right to Nominate and Candidacy for the Board of Supervisors:** (pursuant to Article 37 of the Company Charter)

Shareholders holding shares with voting rights have the right to aggregate the voting rights of each person to nominate Supervisors. A shareholder or group of shareholders holding from 10% to less than 20% of shares with voting rights may nominate 01 candidate; from 20% to less than 30% may nominate a maximum of 02 candidates; from 30% to less than 40% may nominate a maximum of 03 candidates; from 40% to less than 50% may nominate a maximum of 04 candidates; from 50% or more may nominate 05 candidates.

Shareholders or groups of shareholders holding common shares who have the right to aggregate voting rights to nominate candidates for the Board of Supervisors must notify the Company and the Convener of the General Meeting at least 03 working days before the opening time of the General Meeting of Shareholders as announced in accordance with Point a, Clause 3, Article 12 of the Company Charter.

In case the number of candidates for the Board of Supervisors through nomination and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect Supervisors in accordance with the law.

**4. Standards for candidates for the Board of Supervisors:** *Candidates for the Board of Supervisors must meet all standards and conditions in accordance with Article 103, Article 169 of the Law on Enterprises 59/2020/QH14)*

- Have full civil act capacity, and are not among the subjects prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14.

- Have a university degree or higher in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise and have at least 03 years of work experience;

- Must not be a manager of the company or a manager at another enterprise; must not be a Supervisor of an enterprise that is not a state-owned enterprise; must not be an employee of the Company.

- Must not be a person with family relations (Wife, Husband, Father, Mother, adoptive father, adoptive mother, Father-in-law (husband's side), Mother-in-law (husband's side), Father-in-law (wife's side), Mother-in-law (wife's side), child, adopted child, Child in law, Child in law, Order Sibling, Order Sister, Younger Sibling, Elder brother-in-law, Younger brother-in-law, Elder sister-in-law, Younger



sister-in-law, elder brother of wife, elder brother of husband, elder sister of wife, elder sister of husband, younger brother of wife, younger brother of husband) of the enterprise manager of the company and the Parent company; the Capital Representative of the enterprise, the Representative for State capital at the Parent company and at the company

#### **IV. Election principles**

In case the number of candidates is less than or equal to the number of members of the Board of Directors and members of the Board of Supervisors to be elected, the election of members of the Board of Directors and members of the Board of Supervisors may be carried out by the cumulative voting method (pursuant to Article 14 of the Regulations on Corporate Governance) or by the voting method (approve, disapprove, no opinion). The voting rate for approval by the voting method is implemented in accordance with Clause 2, Article 21 of the Company Charter.

#### **V. Principles for selecting candidates**

- The elected person is determined according to the number of votes received, calculated from highest to lowest, starting from the candidate with the highest number of votes until the required number of members to be elected is reached.

- In case there are two (02) or more candidates receiving the same number of votes for the last member, a re-election will be conducted among the candidates with the same number of votes.

- If the result of the first (01) election is not sufficient for the required number, the election will continue until the required number of members is elected.

#### **VI. Dossier for nomination and candidacy for election to the Board of Directors and Board of Supervisors**

The dossier for candidacy and nomination for election to the Board of Directors and Board of Supervisors includes:

- Application for candidacy/nomination for election to the Board of Directors and Board of Supervisors.

- Curriculum vitae (according to the form).

- Copies of the following documents: ID card/Passport.

- Degrees and certificates of educational level and professional qualification (If any).

- Confirmation of the ownership ratio of the shareholder/group of shareholders meeting the nomination conditions as prescribed in the Company Charter.

- Minutes of the meeting of the group nominating candidates for the Board of Directors (If any).

- Minutes of the meeting of the group nominating candidates for the Board of Supervisors (If any).

The person nominating for the Board of Directors and Board of Supervisors



must be responsible before the law and before the General Meeting of Shareholders for the accuracy and honesty of the content in their dossier.

Please send the dossier to Khanh Hoa Sanest Soft Drink Joint Stock Company before 08:00 on April 12, 2026, at the following address:

- Khanh Hoa Sanest Soft Drink Joint Stock Company
- Address: National Highway 1, Nam Cam Ranh Commune, Khanh Hoa Province, Vietnam
- Telephone: (0258) 3525.739

The above is the entire Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors and members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

These regulations take effect immediately after being approved by the General Meeting of Shareholders. *Sanest*

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



*Lê Đức Tiến*





**REPORT ON PRODUCTION-BUSINESS PERFORMANCE IN 2025  
AND OPERATIONAL DIRECTION FOR 2026  
BY THE BOARD OF MANAGEMENT**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest Soft Drink Joint Stock Company.

**I. Production-business performance in 2025:**

In 2025, under the close direction of the Party Committee, the Board of Members, and the Board of Management of Khanh Hoa Salanganes Nest Company, the concerted efforts from the leadership to all employees, and the support and companionship of distributors, agents, and especially the Shareholders, Khanh Hoa Sanest Soft Drink Joint Stock Company achieved several key production-business targets despite the general economic situation remaining difficult and challenging. This reflects the efforts and dedication of the Company's collective in implementing the Resolution passed by the General Meeting of Shareholders. Specifically:

No.	Target	Unit	Plan 2025	Actual 2025	% Actual/ Plan 2025
1	Revenue	Billion VND	1,310	1,166.31	89.03
2	Profit before tax	Billion VND	82	82.31	100.37
3	Profit after tax	Billion VND	65.6	65.55	99.92
4	Basic Earnings Per Share	VND/share	1,590	1,549	97.4
5	Average income of employees	VND/person /month	14,000,000	14,030,000	100.2%

**1. Production organization and technological engineering work:**

- Maintain the quality management system, strictly comply with product quality assurance regulations, and ensure absolute Occupational Safety, food safety and hygiene, and fire prevention and fighting.



- Focus on investing in upgrading and improving machinery and equipment systems, applying science and technology to production to contribute to increasing productivity and reducing labor intensity: Invest in cooking tanks, labeling machines for 70ml and 62ml bottles with a capacity of 4,000 units/hour... Improve the filling system for Line 1 and Line 4 filling machines...

- Complete research on sugar reduction for Sanest Khanh Hoa Salanganes Nest product lines to align with current consumption trends. At the same time, re-announce Sanest Khanh Hoa Salanganes Nest products and add nutritional information tables to the packaging.

- Cooperate with Syllacos Company (South Korea) to develop cosmetic product lines from the Company's successful applied research projects and launched the Sanest Salanganes Nest Mask product in November 2025 on the occasion of the 35th anniversary of the establishment of Khanh Hoa Salanganes Nest Company.

## **2. Regarding business and brand development:**

### **- Advantages:**

- + The Company's products, especially the Sanest and Sanvinest Khanh Hoa Salanganes Nest lines, maintain high brand recognition in the market, are trusted by customers, and are highly valued by distributors.

- + The promotion program "Sanest Sanvinest Khanh Hoa Salanganes Nest - Pride of the National Brand" was organized on a large scale across provinces and cities, contributing to increased revenue and stimulating market consumption.

- + Successfully restructured the distribution system, facilitating sales and customer service activities, and developing more points of sale to ensure product coverage in the market. Sales staff performed well in selling via the DMS sales system.

- In addition, the Company also faces numerous challenges such as declining consumer purchasing power, increasingly sophisticated counterfeit and imitation goods, as well as the severe impact of historic floods in the final months of the year in many localities across the country.

- Export activities: The Company continues to maintain and build bonds with existing customers for Sanest products in countries such as: USA, Australia, Canada, Japan, Taiwan, UK, Myanmar, Hong Kong, Philippines, Thailand, New Zealand, South Korea... Participate in the Vietnam Foodexpo 2025 and other international trade fairs related to food and beverages to seek new export partners. Actively connect with the Vietnam Trade Office in various countries to find new distributors and expand export markets.

## **3. Regarding the activities of the Company's subsidiaries:**

Sanest Khanh Hoa One Member LLC has operated production-business effectively, developing the Svmart chain with diverse designs and daily consumer products suitable to customer tastes. The SKHPearlNest refined Salanganes Nest specialty product has reached and expanded to many more customers who trust in



using it, and the product has been exported to markets such as the USA, Canada, and Australia.

#### **4. Regarding accounting and cost management:**

- Conduct reviews of compliance with internal management regulations: Monitor production quotas and operating and business expenses; control Inventories to ensure timely turnover to serve production-business activities.

- Proactively exploit RESOURCES, mobilize loans with the lowest interest rates to ensure timely service for production-business activities.

- Disburse salaries and bonuses in a timely manner, suitable to actual needs; perform periodic and unscheduled inventories; fully fulfill obligations to the state budget and Social insurance; and pay dividends to shareholders in accordance with regulations.

#### **5. Regarding management, union, and social activities:**

##### **5.1. Management and control activities:**

- Organize fire safety drills, occupational health and safety training, and first aid training. Participate in professional training courses on labor and wages, intellectual property, and sales skills...

- The Company has completed organizational restructuring by integrating the IT department, the Research & Market Development department, and the Project Management Board into appropriate functional departments. Reduced 240 staff members; the reduction process was carried out openly and transparently, ensuring the harmonious interests of employees and meeting legal requirements. The restructuring of personnel helps the Company's apparatus operate more efficiently, contributing significantly to improving production-business performance.

- Control and appraise financial reports; supervise the implementation of the 2025 Annual General Meeting of Shareholders Resolution. Evaluate production-business activities, accounting and finance, and the Company's management and operations in accordance with regulations and the Company's Charter.

- Digital transformation: Coordinate with the Khanh Hoa Salanganes Nest Company system to promote the deployment and effective exploitation of digital platforms, typically Microsoft 365. Deploy the HiStaff human resources management software, digitize processes, reduce manual operations, limit errors, and improve transparency. In addition, Microsoft ERP was built synchronously, connecting data between finance, production, logistics, and sales fields... contributing to data connectivity and increasing work efficiency.

- In November 2025, historic floods in Khanh Hoa and Central provinces seriously affected the Company's operations. Faced with these difficulties, the Company proactively provided timely support to employees to stabilize their lives and soon restore production-business activities, especially by accompanying the distributor system to share losses and implementing support programs to stabilize business operations, demonstrating the spirit of responsibility and the bond between the





Company and customers.

## **5.2. Union and social activities:**

- On the occasion of the Lunar New Year, the Company organized the distribution of gifts to households in difficult circumstances in Cam Thinh Dong and Cam Thinh Tay (total 150 gifts), and supported Tet gifts for the Cam Ranh Blind Association and policy-beneficiary families in Cam Phuoc Dong (200 gifts).

- Supported funding for building charity houses for 2 households in Cam Phuoc Dong and Vinh Truong, Nha Trang. Coordinated with Khanh Hoa Salanganes Nest Company and the Vietnam Fatherland Front Committee of Nam Cam Ranh Commune to implement the construction of 05 great solidarity houses.

- Organized a Union Welfare booth with a variety of the Company's products to serve employees at Nam Cam Ranh and Dien Dien factories. Participated in movement activities organized by Khanh Hoa Salanganes Nest Company: Won a consolation prize at the 2025 Khanh Hoa Salanganes Nest Culinary Festival on the occasion of the Salanganes Nest Festival. Won second prize at the 2025 Traditional Sports Festival for employees of Khanh Hoa Salanganes Nest Company at Song Cau Industrial Cluster.

With the results achieved in the past year, the Company was honored to receive certificates of merit and awards such as: Certificate of Merit from the Ministry of Home Affairs for “Excellent achievements in occupational safety and hygiene in 2024”, Asia Green Growth Enterprise 2025, Typical Cultural Enterprise of the Ho Chi Minh Era 2025, and the award for “Enterprise with registered transactions performing well in information disclosure and transparency for the 2024 - 2025 evaluation period”.

## **II. Plan and operational direction for 2026:**

Closing 2025 with the achieved results, the Company has firmly overcome market fluctuations, consolidated its internal strength, and gradually affirmed its position. The achievements are reflected not only in stabilizing revenue and expanding the market but also in improving management quality, operational efficiency, and cost savings. Entering 2026, the Company continues to set goals for strong innovation, production optimization, promoting digital transformation, and expanding cooperation opportunities, aiming for stable, sustainable growth and creating long-term value for shareholders, partners, and employees.

No.	Target	Unit	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
1	Revenue	Billion VND	1,166.31	1,279	109.7
2	Profit before tax	Billion VND	82.31	85	103.3



No.	Target	Unit	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
3	Profit after tax	Billion VND	65.55	68	103.7
4	Basic Earnings Per Share	VND/ share	1,549	1,607	103.7

To effectively implement the aforementioned planned targets, the Company proposes 6 groups of solutions and key tasks as follows:

#### **1. Regarding production, engineering, and quality control activities:**

- Continue to improve production management and quality management according to standards and the Quality Management (QM) and Occupational Safety systems. Strictly comply with regulations on occupational safety and hygiene, food safety and hygiene, and fire prevention and fighting.

- Carry out investments to upgrade and improve machinery and equipment, and reorganize manual production stages to transition to semi-automatic and automatic systems to improve labor productivity and increase production efficiency:

- + Improve the depalletizing machine for empty bottles on Line 2 from manual to semi-automatic; Improve the labeling machine; Design and manufacture the automatic SKHLife bottle washing machine, to be implemented in the first quarter; Renovate the post-sterilization equipment system for Line 1 and Line 2, to be implemented in the third quarter.

- + Invest in a cooking system for export purposes with a capacity of 300 liters; Cobot machine for placing boxes into cartons, cobot for palletizing cartons for the box packaging line 1; Packaging machine for 1-jar boxes with a capacity of 8,000-10,000 units/hour.

- + Invest in an automatic 30-can carton packing machine and equipment for packing 5-6 QT cans into boxes.

- + Prepare production equipment for new product lines: freeze-dried bird's nest, bird's nest jelly, and cereals to ensure product launches during this year's YSKH Festival.

#### **2. Regarding technology and new product development:**

- Develop the 2026 research plan and unify it according to the policy within the YSKH system. Research and develop new bird's nest product lines based on an innovation-oriented approach, suitable for consumption trends and market demand, gradually expanding the product portfolio and increasing brand value. Focus on the following contents:

- + Launch premium Khanh Hoa Bird's Nest beverage and freeze-dried bird's nest products in June 2026.

- + Diversify mask product lines, to be completed in the second quarter of 2026.





+ Continue research to perfect new product lines: Bird's Nest Jelly, bird's nest capsule products, and non-carbonated SKHLife beverage products for active individuals.

- Apply scientific and technical advancements and technology to research, control, and product testing activities.

### **3. Regarding business and brand development:**

- Maintain good care for existing points of sale, and develop more new points of sale in areas with remaining growth potential in South Khanh Hoa and East Lam Dong (formerly Ninh Thuan, Binh Thuan). Focus on developing the group of institutional and corporate customers, and units in industrial parks for direct consumption.

- For Distributors: Control inventory in accordance with regulations, and strictly implement contracts and monthly, quarterly, and annual revenue plans.

- Invest in strongly developing online sales channels and e-commerce platforms in line with current consumption trends.

- Focus on brand recognition, and invest in a widespread signage system across sales channels in the market.

- Improve quality and sales services, and provide training on product knowledge and sales skills for staff. 100% of the market sales staff must strictly and honestly implement the sales process on DMS to improve business management efficiency.

- Strengthen intellectual property work and protect the Company's brand, and coordinate closely with Khanh Hoa Salanganes Nest Company and functional agencies to take timely measures against competitors infringing on the Company's intellectual property rights.

- Export activities: Promote the search for and exploitation of direct export orders, and expand the market. Coordinate with and support agents in Canada, Australia, and Japan to implement promotional and sales activities, and boost product consumption.

### **4. Regarding the activities of the Company's subsidiaries:**

- Production focuses on product quality, diversifying packaging designs for SKHPearlNest refined bird's nest specialty products, and introducing products into the Khanh Hoa Salanganes Nest Company's nationwide sales system.

- Develop attractive promotional programs to boost revenue and stimulate consumption during major holidays of the year.

- Approach and offer consumer goods to trade union systems, canteens, universities, etc., both inside and outside the province.

- Operate the Company synchronously, effectively, and smoothly with the Parent company, contributing to revenue and profit efficiency within the system.



## **5. Regarding accounting and cost management:**

- Strictly comply with current accounting standards in 2026: Circular 99/2025/TT-BTC, Decree 320/2025/NĐ-CP on Corporate Income Tax, especially several important contents related to the Company's financial activities.
- Strictly control the purchase prices of materials, packaging, and raw materials; monitor production recovery quotas, reduce waste and loss costs in production; review accounts receivable, and shorten the collection period.
- Strictly check input invoice documents to avoid tax risks and issue output invoices in accordance with the prescribed time.
- Re-evaluate the loan structure, prioritizing low-interest loans from credit institutions. Develop a cash flow plan for each month/quarter. Prepare cash sources for production-business activities and Tet bonuses for employees in accordance with the actual situation.

## **6. Regarding management and administration:**

- Digital transformation is identified as a continuous task in 2026, with the goal of improving management capacity, increasing work efficiency, and creating a foundation for sustainable development for the Company in the new period:

+ Practical application of the Histaff human resource management software from January 1, aiming for each employee to self-control, update, and provide feedback on personal information on the system; the automated process helps minimize manpower while ensuring continuity, consistency, limiting errors, transparency, and interconnection throughout the Khanh Hoa Salanganes Nest Company system. Gradually complete the system to operate smoothly by the end of the first quarter.

+ Application of SmartCA digital signature to help the Company's Board of Management approve official documents quickly, ensuring that production-business activities are not interrupted.

+ Standardize ERP processes to apply to the Company's operations. In the immediate future, implement the procurement-payable process and the sales-receivable process from January 2026.

+ Continuously apply digital technology and AI in activities to simplify manual operations and increase labor productivity.

- Purchase cargo insurance for the Company's warehouses to prevent risks from March 2026.

- Ensure the supply of goods to branches and markets in a timely manner, avoiding shortages.

- Implement a workforce reduction of approximately 5% according to the roadmap in 2026. Arrange labor usage scientifically, train and develop high-quality human resources capable of adapting to new tasks, being creative, constantly learning, updating professional knowledge, and participating in advanced training courses.



- Regularly update and review legal regulations related to all of the Company's activities from January 1, 2026, to ensure strict compliance with current regulations.

- Coordinate with the consulting unit to amend the Charter and the Company's regulations. Successfully achieve the targets of the 2026 General Meeting of Shareholders, ensuring a harmony of interests between the Company, Shareholders, customers, and employees.

**\* Regarding social and union activities:**

- Care for, share with, and support employees in difficult circumstances at the Company. Present meaningful gifts to policy-beneficiary families in Nam Cam Ranh Commune and localities where the Company has product introduction stores during holidays and Tet.

- Continue to contribute more to community support programs associated with major holidays to bring the good values of Khanh Hoa Salanganes Nest, Sanest, and Sanvinest to the community.

Entering 2026 with positive and comprehensive changes in all fields, the difficulties and challenges in the past will be the motivation for Khanh Hoa Sanest Soft Drink JSC to continuously strive and change. In that spirit, the collective of Khanh Hoa Sanest Soft Drink JSC looks forward to continuing to receive sharing and companionship from Shareholders and customers, as well as the attention and direction of the Party Committee, the Board of Members, and the Board of Management of Khanh Hoa Salanganes Nest Company to accompany and support Khanh Hoa Sanest Soft Drink JSC to continue developing on the road ahead.

The above is the Report on production-business results in 2025 and the production-business operational direction for 2026 of the Board of Management of Khanh Hoa Sanest Soft Drink JSC, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Sincerely!

**Recipients:**

- As above;
- Archived: Admin, HR.

**KHANH HOA SANEST SOFT DRINK JSC**  
**GENERAL DIRECTOR** *KH*



*Lê Hoàng Anh*



**REPORT OF THE BOARD OF DIRECTORS ASSESSMENT OF THE COMPANY'S  
MANAGEMENT OPERATIONS IN 2025 AND ACTIVITY PLAN FOR 2026"**

To: 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;
- Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest Soft Drink Joint Stock Company.

On behalf of the Board of Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company, I would like to report to the shareholders on the operating results, the implementation of the resolutions of the 2025 Annual General Meeting of Shareholders, and the production and business plan targets for 2026 as follows:

**I. Company's operations in 2025:**

**1. General situation:**

The year 2025 closed in a context where the world economy continued to experience complex developments, affected by prolonged geopolitical conflicts and tensions in trade and tariff policies, which profoundly altered the global trade landscape. Domestically, the economy faced numerous difficulties and pressures from the trend of tightening consumer spending and the prevalence of counterfeit goods, imitations, and intellectual property violations regarding the Khanh Hoa Bird's Nest, Sanest, and Sanvinest brands in the market. However, with the close guidance, direction, and vision of the Board of Directors and the Board of Management, the efforts of all employees, and the companionship of distributors, agents, and customers, along with the determination of market regions and branches, the Company endeavored to complete the targets set by the General Meeting of Shareholders.

In order to strengthen governance, enhance operational capacity and competitiveness in an increasingly volatile market, while maintaining the company's position and protecting its interests against pressure from competitors, the Board of Directors has approved the policy to merge two of the Company's subsidiaries. Accordingly, Sanest Khanh Hoa One Member Limited Liability Company will be



the surviving entity, and Bird's Nest Specialty Processing One Member Limited Liability Company will be the merged entity.

## **2. Report on the assessment of the Company's management and administration in 2025:**

### **2.1. Production organization:**

- Sanest Khanh Hoa always considers product quality to be the core value of the Company. Therefore, the Company always strictly controls production stages to ensure product quality, operating and complying with domestic and international standards: ISO 9001, ISO 14001, HACCP, FSMA, and BRCGS to continue enhancing the brand's position and reputation, demonstrating superiority over competitors, and exploring new export markets. This is the most important point and the decisive factor in the success of the Sanest Khanh Hoa brand.

- Regularly update and select raw materials of natural origin that are environmentally friendly, while possessing high nutritional content to help improve resistance and provide health benefits for consumers. Proactively manage key factors in the supply chain, maintain autonomy, meet supply requirements, and contribute to the overall efficiency of the system.

- Strictly comply with regulations on occupational safety and health, food safety and hygiene, and fire prevention and fighting. Production quotas are ensured not to exceed regulations to reduce losses, avoid waste, and apply technical improvement initiatives to save labor, increase productivity, and improve efficiency.

### **2.2. Engineering and technology:**

- With a development orientation based on quality and customer trust, the Company has synchronized labeling in accordance with Circular 29/2023/TT-BYT, fully disclosing nutritional information on packaging, and integrating 3D "pearl eye" printing technology along with a strict quality control system to enhance transparency, increase brand recognition and protection, thereby contributing to perfecting the product image in a more professional, modern, and sustainable direction in the market.

- Research and launch the sugar-free SKHLife product line and reduced-sugar product lines to comply with the Law on Special consumption tax (sugar content < 5g/100 ml of product) effective from January 1, 2026.

- To optimize efficiency and improve product quality, Sanest Khanh Hoa has actively implemented many solutions to increase labor productivity, applied technical initiatives in production, saved costs, and ensured compliance with established quotas.

### **2.3. Business activities:**

- In the context of 2025 being a difficult year, the leadership team and the sales force went into the field to stay close to the market, grasp the needs and psychology of consumers, strengthen the implementation of stimulus programs on sales channels and brand promotion, and develop each product line in provinces and cities under



the Company's branches/markets. Promote efficiency in sales activities, manage revenue and orders of each employee, and strictly control the distributor's inventory.

- Effectively implement the DMS One software to strictly control the entire supply chain and sales activities, from managing distributors and retail outlets to the sales force across 34 provinces and cities. The system helps manage inventories, orders, and accounts receivable, and tracks sales performance by region and distribution channel; it also automates processes and optimizes staff performance through GPS positioning, route monitoring, and visual reporting. The utilization of real-time data supports the Company in making timely decisions, reducing operating costs, improving customer service quality, and increasing revenue, thereby contributing to the comprehensive digital transformation roadmap and moving towards a modern and flexible distribution system.

- In particular, the Company successfully implemented the QR code scanning promotion program “Khanh Hoa Bird’s Nest, Sanest, Sanvinest - Pride of the National Brand” with a total prize value of up to 100 billion VND, including valuable prizes such as Mercedes-Benz C300 AMG, Honda HR-V, Kia New Sonet 1.5L Deluxe, and millions of other gifts. This was the largest-scale program to date with strong response from customers nationwide, with transparent and compliant prize awarding, contributing to consolidating trust and enhancing brand reputation in the market.

- The distribution network is increasingly expanded and professionalized: The Product Introduction store system has been invested in and comprehensively upgraded in terms of display space, designed in a modern style while retaining its own identity, with images closely associated with the traditional bird’s nest industry of Khanh Hoa - from the process of harvesting bird's nests on the islands to the sophisticated manual processing stages. The harmonious combination of traditional and modern elements contributes to creating a distinctive brand mark and enhancing customer experience.

- In terms of export, expand market development in countries where Sanest products are already present, such as: USA, Australia, Canada, Japan, Taiwan, UK, Myanmar, Hong Kong, Philippines, Thailand, New Zealand, South Korea, etc. Participate in the Vietnam International Food Industry Exhibition - Vietnam Foodexpo 2025 and other international trade fairs related to food and beverages to find new export partners. Actively connect with the Vietnam Trade Office in foreign countries to find new distributors and expand export markets.

- Enhance promotion on mass media, step up marketing efforts, and innovate according to each consumption phase to achieve specific effectiveness. Apply artificial intelligence (AI) to optimize creative content, communication campaigns, and livestream sessions promoting the Khanh Hoa Bird's Nest, Sanest, Sanvinest, SKHPearlNest, SKHLife, and bird's nest mask product lines... In 2025, the total reach on digital platforms (Facebook, Google, TikTok, e-commerce platforms) recorded over 19.8 million visits, with revenue reaching 134% of the annual plan.



- The year 2025 marked a historic milestone when Khanh Hoa Bird's Nest Company was honored to receive the National Intangible Cultural Heritage title for the "Bird's Nest Festival" and the "Certificate of knowledge on harvesting and processing Bird's Nest Festival". As a member unit, Sanest Khanh Hoa considers this a guiding principle to preserve and strive to promote the value of the industry's heritage, while opening up new opportunities for Khanh Hoa Bird's Nest and Sanest to continue to affirm their identity and develop strongly in the domestic and international markets.

#### **2.4. Financial work:**

- The Company builds a reasonable capital structure, uses capital for the right purposes effectively, and preserves the capital of the State and shareholders. Perform periodic inventory: Cash fund, assets, tools and equipment, and inventories to avoid loss, capital stagnation, expiration, etc.

- Monitor the consumption quotas of raw materials in production and the recovery rate of product lines to make appropriate adjustments to save production costs and bring about increasingly high efficiency.

- Always update circulars and decrees on tax and state management to provide data and accounting figures in a timely manner; advise and propose solutions to serve management and administration requirements. Pay benefits related to employees, and pay salaries and bonuses in a timely manner in accordance with regulations.

#### **2.5. Investment work:**

Projects are being implemented in the correct order, fully in accordance with prescribed legal procedures, and ensuring labor safety and the quality of the works. Specifically, the projects are being implemented with the following total investment levels:

<b>No.</b>	<b>Project</b>	<b>Total investment (VND)</b>
1	Investment and upgrade of production Equipment & machine	4,150,000,000
2	Investment in transport vehicles for Employees (one 47-seat bus)	2,600,000,000
3	Power supply for fire protection pumping station	820,000,000
4	Joint venture and partnership Swiftlet house system	2,500,000,000

Continue the joint venture and partnership program to develop the swiftlet house and swiftlet cave system to ensure input raw materials for the Company's business activities.

#### **2.6. Digital transformation and investment in technological innovation:**



The Company continues to accelerate its digital transformation roadmap, with a focus on implementing the HiStaff human resources management software, gradually digitizing all processes for profile management, timekeeping, payroll, and KPI evaluation. This reduces manual tasks, limits errors, and enhances transparency in human resources, training, and compensation policies. The KPI system is designed quantitatively, linking work results directly to career development paths, thereby fostering a proactive spirit and increasing individual responsibility.

The Company maintains and effectively utilizes the Microsoft 365 platform with applications such as OneDrive, SharePoint, Microsoft Teams, and Power BI to enhance collaboration, data sharing, and information security across the entire system. Simultaneously, the Microsoft Dynamics 365 (ERP) system continues to be implemented synchronously to effectively manage financial, production, logistics, sales, and human resources activities on an interconnected, real-time data platform, supporting flexible management and accurate decision-making.

### **2.7. Policies for employees and social environment:**

- The company provides full welfare benefits during holidays, New Year, the Bird's Nest Festival, the company's anniversary, the God of Wealth Day, and other meaningful events. Female employees are practically cared for through gifts on March 8th and October 20th, makeup allowances, and quarterly childcare cost support, contributing to improving the material and spiritual life of employees.

- The Trade Union always cares for the lives of employees, with clear and timely policies for sickness, bereavement, and weddings... In 2025, the Company organized the "Union Welfare" program, opening a non-profit stall on the Company premises to create a joyful atmosphere for Spring and Tet, encouraging employees to work with enthusiasm.

- Before the impact of the historic flooding in Khanh Hoa in November, the Company promptly implemented many practical support activities to care for the lives of employees and former employees affected. More than 1.5 billion VND was allocated for visits, cash support, and the provision of essential goods; at the same time, forces were mobilized to help clean up and repair houses, helping employees stabilize their lives soon. This timely care and companionship contributed to strengthening morale, creating peace of mind at work, and enhancing cohesion throughout the Company.

- Besides economic development, the Company always considers social security activities and community support as part of its corporate cultural values. Over the years, the Company has coordinated closely with local authorities, actively participating in charity programs, study promotion, gratitude activities, and community-oriented activities, contributing to building a more sustainably developed locality.

### **2.8. Brand development:**

- In response to the 35th anniversary of the journey of building and developing Khanh Hoa Bird's Nest (1990 - 2025), the Company commits to continuing to



preserve and develop 02 national intangible cultural heritages: the “Khanh Hoa Bird’s Nest Festival” and the “Certification of knowledge on exploiting and processing Khanh Hoa Bird's Nest”. Marking a new development step, the Company affirms its pioneering position by launching 02 new high-end product lines: Khanh Hoa Bird’s Nest masks and SKHLife drinks for active people.

- To affirm product quality, the Company always focuses on meeting requirements in business activities to achieve prestigious awards from ministries, national-level organizations, and international bodies. Specifically: Certificate of Merit from the Ministry of Home Affairs for “Having excellent achievements in occupational safety and hygiene in 2024”, Asia Green Growth Enterprise 2025, Typical Cultural Enterprise of the Ho Chi Minh Era 2025, Top 10 UNESCO Cultural Enterprises 2025, Top 10 Typical Innovative Vietnamese Enterprises 2024.

- Provide full, timely, and transparent information, ensuring shareholders feel secure in investing in SKH stock, preserving and developing capital. On November 7, 2025, the Company was honored to receive the award for “Enterprise with good information disclosure and transparency in 2024 - 2025”, which is also the 4th time the Company has been honored at the Annual Enterprise Conference organized by the Hanoi Stock Exchange.

## **II. Activities of the Board of Directors in 2025:**

### **1. Resolutions of the Board of Directors announced in accordance with regulations:**

In 2025, the Board of Directors performed its duties cautiously, organizing work using scientific methods to bring the highest efficiency and benefits to the Company and shareholders, ensuring compliance with the Charter and legal regulations.

The Board of Directors held 9 meetings and issued resolutions to decide on important contents regarding business plans, personnel organization, finance, etc., ensuring effective operations and compliance with the Company Charter:

<b>No.</b>	<b>Number Resolution/ Decision</b>	<b>Date</b>	<b>Content</b>
1	01/NQ-SKH	January 15, 2025	<ul style="list-style-type: none"> <li>- Financial statements for Q4 and the year 2024. Lunar New Year bonus fund.</li> <li>- Report on staff reduction.</li> <li>- Report on Corporate Governance in 2024</li> </ul>
2	02/NQ-SKH	February 07, 2025	<ul style="list-style-type: none"> <li>- Documents for the 2025 Annual General Meeting of Shareholders.</li> <li>- Personnel for the 2025 Annual General Meeting of Shareholders.</li> <li>- Investment policy for projects.</li> </ul>



No.	Number Resolution/ Decision	Date	Content
3	03/NQ-SKH	March 24, 2025	<ul style="list-style-type: none"> <li>- Report on the production and business performance for QI/2025 and operational direction for QII/2025.</li> <li>- Report on the performance results for QI/2025 and the plan for QII/2025 from the Board of Supervisors.</li> <li>- Report on the progress of project implementation.</li> <li>- Preparation work for the 2025 Annual General Meeting of Shareholders.</li> <li>- Human resources management.</li> </ul>
4	04/NQ-SKH	April 09, 2025	<ul style="list-style-type: none"> <li>- Selection of the audit firm for the Financial Statements.</li> <li>- Appointment of the Company's Chief Accountant.</li> <li>- Approval of the Financial Statements for QI/2025.</li> <li>- Assignment of tasks to departments.</li> </ul>
5	05/NQ-SKH	May 10, 2025	<ul style="list-style-type: none"> <li>- Preparation work for the promotional program "Khanh Hoa Salanganes Nest Sanest Sanvinest, the pride of the Vietnam Value".</li> <li>- Report on "Restructuring the organizational structure, reducing labor, and improving the efficiency of the Company's production and business operations."</li> <li>- Report on the production and business activities for QII/2025.</li> <li>- Approval of the Liquidation and Asset Disposal Committee for fixed assets and tools.</li> <li>- Establishment of the Bird's Nest Industry Data Collection Committee.</li> <li>- Assignment of tasks to the Board of management.</li> <li>- Joint venture Swiftlet House project.</li> <li>- Report on preparation work for the launch of the cosmetics product (face mask).</li> <li>- Machinery and equipment investment project.</li> <li>- Report on the inventory work for QI/2025.</li> <li>- Review and adjustment of the salary policy according to Decree 44/2025/ND-CP dated February 28, 2025, by the Government.</li> <li>- Preparation work for the 2025 Customer Conference, Khanh Hoa Salanganes Nest Festival, and the Company's founding day on June 6.</li> <li>- Reappointment of personnel.</li> </ul>



No.	Number Resolution/ Decision	Date	Content
			<ul style="list-style-type: none"> <li>- Payment of dividends for 2024 in cash (payment date: June 6, 2025).</li> <li>- Adjustment of the securities type for employees who have fulfilled the commitment period of working for the Company.</li> </ul>
6	06/NQ-SKH	July 17, 2025	<ul style="list-style-type: none"> <li>- Report on the production and business performance in the first 6 months of 2025 and operational direction for Q3/2025.</li> <li>- Report on the joint venture swiftlet house projects.</li> <li>- Regulation on rotation and reappointment.</li> <li>- Report on the implementation status of the promotional program “Khanh Hoa Salanganes Nest Sanest Sanvinest, the pride of the national brand”.</li> <li>- Report on the implementation progress of preparation work for the launch plan of cosmetic products (face masks).</li> <li>- Report on the progress of machinery and equipment investment implementation.</li> <li>- Report on the financial settlement for Q2 and the first 6 months of 2025.</li> <li>- Report on the salary fund, bonuses, and welfare for the first 6 months of 2025 and the financial plan for the last 6 months of 2025.</li> <li>- Report on inventory work for Q2/2025.</li> <li>- Report on the activities of the Board of Supervisors in the first 6 months and the work plan for the last 6 months of 2025.</li> <li>- Report on the implementation progress of reviewing and adjusting the salary policy according to Decree 44/2025/ND-CP dated 28/02/2025 of the Government.</li> <li>- Report on the Company's governance situation in the first 6 months of 2025.</li> <li>- Assignment of the Board of Directors (BOD).</li> </ul>
7	07/NQ-SKH	August 25, 2025	<ul style="list-style-type: none"> <li>- Implementation of nutrition labeling and product packaging design according to Circular 29/2023/TT-BYT.</li> </ul>



No.	Number Resolution/ Decision	Date	Content
			<ul style="list-style-type: none"> <li>- Deployment, appointment, and reappointment of personnel.</li> <li>- Work related to the management of materials, packaging, and inventory.</li> <li>- Payment of bonuses to staff and employees on the occasion of 02/09.</li> <li>- Approval of the investment policy for 01 new truck and vehicle rental.</li> </ul>
8	08/NQ-SKH	October 15, 2025	<ul style="list-style-type: none"> <li>- Report on the production and business performance in Q3/2025 and operational direction for Q4/2025.</li> <li>- Report on the joint venture swiftlet house projects.</li> <li>- Procedure for planning management personnel for the 2026 - 2031 period.</li> <li>- Report on the implementation status of the promotional program “Khanh Hoa Salanganes Nest Sanest Sanvinest, the pride of the national brand”.</li> <li>- Report on the implementation progress of cosmetic products (face masks).</li> <li>- Report on the financial settlement for Q3/2025.</li> <li>- Report on inventory work for Q3/2025.</li> <li>- Financial plan for Q4/2025.</li> <li>- Report of the Board of Supervisors for Q3/2025.</li> </ul>
9	09/NQ-SKH	December 2, 2025	<ul style="list-style-type: none"> <li>- Report on the production and business performance in October, November 2025 and plan for December 2025.</li> <li>- Report on the business production and operation results for the first two months of Q4/2025 and the operational plan for December 2025.</li> <li>- Approval of the change of address on the Enterprise Registration Certificate and the seal according to the new administrative boundary.</li> <li>- Approval of the bank loan limit for 2026.</li> <li>- Personnel transfer.</li> <li>- Expected schedule for the 2026 General Meeting of Shareholders.</li> </ul>

All Board of Directors meetings were convened in accordance with the Law on Enterprises and the Company Charter. Issues under the authority of the Board of Directors were considered and voted on according to the “majority” principle and



issued in the form of minutes and resolutions. All resolutions/decisions issued by the Board of Directors were implemented by the Board of Management.

## **2. Report on supervision of the Board of Management:**

### **❖ Status of implementation of the 2025 business plan:**

- The Board of Directors directly directed the Board of Management in implementing the tasks and business plans of the Company in 2025. In directing, the periodic meetings of the Board of Directors always included the full Board of Management and the Board of Supervisors, who exchanged and agreed to implement tasks in accordance with the law and the Company Charter.

- The Board of Directors acknowledges and highly appreciates the proactiveness and decisiveness of the Board of Management in implementing market development solutions suitable for each region, contributing to maintaining market share and stabilizing the distribution system. At the same time, the business system was perfected, and promotion and branding programs were implemented synchronously and effectively, creating momentum for revenue growth during the Lunar New Year of the Year of the Horse 2026 and a favorable foundation for the 2026 plan.

### **❖ Supervision results:**

- The Board of Directors assesses that the management of the Board of Management has performed its functions and powers correctly with a high sense of responsibility, with the close orientation and direction of the Board of Directors, the Board of Management, the efforts of all employees, and the companionship of customers and market regions, so the SKH collective has strived to complete the business plan targets and the General Meeting of Shareholders as set out in Resolution No. 01/2025-GMS in 2025.

The results achieved are as follows:

No.	Targets	Unit	Plan 2025	Actual 2025	% Actual/Plan 2025
1	Revenue	Billion VND	1,310	1,166.31	89.03
2	Profit before tax	Billion VND	82	82.31	100.37
3	Profit after tax	Billion VND	65.6	65.55	99.92
4	PAT/Charter capital	%	19.88	19.86	
5	Basic Earnings Per Share	VND/share	1,590	1,549	97.4
6	Average income of employees	VND/person/month	14,000,000	14,030,000	100.2

### **❖ Implementation of the Board of Directors' resolution in 2025:**

The Resolution of the General Meeting of Shareholders was directed by the Board of Directors for the Board of Management to implement strictly and complete



the set targets:

- Conducted notification and payment of dividends for 2024 to shareholders.
- Completed the 2025 business plan targets as set out in Resolution No. 01/2025-GMS in 2025.
- Implemented payment of remuneration for the Board of Directors, the Board of Supervisors, and allocated funds in accordance with the resolution.
- The resolutions of the Board of Directors were strictly implemented by the General Director.

**❖ Report on salaries and remuneration for the Board of Directors and the Board of Management in 2025:**

Position	Quantity (persons)	2025 (VND)
<b>Board of Directors, Board of Supervisors, and Board of Management (full-time)</b>		<b>2,999,025,981</b>
Member of the Board of Directors and General Director	01	537,205,000
Member of the Board of Directors and Deputy General Director	01	471,505,000
Member of the Board of Directors (resigned March 26, 2025) and Deputy General Director (resigned December 31, 2024)	01	72,386,501
Deputy General Director	01	483,880,000
Deputy General Director	01	489,538,160
Head of the Supervisors	01	501,713,160
Chief Accountant	01	442,798,160
<b>Board of Directors, Board of Supervisors (non-executive)</b>		<b>636,224,480</b>
Chairman of the Board of Directors	01	162,800,000
Member of the Board of Directors	01	165,508,160
Member of the Board of Directors	01	131,008,160
Member of the Board of Directors (resigned June 6, 2024)	01	-



Member of the Board of Supervisors	01	88,500,000
Member of the Board of Supervisors	01	88,408,160
<b>Total</b>		<b>3,635,250,461</b>

### 3. Regarding financial management:

- At periodic meetings, the Board of Directors heard the General Director report on the business results and financial situation of the Company. The Board of Directors reviewed and approved the reported figures.

- Ensure the provision of transparent and timely audited financial reports to investors. Fully fulfill the obligation to pay to the State budget as prescribed.

- The financial situation was maintained stably and safely over the years. The Company flexibly utilized existing resources, reserved packaging materials and raw materials at stable prices while still controlling the payment situation well during the year.

### 4. Coordination with the Board of Supervisors:

- The Company's Board of Supervisors always coordinates closely with the Board of Directors and the Board of Management to grasp the actual situation of business activities in a timely manner, thereby contributing opinions based on the principle of compliance with legal regulations and for the benefit of shareholders according to the functions and tasks of the Board of Supervisors in the Company Charter and the Regulations on Operation of the Board of Supervisors.

- The Board of Supervisors reviewed and proposed the appraisal and audit of construction investment projects to ensure openness, transparency, cost savings, and financial control of the projects.

**Conclusion:** The Board of Directors finds that it has completed its tasks well in 2025, performed its functions and powers correctly as prescribed in the Company Charter and legal regulations, and has shown high responsibility with the determination to complete the targets approved by the General Meeting of Shareholders.

### 5. Report on transactions:

Between the Company, the Company's subsidiaries, companies controlled by the public company with over 50% or more of the Charter capital, and members of the Board of Directors and affiliated persons of those members:

No	Name of organization/ individual	Relationship with the Company	NSH No, date of issue, place of issue	Address/ contact	Time of transaction with Company	Note
1	Khanh Hoa Salanganes	Related organization	4200338918	No. 248 Thong Nhat	2025	- Trading goods



No	Name of organization/ individual	Relationship with the Company	NSH No, date of issue, place of issue	Address/ contact	Time of transaction with Company	Note
	Nest Company	owning 51.06%	issued October 28, 2025 Department of Finance Khanh Hoa province	Tay Nha Trang Khanh Hoa		- Vehicle leasing - Dividend payment
2	Sanest Khanh Hoa One Member Limited Liability Company	Organization related to Mr. Le Duc Tien - Chairman of the Board of Directors Organization related to Mr. Truong Van Trung - Deputy General Director Company	4201853950 issued December 29, 2025 Department of Finance Khanh Hoa province	Lot 10, Dien Phu - VCN Industrial Cluster Dien Dien Khanh Hoa	2025	- Trading goods - Capital contribution

Between the Company and a company in which a member of the Board of Directors is a founding member or a business manager within the last 03 years before the Time of transaction: None.

### III. Activity plan for 2026:

Entering 2026, the global economy continues to experience complex developments amidst geopolitical conflicts and wars in several regions, which have disrupted the global supply chain and increased transport, energy, and raw material costs. Along with this, inflationary pressure, exchange rate volatility, and the trend of tightening consumer spending have directly affected the Company's operating activities, while also necessitating the enhancement of governance capacity, operational optimization, and proactive adaptation for sustainable development. The Board of Directors has made determined efforts to develop the 2026 plan as follows:

No.	Targets	Unit	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
1	Revenue	Billion VND	1,166.31	1,279	109.7



No.	Targets	Unit	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
2	Profit before tax	Billion VND	82.31	85	103.3
3	Profit after tax	Billion VND	65.55	68	103.7
4	Profit after tax / Charter capital	%	19.86	20.61	
5	Basic Earnings Per Share	VND/ share	1,549	1,607	103.7

In 2026, Sanest Khanh Hoa Company will continue to promote its business activities, expand into new areas, aim for autonomy in key stages of the supply chain, ensure the effective and sustainable development of the SKH ecosystem, and is determined to complete the targets according to the 2026 GMS Resolution, with specific contents as follows:

- Enhance the personal responsibility of each member of the Board of Directors and the Board of Management in their roles of providing direction and implementing the tasks and resolutions approved by the General Meeting of Shareholders. Use work efficiency as a metric to evaluate the capacity of everyone from the Board of Management to the collective of Employees, further improve management methods in accordance with the Company's development requirements, and gradually enhance competitiveness to create a foundation for sustainable development.

- Focus on investing in, upgrading, and improving the automation of production lines towards comprehensive automation to increase productivity, reduce Labor cost, and ensure occupational safety. At the same time, prioritize the addition of modern technological equipment to serve production, packaging, and quality control more effectively.

- In 2026, continue to proactively monitor and promptly update new legal regulations related to food safety, product quality, and product labeling to ensure full compliance with current regulations.

- Diversify product designs and improve packaging to be eye-catching in order to better meet the increasingly high demands of customers, while strengthening competitiveness and increasing product recognition in the market. Focus on developing new products from Edible bird's nest following the trend of healthy and convenient consumption suitable for a modern lifestyle. It is expected that 03 new product lines will be launched in 2026, contributing to the expansion of the business product portfolio and enhancing brand value.

- In parallel with implementing the policy of streamlining the organizational structure and downsizing the workforce, the Company has promoted digital transformation to improve labor productivity and efficiency. The focus is on



implementing the HiStaff human resources management software, digitizing processes for records, timekeeping, payroll, and KPI evaluation, etc., which helps minimize manual operations, limit errors, and improve transparency. The KPI system is clearly quantified, linking work efficiency with personal responsibility and development paths, thereby encouraging a proactive spirit and improving the quality of human resources. Along with this, effectively utilizing the Microsoft 365 platform and implementing the Microsoft ERP system towards data integration has helped optimize processes, shorten work processing time, and provide timely and accurate data for management. Data is centralized and updated in real-time, supporting the Board of Management in making quick and flexible decisions. Streamlining the organization is not just about reducing departments, but about improving operational quality on a digital platform, aiming for an effective, modern, and sustainable management model.

- **Market and brand:** Strengthen market supervision, promptly handle counterfeit and imitation goods; proactively monitor competitors' activities, and implement flexible sales solutions to increase market share, coverage, and display positions, protecting the reputation of the Sanest brand.

- **Sales channel development:** Expand and optimize the multi-channel distribution system, closely combining traditional and online channels; support retail outlets to improve business efficiency and competitiveness. Promote the development of the Company's new product lines including: SKHLife sports drink, Edible bird's nest mask, and SKHPearlNest premium refined Edible bird's nest product, focusing on building a clear positioning strategy and selecting distribution channels suitable for each target customer group to quickly bring products to market and increase sales.

- **Exports:** Maintain existing markets while seeking and exploiting new markets, prioritizing areas with large Chinese communities, and gradually increasing presence and international revenue.

- Promote communication of promotional programs to Distributors, Agents, and consumers through various appropriate forms, ensuring that information is conveyed fully, promptly, and effectively.

- Promote the development of the Company's new product lines including: SKHLife sports drink, Edible bird's nest mask, and SKHPearlNest premium refined Edible bird's nest product, focusing on building a clear positioning strategy and selecting distribution channels suitable for each target customer group to quickly bring products to market and increase sales.

- Build a professional, disciplined, dynamic sales team with high adaptability to market fluctuations.

- Strictly manage capital and assets, preserve capital, and flexibly coordinate the use of capital effectively, while optimizing payables to suppliers to leverage capital resources.



- Successfully achieve the targets approved by the 2026 Annual GMS, ensure an appropriate dividend payout ratio, provide full, timely, and transparent information to investors, and continuously enhance the value of SKH stock.


- In the coming time, the Company will continue to implement the construction of the Swiftlet house system in Khanh Hoa and neighboring provinces and cities to expand the raw material area, increase exploitation capacity, and create a foundation for sustainable development. In parallel, the Company will promote investment in additional Equipment & machine to serve production and business activities in a modern and synchronized manner, improving productivity, product quality, and optimizing operating costs. Expanding the Swiftlet house system combined with strengthening production capacity will contribute to consolidating the Company's position in the market and creating momentum to effectively achieve the set goals.

- Reorganize the structure and downsize the workforce to select high-quality human resources, those who have virtue, talent, and passion for the industry to accompany the Company in its development in the coming time.

Although the past year faced many difficulties and challenges, SKH Company made efforts to complete key targets, thereby maintaining stable operations and a foundation for development. The results achieved are due to the valuable companionship, trust, and support of Shareholders, customers, and partners - this is an important resource for the Company to continue moving forward.

Entering 2026, the Board of Directors, the Board of Management, and all Employees of the Company hope to continue receiving the attention, cooperation, and support of Shareholders; the close coordination of customers and partners; along with the direction and support of the Party Committee, the Board of Members, the Board of General Directors, the Board of Supervisors of Khanh Hoa Bird's Nest Company, and units within the system. With high determination and a spirit of solidarity, the Company strives to enhance brand value, maximize shareholder benefits, and successfully implement the Resolution of the 2026 Annual General Meeting of Shareholders.

On behalf of the Board of Directors, I would like to send my most sincere thanks and wish all shareholders, investors, customers, and the collective of Employees health, happiness, and success.

Sincerely! 

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

**Recipients:**

- As above;
- Archive: Admin, BOD  
(2026 GMS documents).



*Lê Đức Tiến*



**APPRAISAL REPORT ON OPERATING RESULTS  
BUSINESS PERFORMANCE IN 2025 AND TASKS FOR 2026 OF THE  
BOARD OF SUPERVISORS**

**To: 2026 Annual General Meeting of Shareholders**  
Khanh Hoa Sanest Soft Drink Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*Based on the functions and duties of the Board of Supervisors as stipulated in  
the Regulations on Operation of the Board of Supervisors approved by the 2021  
Annual General Meeting of Shareholders.*

In performing the functions and duties of the Board of Supervisors (BOS) in accordance with the Law on Enterprises, the Company Charter, and the Regulations on Operation of the Board of Supervisors, the Board of Supervisors hereby reports to the General Meeting of Shareholders (GMS) on the results of inspection and supervision of activities in 2025 and the plan for 2026 as follows:

**I. Results of the performance of functions and duties of the Board of Supervisors in 2025.**

**1. Organization and operation of the Board of Supervisors.**

The Board of Supervisors of Khanh Hoa Sanest Soft Drink Joint Stock Company consists of 03 members, including 01 full-time and 02 part-time members, who have strictly implemented the contents of the 2025 Operation Plan of the BOS approved by the GMS; the Board of Supervisors adhered to the GMS Resolution, the operation plan, and the actual situation, exercising its powers and responsibilities in accordance with the Law on Enterprises and the Joint Stock Company Charter. Fully and timely implemented supervision reports and other reports as requested. The BOS members worked with a high sense of responsibility, following the principles of independence and prudence, always for the benefit of shareholders and the development of the Company. In 2025, the Board of Supervisors held 05 in-person meetings to approve several contents as follows:

No.	Reference No.	Date of issuance	Content
1	01/BBH-BKS.SKH	January 20, 2025	- Appraise the separate and consolidated financial statements for the fourth quarter of 2024;



No.	Reference No.	Date of issuance	Content
			<ul style="list-style-type: none"> <li>- Evaluate the 2024 audited financial statements;</li> <li>- Approve the 2024 Corporate Governance Report and Annual Report;</li> <li>- Review the development of the 2025 business operation plan targets by the Board of Management</li> <li>- Evaluate the implementation of the Supervisory Board's activities in the fourth quarter of 2024.</li> </ul>
2	02/BBH-BKS.SKH	March 21, 2025	<ul style="list-style-type: none"> <li>- Appraise reports and proposals prepared for the 2025 Annual General Meeting of Shareholders;</li> <li>- Approve the Appraisal Report on the results of business operations in 2024 and the direction and tasks for 2025 of the Supervisory Board;</li> <li>- Review the implementation of purchase and sale contracts with suppliers, distributors, and contracts and transactions of the Company with related parties.</li> </ul>
3	03/BBH-BKS.SKH	April 25, 2025	<ul style="list-style-type: none"> <li>- Evaluate the asset inventory work in the first quarter of 2025;</li> <li>- Appraise the separate and consolidated financial statements for the first quarter of 2025;</li> <li>- Assign work to members of the Supervisory Board based on the 2025 Supervisory Board activity plan approved by the GMS;</li> <li>- Review the preparation of estimates and finalization dossiers for investment projects</li> </ul>
4	04/BBH-BKS.SKH	July 16, 2025	<ul style="list-style-type: none"> <li>- Agree on the results of the Supervisory Board's activities in the first 6 months and the work plan for the last 6 months of 2025.</li> <li>- Evaluate the situation of fund appropriation according to the plan approved by the 2025 General Meeting of Shareholders;</li> <li>- Review financial data for the second quarter of 2025 and the report on the work plan for the last 6 months of 2025;</li> <li>- Review the 2025 semi-annual Financial Statements;</li> </ul>



No.	Reference No.	Date of issuance	Content
			<ul style="list-style-type: none"> <li>- Review the situation of supplementing capital through credit institutions;</li> <li>- Evaluate the progress of investment project implementation;</li> </ul>
5	05/BBH-BKS.SKH	October 14, 2025	<ul style="list-style-type: none"> <li>- Review financial data for the third quarter and the business results report for the first 9 months of 2025 of the Board of Management;</li> <li>- Agree on the results of the Supervisory Board's activities in the third quarter of 2025 and tasks for the fourth quarter of 2025;</li> <li>- Consolidate and provide recommendations of the Supervisory Board to the Board of Directors and the Board of Management.</li> </ul>

## 2. Content and methods for implementing inspection and supervision work.

In 2025, the Board of Supervisors implemented inspection and supervision activities based on the work plan approved by the 2025 Annual General Meeting of Shareholders, focusing on the following key contents:

- Supervise compliance with the Company Charter, Resolutions of the General Meeting of Shareholders, the Board of Directors, and the Company's internal regulations and policies.

- Monitor and evaluate the implementation of the 2025 business plan; the management, use, and preservation of capital; the practice of thrift, cost control, and optimization; the progress of investment projects; and perform appraisal of separate and consolidated financial statements on a quarterly, semi-annual, and annual basis for the Parent company and Company's subsidiaries.

- Exchange and coordinate with the independent auditor to ensure the quality of the financial statement audit, and timely update relevant audit findings and recommendations.

- Supervise the Company's fulfillment of information disclosure obligations to ensure they are complete, timely, and in accordance with legal regulations.

- Monitor and supervise the merger process of the two Company's subsidiaries, ensuring compliance with legal regulations and relevant resolutions.

Inspection and supervision work was carried out through reviewing, analyzing, and evaluating periodic and ad-hoc reports from units and departments regarding business and financial performance; conducting on-site inspections at units; participating in inspection and audit teams of State agencies; and attending all



meetings of the Board of Directors, briefing meetings, and thematic meetings of the Company.

Based on the supervision results, the Board of Supervisors exchanged and provided opinions and recommendations to the Board of Directors and the Board of Management to ensure the Company's operations comply with legal regulations and the Charter, and to improve governance and management efficiency, aiming at preserving and developing capital and maximizing the benefits of the Company and shareholders.

The opinions and recommendations of the Board of Supervisors were communicated through meetings, direct exchanges, and reports of the Board of Supervisors for the Board of Management to consider and implement. At the same time, the Board of Supervisors regularly reviewed and re-evaluated the work program and plan to ensure that supervision activities are implemented proactively, effectively, and in accordance with the actual situation of the Company.

### **3. Salaries, remuneration, and operating expenses of the Board of Supervisors.**

Salaries, remuneration, and operating expenses of the BOS in 2025 were implemented within the limits prescribed by the GMS Resolution No. 01/2025-GMS dated March 26, 2025, in accordance with the operational purposes of the BOS to ensure effectiveness in inspection and supervision work:

<b>No.</b>	<b>Name</b>	<b>Position</b>	<b>Amount (VND)</b>
	<b>Full-time Board of Supervisors</b>		<b>Salary</b>
1	Hoang Thi An Vu	Head of the BoS	501,713,160
	<b>Part-time Board of Supervisors</b>		<b>Remuneration</b>
2	Huynh Thi Tran Le	Member	88,408,160
3	Nguyen Minh Quan	Member	88,500,000
<b>Total</b>			<b>678,621,320</b>

## **II. Appraisal of the implementation of the 2025 business plan.**

### **1. Results of the implementation of the 2025 plan targets.**

The results of business activities in 2025 have been fully, clearly, and honestly reflected in the report on business results of the Board of Directors and the Board of Management as follows:



No.	Indicator	Unit	Plan per Resolution 01/2025-GMS	2025 Actual	Compared to plan (%)	Compared to 2024 (%)
1	Charter capital	billion VND	330	330	100	100
2	Net revenue	billion VND	1,310	1,166.31	89.03	99.06
3	Profit before tax	billion VND	82.00	82.31	100.37	115.41
4	Profit after tax	billion VND	65.60	65.55	99.92	116.49
5	Profit before tax / Net Revenue	%	6.26	7.06	112.78	116.50
6	Basic EPS	VND/ share	1,590	1,549	97.42	116.47

Pursuant to Resolution No. 01/2025-GMS dated March 26, 2025, the results of the Company's operating activities are as follows:

- Net revenue reached 1,166.31 billion VND, equal to 89.03% of the plan and 99.06% compared to 2024.

- Profit before tax reached 82.31 billion VND, equal to 100.37% of the plan and an increase of 15.41% compared to 2024; Profit after tax reached 65.55 billion VND, equal to 99.92% of the plan and an increase of 16.49% compared to 2024. These results reflect the effectiveness in cost management and optimization of business activities.

- The ratio of Profit before tax to revenue reached 7.06%, higher than the plan (6.26%) and increased compared to 2024 (6.50%), showing that growth quality is improving and profit margins are being enhanced.

- Basic Earnings Per Share reached 1,549 VND/share, equivalent to 97.42% of the plan and an increase of 16.47% compared to the previous year.

In 2025, the Company collaborated with Khanh Hoa Salanganes Nest Company and Khanh Hoa Salanganes Nest Beverage Joint Stock Company to organize the customer appreciation program “Khanh Hoa Salanganes Nest Sanest Sanvinest - The Pride of National Brand,” which created a positive nationwide impact, contributing to affirming the reputation and appeal of the brand in the market. The Company completed and exceeded its Profit before tax plan, while simultaneously improving profitability compared to 2024.

## **2. Assessment of completion level and growth quality.**

The Board of Supervisors notes that the Board of Management has proactively implemented management solutions in a volatile market context; it recommends that the Board of Directors and the Board of Management strengthen cost control and risk management to improve operational efficiency in 2026. Appraisal results show that 2025 was a year in which the Company maintained a stable revenue scale and improved profit quality; completed the profit target assigned by the GMS; and ensured shareholder benefits.

### **III. Appraisal results of the 2025 Financial Statements.**

#### **1. Appraisal of the 2025 Financial Statements.**

The Board of Supervisors has appraised the quarterly, semi-annual, and annual financial statements for 2025 and has agreed on the results as follows:

- The 2025 Financial Statements were audited by A&C Auditing and Consulting Co., Ltd. - Central Branch, an entity approved by The State Securities Commission.

- The financial statements have reflected truthfully and reasonably, in all material respects, the financial position of the Company as of December 31, 2025, as well as the consolidated business results and consolidated cash flows for the fiscal year ending on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of financial statements. The Board of Supervisors assesses that the independent auditor ensures independence, objectivity, and compliance with professional standards. The 2025 audit report is an unqualified opinion.

- No irregularities were detected regarding related-party transactions.

- The Company has fulfilled its tax obligations to the State.

- Employee income is stable, and the Company has fully implemented Health insurance, Social insurance, and other benefits related to employees in accordance with regulations.

- Periodic and ad-hoc reporting and information disclosure as required by The State Securities Commission and the Vietnam Securities Depository and Clearing Corporation were carried out in accordance with regulations.

#### **2. Financial position of the Company as of December 31, 2025.**

<b>Total assets</b>	<b>: 689,936,501,954 VND</b>
- Current Assets	: 518,623,495,146 VND
- Non-current Assets	: 171,313,006,808 VND
<b>Total resources</b>	<b>: 689,936,501,954 VND</b>



- liabilities : 268,904,678,550 VND
- Owners's equity : 421,031,823,404 VND

### 3. Results of the implementation of 2025 financial targets:

No.	Indicator	Unit	2024	2025
<b>1</b>	<b>Asset structure</b>			
	Non-current assets/Total assets	%	24.03	24.83
	Current assets/Total assets	%	75.97	75.17
<b>2</b>	<b>Capital structure</b>			
	Liabilities/Total capital	%	50.11	38.98
	Shareholders' Equity/Total capital	%	49.89	61.02
	Liabilities/Shareholders' Equity	%	100.43	63.86
<b>3</b>	<b>Solvency</b>			
	Current Ratio (Current Assets/Current Liabilities)	times	1.64	2.09
	Quick Ratio (Current Assets - Inventories/Current Liabilities)	times	0.63	0.79
<b>4</b>	<b>Operating capacity</b>			
	Inventory Turnover	times	2.35	2.59
	Total Asset Turnover	times	1.33	1.55
<b>5</b>	<b>Efficiency</b>			
	Return on Equity (ROE)	%	13.36	15.81
	Return on Assets (ROA)	%	6.35	8.69

The Company continued to carry out business tasks, ensuring profit targets and obligations to the State; while maintaining a safe and healthy financial foundation. The structure of assets and resources in 2025 shifted in a positive direction: the proportion of Non-current Assets increased from 24.03% to 24.83%, while Current Assets decreased correspondingly from 75.97% to 75.17%, showing that the

Company is gradually strengthening its production capacity and sustainable development.

The structure of resources improved significantly in a safer direction. The ratio of Liabilities/Total resources decreased from 50.11% to 38.98%; the ratio of Liabilities/Owners's equity decreased from 100.43% to 63.86%. The proportion of Owners's equity/Total resources increased from 49.89% to 61.02%. This shows that the Company's financial autonomy has been enhanced, financial leverage has decreased significantly, and financial risk is better controlled compared to the previous year.

Payment indicators continued to improve positively. The current ratio increased from 1.64 times to 2.09 times and remained at a high safety level ( $>1$ ), reflecting a clear consolidation of the capacity to meet short-term debt obligations. The quick ratio also increased from 0.63 times to 0.79 times, indicating that the structure of current assets has been improved to be more flexible, enhancing liquidity quality.

Operational efficiency has been enhanced. Inventory turnover increased from 2.35 times to 2.59 times; total asset turnover increased from 1.33 times to 1.55 times, reflecting improved inventory management and asset exploitation, faster capital turnover, and contributing to higher efficiency in resource utilization.

Profitability indicators all grew positively compared to 2024. Return on Equity (ROE) increased from 13.36% to 15.81%; Return on Assets (ROA) increased from 6.35% to 8.69%, showing a clear improvement in the ability to generate profit per unit of invested capital, increased efficiency in the use of assets and shareholders' equity, and reflecting that the quality of growth in 2025 was better than the previous year.

The Company's financial position in 2025 compared to 2024 has clearly improved in terms of capital structure, liquidity, operational efficiency, and profitability. Financial safety levels have been enhanced, and shareholders' equity continues to be preserved and developed, creating a solid foundation for business plans in the following years.

After review and verification, the Board of Supervisors agrees with the independent auditor's report, ensuring the reliability, honesty, and quality of the financial statements provided by the Company to shareholders and related parties; complying with the audit deadlines as prescribed. The Company's Board of Supervisors confirms the figures in the audited report on business results and financial statements for 2025.

#### **4. Results of capital contribution investment.**

##### **Sanest Khanh Hoa One Member Limited Liability Company.**

- Revenue reached: 184.76 billion VND
- Profit after tax in 2025: 5.27 billion VND
- Profit transferred to the Parent company: 3.46 billion VND



Pursuant to Board of Directors Resolution No. 13/NQ-SKH dated December 31, 2024, regarding the merger of 02 subsidiaries. The acquiring company is Sanest Khanh Hoa One Member Limited Liability Company and the acquired company is Salanganes Nest Special Processing One Member Limited Liability Company. In 2025, Sanest Khanh Hoa Company Limited completed the merger with Charter capital increased to 72 billion VND. Address: Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien Commune, Khanh Hoa Province. On March 8, 2025, Sanest Khanh Hoa Company Limited was granted the 3rd amended Business Registration Certificate due to the merger of Salanganes Nest Special Processing One Member Limited Liability Company. On October 28, 2025, Salanganes Nest Special Processing One Member Limited Liability Company completed all procedures and fulfilled tax obligations in accordance with regulations.

#### **IV. Results of supervision of governance and the Board of Management.**

##### **1. Evaluation of the activities of the Board of Directors and the Board of Management.**

In 2025, the Board of Directors operated in accordance with the law, the Company Charter, and internal governance regulations. The Board of Directors promptly issued resolutions and decisions regarding important matters related to development strategy, business plans, investment plans, and the Company's governance and management.

Resolutions of the Board of Directors were issued in accordance with the correct sequence and procedures, within the scope of authority, and in line with the resolutions of the General Meeting of Shareholders; ensuring full compliance with the Law on Enterprises and the Company Charter. The Company has paid dividends in cash in full in accordance with the resolution of the General Meeting of Shareholders, thereby ensuring the legitimate rights and interests of shareholders.

The Company's quarterly, semi-annual, and annual financial statements were prepared and disclosed in accordance with accounting standards and current legal regulations, truthfully and reasonably reflecting the financial position and business results of the Company.

The Board of Directors performed well in its role of orienting, supervising, and directing the Board of Management in implementing the annual plan; while focusing on cost control, perfecting the system of internal regulations and processes associated with digital transformation, streamlining the apparatus, and investing in Equipment & machine for corporate governance, thereby ensuring the completion of the profit plan approved by the General Meeting of Shareholders.

The Board of Management carried out the reorganization of the apparatus and downsizing of personnel in accordance with the law. During the supervision process, the Board of Supervisors did not record any complaints nor detect any signs of violations related to the Company's governance and management.

The Board of Supervisors assesses that the activities of the Board of Directors



and the Board of Management meet the Company's business requirements in a timely manner in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

## **2. Evaluation of the coordination between the Board of Supervisors and the Board of Directors and the Board of Management.**

The Board of Supervisors maintains regular and effective coordination with the Board of Directors, the Board of Management, and relevant managers on the principle of independence, objectivity, and in accordance with assigned functions and duties.

Through participating in meetings, direct discussions, and written exchanges, the Board of Supervisors has provided opinions and recommendations to contribute to perfecting governance and management policies and decisions; ensuring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors in accordance with the law, the Company Charter, and protecting the legitimate interests of the Company and shareholders.

In 2025, the Board of Supervisors did not receive any requests or complaints from shareholders or groups of shareholders holding the percentage prescribed by the Company Charter and the law.

## **3. Supervision of the implementation of the 2025 General Meeting of Shareholders' Resolution.**

The Company implemented the business plan according to Resolution No. 01/2025-GMS of the 2025 Annual General Meeting of Shareholders dated March 26, 2025, and the results of the Company's business activities are as follows:

- Net revenue reached 1,166.31 billion VND, equal to 89.03% of the plan; Profit before tax reached 82.31 billion VND, reaching 100.37% of the plan; Profit after tax reached 65.55 billion VND, equal to 99.92% of the plan.

Appropriated funds according to the profit distribution plan in accordance with the Resolution of the 2025 General Meeting of Shareholders, ensuring payment to the State budget in accordance with the law. In 2025, the Company paid 52.59 billion VND to the State budget.

Completed the payment of 2024 dividends in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders with the amount of 38,247,000,000 VND (equivalent to 1,159 VND/share).

The Company paid salaries and remuneration in 2025 to members of the Board of Directors and the Board of Supervisors in accordance with the regulations approved by the 2025 Annual General Meeting of Shareholders.

Implementation of investment plans: Implementing projects approved by the Annual General Meeting of Shareholders in previous years and other projects. Specifically:



+ Power supply for fire protection pump station: To ensure fire safety as prescribed. Supplementing power supply for the fire protection pump cluster to meet the fire protection capacity of the Factory. The Company constructed approximately 980m of power cable from the supply source to the fire protection pump cluster connected to the existing 1000 m<sup>3</sup> water tank with a total project investment of 820,000,000 VND.

+ The Company purchased additional machinery and equipment for production and a 47-seat bus to transport employees with a total investment of: 6,750,000,000 VND

All investment projects were audited and accepted by an independent auditor to ensure transparency, financial control, and project efficiency.

**V. Evaluation report on transactions between the Company, Company's subsidiaries, and other companies where the Company holds over 50% of Charter capital with members of the Board of Directors, the General Director, and affiliated persons of those members; transactions between the Company and companies where a member of the Board of Directors is a founding member or a business manager within the 03 years prior to the time of transaction.**

- Transactions between the Company and Sanest Khanh Hoa One Member Limited Liability Company (Company holding 100% of Charter capital): In 2025, transactions between the Company and the subsidiary mainly involved the purchase and sale of goods; all transactions were inspected, evaluated, and carried out on the principle of equality and normal business transactions. The total value of transactions during the year between the Company and Sanest Khanh Hoa One Member Limited Liability Company was 140.64 billion VND.

- Transactions between the Company and Khanh Hoa Salanganes Nest State-owned One Member Limited Liability Company (Shareholder holding 51.06% of Charter capital): During the year, the Company and Khanh Hoa Salanganes Nest State-owned One Member Limited Liability Company had transactions mainly involving the purchase and sale of goods; transactions were signed on the principle of equality, voluntariness, and in accordance with the capacity of the parties. The total value of transactions during the year between the Company and Khanh Hoa Salanganes Nest State-owned One Member Limited Liability Company was 945.88 billion VND.

- Transactions between the Company and companies where a member of the Board of Directors is a founding member or a business manager within the 03 years prior to the time of transaction: None.

Details are presented in the notes to the 2025 audited Parent company financial statements. These transactions were approved basically in accordance with Article 169 of the Law on Enterprises, Article 293 of Decree 155/2020/ND-CP, Clause 84 Article 1 of Decree 245/2025/ND-CP and other relevant legal regulations, and the provisions of the Company Charter; information disclosure was carried out



according to Circular No. 96/2020/TT-BTC dated November 16, 2020; transactions between the Company and affiliated persons of the Company, between the Company and major shareholders, internal persons, and affiliated persons of internal persons were all complied with regulations and fully disclosed.

The Board of Supervisors strictly controls conflicts of interest, ensuring the integrity of transactions with related parties and persons with related interests. The Supervisory Board did not detect any cases of conflict of interest in related-party transactions.

## **VI. Recommendations.**

In order to continue improving management efficiency, limiting errors, and preventing risks during the operation of business activities, the Supervisory Board recommends the following to the Board of Directors and the Board of Management:

- Continue to improve and enhance the quality of corporate governance; manage and use cash flows effectively; strengthen risk management through reviewing, updating, and issuing internal regulations and policies that are consistent with actual operations and current legal requirements.

- Develop and implement a human resource development strategy; enhance the capacity of the management system to ensure it meets the Company's development requirements.

- Perform timely finalization for investment projects that have been completed and handed over for use; simultaneously strengthen supervision and evaluate investment efficiency after finalization, ensuring that the use of capital and assets is carried out economically, effectively, and for the intended purpose.

- Continue to build and improve the efficiency of the internal control system; strengthen forecasting and risk management capabilities in material areas such as business operations, finance - accounting, tax, promotional programs, and labor and salary management, in order to proactively prevent potential errors and risks.

- Promote digital transformation in management and administration, gradually building and completing digital transformation in finance, accounting, warehouse management, sales, human resources, and data management; develop management reporting systems based on real-time data and practical situations, enhancing transparency, control capabilities, and support for timely and accurate decision-making.

- Regarding recommendations arising from regular supervision activities and thematic inspections, the Supervisory Board has and will continue to discuss directly with the Board of Directors and the Board of Management to consider directing relevant departments to rectify, improve processes, and complete the internal control and risk management system, ensuring compliance with regulations and optimizing operational efficiency.

- Continue to maintain and promote close and transparent coordination between the Supervisory Board, the Board of Directors, and the Board of Management; create



favorable conditions for the Supervisory Board to fully perform its functions and duties in accordance with regulations, based on the principles of risk prevention, enhancing management discipline, and ensuring safety in all activities of the Company.

## **VII. 2026 Work plan of the Board of Supervisors.**

The Board of Supervisors exercises its rights and obligations in accordance with the Law on Enterprises, the Law on Securities, the Company Charter, and the Resolution of the 2026 General Meeting of Shareholders, focusing on the following contents:

- Inspect the legality, honesty, and prudence of the Board of Directors and the Board of Management in management and administration; supervise the implementation of the GMS Resolution, the Board of Directors' resolutions, and compliance with current legal regulations, including new, amended, and supplemented legal documents effective in 2026.

- Inspect and evaluate the financial situation, capital structure, cash flows, liabilities, and solvency; monitor the management, use, preservation, and development of Shareholders' equity; evaluate the level of completion of 2026 financial targets.

- Inspect the efficiency of the business operations of the Company's subsidiaries; supervise the management, use, and preservation of investment capital; evaluate investment risks and efficiency.

- Inspect and evaluate the signing and implementation of economic contracts, especially transactions with related parties; supervise periodic and extraordinary information disclosure to ensure compliance with legal regulations on securities and the securities market.

- Supervise activities and coordinate with the independent auditor during the review and audit of the 2026 financial statements; appraise quarterly, semi-annual, and annual financial statements and the implementation of post-audit recommendations.

- Promptly recommend risk prevention measures to the Board of Directors and the Board of Management; implement periodic and extraordinary reporting regimes as prescribed and perform other tasks in accordance with the Company Charter and current laws.

Ensure that the Supervisory Board's representatives fully attend meetings of the Board of Directors and the Board of Management to promptly grasp the governance situation and business operations of the Company; promptly provide warning opinions and recommendations for risk prevention, ensuring financial safety and the interests of shareholders.

Perform other tasks as requested by the General Meeting of Shareholders, the Company Charter, the Regulations on Operation of the Board of Supervisors, and current legal regulations.



The above is the Appraisal Report on the results of business operations in 2025 and the direction and tasks for 2026 of the Board of Supervisors, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- As above;
- Filing: Office, BOS (2026  
GMS Documents).

**KHANH HOA SANEST SOFT DRINK  
JOINT STOCK COMPANY  
ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**



*Hoàng Thị Ân Vũ*



**KHANH HOA SANEST SOFT DRINK  
JOINT STOCK COMPANY**

No.: 30/TTr-SKH

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Khanh Hoa, April 22, 2026*

**PROPOSAL**

**Regarding the approval of the audited financial statements for 2025**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to the Charter of organization and operation of Khanh Hoa Sanest  
Soft Drink Joint Stock Company.

Khanh Hoa Sanest Soft Drink Joint Stock Company respectfully submits to the  
2026 Annual General Meeting of Shareholders for approval the separate financial  
statements for 2025 and the consolidated financial statements for 2025, which have  
been audited by A&C Auditing and Consulting Co., Ltd. - Central Branch in  
accordance with Vietnamese Accounting Standards.

Some financial indicators of the consolidated financial statements as of  
December 31, 2025:

+ Total assets	:	689,936,501,954 VND
+ Total resources	:	689,936,501,954 VND
In which, Charter capital	:	330,000,000,000 VND

Business results for 2025:

+ Net revenue	:	1,166,306,459,202 VND
+ Profit before tax	:	82,306,262,940 VND
+ Profit after tax	:	65,545,316,967 VND
+ Basic Earnings Per Share	:	1,549 VND

Detailed content is available in the 2025 consolidated financial statements  
and separate financial statements, which have been posted by the Company on the  
Company's website at: <http://www.sanestkhanhhoa.com.vn/quan-he-co-dong>

Respectfully submitted to the General Meeting of Shareholders for  
consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Recipients:**

- As above;
- Archived: Admin Office, Board  
of Directors (2026 General  
Meeting of Shareholders  
documents).



*Lê Đức Tiến*

**PROPOSAL**

**Regarding the profit distribution plan for the 2025 fiscal year  
and the profit distribution plan for 2026**

To: 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*- Pursuant to the results of production and business activities in 2025 and the  
production and business plan for 2026.*

The plan for distribution of profit after tax is as follows:

**1. Distribution of profit realized in 2025 (according to the Consolidated  
Report):**

No.	Description	Percentage	Amount (VND)
1	Profit before tax		82,306,262,940
2	Corporate income tax		16,760,945,973
3	Profit after tax		65,545,316,967
4	Remuneration and bonuses for the Board of Directors, Board of Supervisors, and Board of Management	2%	1,310,906,339
5	Investment and development fund	10%	6,554,531,697
6	Allocation to bonus and welfare fund	20%	13,109,063,393
7	Remaining profit after fund allocation	68%	44,570,815,538
8	Dividends distributed in cash (rounded) (1,350 VND/share)		44,550,000,000



## 2. Plan for profit distribution in 2026:

No.	Description	Percentage
1	Profit after tax	Profit after tax
2	Remuneration and bonuses for the Board of Directors, Board of Supervisors, and Board of Management	Profit after tax * 2%
3	Investment and development fund	Profit after tax * 10%
4	Allocation to bonus and welfare fund	Profit after tax * 20%
5	Remaining profit after fund allocation	(5)=(1)-(2)-(3)-(4)
6	Expected cash dividend payment	68% * Profit after tax

## 3. Plan for cash dividend payment for 2025:

- Record date for the 2025 cash dividend payment: May 20, 2026.
- Execution rate: 13.50% of par value (01 share receives 1,350 VND).
- Payment date: June 6, 2026.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

### Recipients:

- As above;
- Archived: Admin, Board of Directors  
(2026 GMS documents).



*Lê Đức Tiến*

**PROPOSAL**

**Regarding the approval of salaries, remuneration, and bonuses  
for the Board of Directors, Board of Supervisors, and Board of Management  
in 2025  
and the plan for 2026**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to the Charter of organization and operation of Khanh Hoa Sanest  
Soft Drink Joint Stock Company;

- Pursuant to the business performance results in 2025 and the business plan  
for 2026.

**I. Performance results in 2025:**

1. Salaries of the Board of Directors, Board of Supervisors, and Board of  
Management of the Company:


Salary and remuneration level entitled : 3,570,600,000 VND/year.

Salary and remuneration level paid : 2,998,411,501 VND/year.

No.	Position	Number of people	Planned salary, remuneration (person/month)	Total expenditure in 2025	
				Salary	Remuneration
<b>I</b>	<b>Board of Directors</b>				
1	Chairman of the Board of Directors	1	10,200,000		122,400,000
2	Member of the Board of Directors cum General Director	1	48,800,000	475,800,000	
3	Member of the Board of Directors cum Deputy General Director	1	41,700,000	400,320,000	



No.	Position	Number of people	Planned salary, remuneration (person/month)	Total expenditure in 2025	
				Salary	Remuneration
4	Non-executive Member of the Board of Directors	2	8,300,000		199,200,000
5	Member of the Board of Directors (dismissed 26/3/2025)	1	15,000,000	44,706.501	
<b>II</b>	<b>Board of Supervisors</b>				
1	Head of the Supervisors	1	44,000,000	433,400,000	
2	Member of the Board of Supervisors	2	6,000,000		144,000,000
<b>III</b>	<b>Board of Management</b>				
1	Deputy General Director	2	41,700,000	813,150,000	
2	Chief Accountant	1	37,100,000	365,435,000	
<b>Total</b>				<b>2,532,811,501</b>	<b>465,600,000</b>

2. The bonus level for the Board of Directors, Board of Supervisors, and Board of Management of the Company in 2025 is: 1,207,435,901 VND. Amount paid: 636,838,960 VND/year. 

## **II. Salary, remuneration, and bonus plan for the Board of Directors, Board of Supervisors, and Board of Management in 2026:**

Khanh Hoa Sanest Soft Drink Joint Stock Company proposes the planned salary and remuneration levels for the Board of Directors and Board of Supervisors in 2026 as follows:

1. Salaries for the Board of Directors, Board of Supervisors, and full-time Board of Management:

- Member of the Board of Directors cum General Director: 48,800,000 VND/person/month.
- Member of the Board of Directors cum Deputy General Director: 41,700,000 VND/person/month.
- Deputy General Director: 41,700,000 VND/person/month.
- Head of the Supervisors: 44,000,000 VND/person/month.
- Chief Accountant: 37,100,000 VND/person/month.

2. Remuneration for non-executive members of the Board of Directors and Board of Supervisors:

- Non-executive Chairman of the Board of Directors: 10,200,000 VND/person/month.
- Non-executive Member of the Board of Directors: 8,300,000 VND/person/month.
- Non-executive Member of the Board of Supervisors: 6,000,000 VND/person/month.

3. The Company will make monthly temporary payments of salaries and remuneration to members of the Board of Directors, Board of Supervisors, and Board of Management in accordance with actual conditions, business results, and compliance with legal regulations, and will be responsible for final settlement at the end of the fiscal year to be submitted to the General Meeting of Shareholders at the following year's meeting.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

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

***Recipients:***

- As above;
- Archived: Admin, Board of Directors (2026 AGM documents).



*Lê Đức Tiến*



**PROPOSAL  
2026 Business and Investment Plan**

To: 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*- Pursuant to the Resolution of the Annual General Meeting of Shareholders  
dated March 26, 2025;*

*- Pursuant to the 2026 business development plan of Khanh Hoa Sanest Soft  
Drink Joint Stock Company.*

*The Board of Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company  
hereby submits the 2026 Business and Investment Plan to the 2026 Annual General  
Meeting of Shareholders for approval as follows:*

**1. Business and profit plan:**

In 2026, the global economic context continues to harbor many fluctuations and challenges as geopolitical situations in some regions of the world become complex, causing global supply chain disruptions while increasing transport costs, energy, and Raw materials. The Company continuously improves its governance capacity, optimizes operational activities, and proactively adapts to maintain sustainable growth. Based on a comprehensive assessment of the situation and development orientation, the Board of Directors has focused on building the 2026 operational plan with the following targets:

No.	Target	Unit	2026 Plan
1	Revenue	Billion VND	1,279
2	Profit before tax	Billion VND	85
3	Profit after tax	Billion VND	68
4	Profit after tax / Charter Capital	%	20.61
5	Basic Earnings Per Share	VND/share	1,607

**2. 2026 Investment Plan:**

Investment projects will continue to be implemented in compliance with procedures and legal regulations, to be put into operation soon to bring efficiency to

the Company. Specifically as follows:

- Development of swiftlet cave and swiftlet house systems according to standards: The policy for developing swiftlet cave and swiftlet house systems was approved by the General Meeting of Shareholders via Resolution No. 01/2020-GMS dated June 26, 2020; to date, the Company has completed the construction and put into operation 08 swiftlet houses.

- Renovate the internal road system, water supply and drainage, technical infrastructure system, digital transformation software, and invest in additional modern machinery and equipment to automate, improve labor productivity, and reduce Labor cost. Complete basic construction to meet the needs of new product development... with an estimated cost of about 35 billion VND.

During the operation and implementation of projects, unexpected costs may arise and new projects may be added to meet the business needs of the unit; the Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to implement projects, committing to comply with the provisions of the law and the Company's Charter, and report to the General Meeting of Shareholders the following year.

The above is the Proposal for the 2026 business and investment plan of Khanh Hoa Sanest Soft Drink Joint Stock Company. The leadership team and employees of the Company are united and striving with determination to exceed the 2026 plan targets.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

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

**Recipients:**

- As above;
- Filed: Admin, Board of Directors  
(2026 GMS Documents).



*Lê Đức Tiến*



**PROPOSAL**

**Regarding the execution of transaction contracts with affiliated persons**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of organization and operation of Khanh Hoa Sanest Soft Drink Joint Stock Company.

To facilitate production and business activities, save costs, and ensure compliance with the provisions of Article 167 of the Law on Enterprises, Article 293 of Decree 155/2020/NĐ-CP, and Clause 84, Article 1 of Decree 245/2025/NĐ-CP regarding the approval of contracts and transactions with affiliated persons, the Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders:

1. Approval of all economic contracts (including loan and guarantee contracts) between Khanh Hoa Sanest Soft Drink Joint Stock Company and related organizations with a value of 35% or more of the total asset value recorded in the most recent financial statement, or transactions resulting in a total transaction value arising from the date of the first transaction to the date of the 2027 Annual General Meeting of Shareholders.

2. Approval of all contracts and loan or asset sale transactions with a value greater than 10% of the Company's total asset value recorded in the most recent financial statement between Khanh Hoa Sanest Soft Drink Joint Stock Company and a shareholder owning 51% or more of the total voting shares or their affiliated persons.

The list of these organizations with transaction details is provided in the attached Item 1 and Item 2.

3. The General Meeting of Shareholders authorizes the Board of Directors and the Company's General Director to sign and execute the aforementioned economic contracts; the authorization period is from the date of approval by the 2026 Annual General Meeting of Shareholders to the date of the 2027 Annual General Meeting of Shareholders.

The Board of Directors shall ensure compliance with other provisions in the

Company's Charter, the Law on Enterprises, the Law on Securities, and other relevant legal documents, and shall report to shareholders and the Meeting in the annual audited financial statements.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

***Recipients:***

- As above;
- Filed: Admin Office, Board of Directors (2026 General Meeting of Shareholders documents).



*Lê Đức Tiến*



### APPENDIX: LIST OF ATTACHED CONTRACTS

No.	Organization name	Relationship with the Company	Business Registration No.	Address	Main content of the contract	Validity period of the contract
1	Khanh Hoa Salanganes Nest Companyx'	Parent company owning 51.06% of Charter capital	4200338918	No. 248 Thong Nhat West Nha Trang Khanh Hoa	- Purchase and sale of Khanh Hoa Salanganes Nest product lines. - Purchase and sale of Sanest bird's nest beverage products, materials, and raw materials. - Vehicle and fuel rental. - Land rental.	From the date of approval by the 2026 Annual General Meeting of Shareholders to the date of the 2027 Annual General Meeting of Shareholders.
2	Sanest Khanh Hoa One Member Limited Liability Company	Company's subsidiaries 100% owned by Khanh Hoa Sanest Soft Drink Joint Stock Company	4201853950	Lot 10, Dien Phu - VCN Industrial Cluster Dien Dien Khanh Hoa	- Purchase and sale of Sanest products, Refined bird's nest, Svmart products... - Premises and warehouse rental.	
3	Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest State-Owned One Member Limited Liability Company	4201624478	National Highway 1 Suoi Hiep Khanh Hoa	Purchase and sale of Sanest bird's nest beverage products, Sanvinest product lines, raw materials, and packaging materials.	
4	Khanh Hoa Materials Supply One Member Limited Liability Company	Company's subsidiaries 100% owned by Khanh Hoa Sanest Soft	4201767187	Vinh Cat Suoi Hiep Khanh Hoa	Purchase of refined Salanganes nest products.	



No.	Organization name	Relationship with the Company	Business Registration No.	Address	Main content of the contract	Validity period of the contract
		Drink Joint Stock Company				From the date of approval by the 2026 Annual General Meeting of Shareholders to the date of the 2027 Annual General Meeting of Shareholders.
5	Sanna Khanh Hoa Beverage Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest State-Owned One Member Limited Liability Company	4201675930	National Highway 1 South Cam Ranh Khanh Hoa	- Sale of Sanest bird's nest beverage products. - Purchase of Sanna beverage product lines.	
6	Sanatech Land Design and Construction Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest State-Owned One Member Limited Liability Company	4201680056	55 Ngo Gia Tu Nha Trang, Khanh Hoa	- Sale of Sanest bird's nest beverage products. - Purchase of materials, construction of fixed assets, consulting fees, and asset repair.	
7	Crown Beverage Cans Dong Nai Limited	Strategic shareholder (10% ratio)	3601010551	Road No. 4, Tam Phuoc Industrial Park Tam Phuoc Dong Nai	Dividend payment.	
8	Crown Beverage Cans Da Nang Limited	In the same group as Crown Dong Nai Beverage Packaging Co., Ltd. (Crown Holdings group)	0401487912	Lot K, Road 6, Lien Chieu Industrial Park, Hai Van, Da Nang	Purchase of packaging materials.	





No.	Organization name	Relationship with the Company	Business Registration No.	Address	Main content of the contract	Validity period of the contract
9	Nha Trang Tourism Tourism Joint Stock Company	Related organization	4200237638	180 Thong Nhat West Nha Trang Khanh Hoa	Services, premises...	

*mpm*

**PROPOSAL**

**Regarding the selection of an independent auditor  
for the 2026 financial statements**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

- Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest Soft Drink Joint Stock Company.

Khanh Hoa Sanest Soft Drink Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the plan to select an independent audit firm to perform the audit of the Company's 2026 financial statements as follows:

**1. Criteria for selecting an independent audit firm:**

The selected audit firm must fully meet the following criteria:

- Must be an audit firm operating legally in Vietnam; must be on the list of audit firms approved by The State Securities Commission to audit public interest entities in 2026.

- Must have a good reputation, professional capacity, and a team of auditors with qualifications and experience suitable to the scale and field of operation of the Company.

- Must have reasonable audit fees, consistent with the scope, content, and audit schedule required by the Company.

**2. Scope and content of the audit:**

The expected scope and content of the audit include:

- Review of semi-annual financial statements for 2026, including separate financial statements and consolidated financial statements.

- Audit of the 2026 financial statements, including separate financial statements and consolidated financial statements, in accordance with the provisions of law and the Company's management requirements.

**3. Proposal:**

Khanh Hoa Sanest Soft Drink Joint Stock Company respectfully requests the General Meeting of Shareholders to authorize the Chairman of the Board of



Directors to decide on the selection of one of the following independent audit firms to perform the audit of the Company's 2026 financial statements:

- KPMG Limited;
- PwC (Vietnam) Limited;
- A&C Auditing and Consulting Co., Ltd., Central Branch;
- Deloitte Vietnam Company Limited;
- Ernst & Young Vietnam Limited;

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**KHANH HOA SANEST SOFT DRINK  
JOINT STOCK COMPANY  
ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**

***Recipients:***

- As above;
- Archived: Admin, BOD  
(2026 GMS documents).



*Hoàng Thị Ân Vũ*

**PROPOSAL**

**Regarding the dismissal and election of a replacement  
Member of the Board of Directors**

To: 2026 Annual General Meeting of Shareholders

Khanh Hoa Sanest Soft Drink Joint Stock Company

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*- Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest  
Soft Drink Joint Stock Company.*

*- Pursuant to Official Letter No. 117/CV-YS dated March 30, 2026 of Khanh  
Hoa Salanganes Nest Company regarding the appointment of a representative for  
its capital contribution at Khanh Hoa Sanest Soft Drink Joint Stock Company;*

*- Pursuant to Official Letter No. 118/CV-YS dated March 30, 2026 of Khanh  
Hoa Salanganes Nest Company regarding the nomination of personnel to the Board  
of Directors and the Board of Supervisors for the term 2022–2027 at the 2026  
Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint  
Stock Company;*

**The Board of Directors of the Company respectfully submits to the  
General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock  
Company for approval of the following contents:**

*- To dismiss Mr. Le Duc Tien from the position of Chairman of the Board of  
Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company, effective from the  
closing of the 2026 Annual General Meeting of Shareholders on April 22, 2026. To  
elect Mr. Nguyen Khoa Bao as an additional Member of the Board of Directors of  
Khanh Hoa Sanest Soft Drink Joint Stock Company for the term 2022-2027.*

*- To dismiss Ms. Nguyen Thi Hai Ha from the position of Member of the  
Board of Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company, effective  
from the closing of the 2026 Annual General Meeting of Shareholders on April 22,  
2026. To elect Mr. Nguyen Huy Thao as an additional Member of the Board of  
Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company for the term  
2022-2027.*

Respectfully submitted to the General Meeting of Shareholders for  
consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

- As above;
- Filed at Office, Board of Directors  
(2026 GMS Documents).



**CHAIRMAN**

*Lê Đức Tiến*



**PROPOSAL  
Regarding the dismissal and election of a replacement  
Member of the Board of Supervisors**

To: 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock CompanyV

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*- Pursuant to the Charter of organization and operation of Khanh Hoa Sanest  
Soft Drink Joint Stock CompanyV.*

*- Pursuant to Official Letter No. 118/CV-YS dated March 30, 2026 of Khanh  
Hoa Salanganes Nest Company regarding the nomination of personnel to the Board  
of Directors and the Board of Supervisors for the term 2022–2027 at the 2026  
Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint  
Stock Company;*

**The Board of Directors of the Company hereby submits to the General  
Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock  
Company for approval of the following contents:**

- To dismiss Ms. Huynh Thi Tran Le from the position of Member of the  
Board of Supervisors of Khanh Hoa Sanest Soft Drink Joint Stock Company,  
effective from the closing of the 2026 Annual General Meeting of Shareholders on  
April 22, 2026. To elect Ms. Le Thi Thanh Phuong as an additional Member of the  
Board of Supervisors of Khanh Hoa Sanest Soft Drink Joint Stock Company for the  
term 2022–2027.

Respectfully submitted to the General Meeting of Shareholders for  
consideration and approval./ *grulko*

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Recipients:**

- As above;
- Archived: Admin Dept, Board of  
Directors (2026 GMS Documents).



*Lê Đức Tiến*



**PROPOSAL**

**Regarding the amendment of the Charter, the Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors**

To: The 2026 Annual General Meeting of Shareholders

Khanh Hoa Sanest Soft Drink Joint Stock Company

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic of Vietnam on November 26, 2019;

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the government detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies;

- Pursuant to Document No. 07/VBHN-VPQH dated January 25, 2022, amending and supplementing the Law on Enterprises;

- Pursuant to the Charter of Khanh Hoa Sanest Soft Drink Joint Stock Company;

- Pursuant to the Regulations on Corporate Governance of Khanh Hoa Sanest Soft Drink Joint Stock Company.

The Board of Directors of Khanh Hoa Sanest Soft Drink Joint Stock Company hereby submits to the General Meeting of Shareholders for consideration, discussion, and approval the amendment and supplementation of the Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors to ensure compliance with current legal regulations, while meeting practical requirements in corporate governance and the Company's business and production operations (*Attached Appendix*).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

- As above;
- Archived: Admin Office, BOD (2026 GMS Documents).



*Lê Đức Tiến*



**APPENDIX 1: CONTENT OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER AND THE REGULATIONS ON CORPORATE GOVERNANCE, AND THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS**

*1. Content of amendments and supplements to the Company Charter*

No.	Content prescribed in the current Charter	Content prescribed in the Charter after amendments and supplements														
1	<p><b>Clause 1, Article 1. Interpretation of terms</b></p> <p>Not yet prescribed</p>	<p><b>Clause 1, Article 1. Interpretation of terms</b></p> <p>n) Trade secret means information obtained from financial and intellectual investing activities, which has not been disclosed, is capable of being used in business, and other information as decided by the Board of Directors.</p> <p>o) Commercial secret means information regarding the quantity of goods in reserve, cost and profit, finance, technological solutions, business techniques, and other information as decided by the Board of Directors.</p>														
2	<p><b>Clause 3, Article 2. Name, form, address, branches, representative offices, business locations, and term of operation of the Company</b></p> <p>Address: National Highway 1A, My Thanh, Cam Thinh Dong, Cam Ranh, Khanh Hoa</p>	<p><b>Clause 3, Article 2. Name, form, address, branches, representative offices, business locations, and term of operation of the Company</b></p> <p>Address: National Highway 1, Nam Cam Ranh Commune, Khanh Hoa Province, Vietnam</p>														
3	<p><b>Article 4. Objectives of the Company's business</b></p> <p>1. The Company's business lines are:</p> <table><tr><th>Business line code</th><th>Business line name</th></tr><tr><td>1104</td><td>Production of non-alcoholic beverages, mineral water</td></tr><tr><td>4722</td><td>Retail of food in specialized stores (excluding cane sugar and beet sugar)</td></tr></table>	Business line code	Business line name	1104	Production of non-alcoholic beverages, mineral water	4722	Retail of food in specialized stores (excluding cane sugar and beet sugar)	<p><b>Article 4. Objectives of the Company's business</b></p> <p>1. The Company's business lines are:</p> <table><tr><th>Business line code</th><th>Business line name</th></tr><tr><td>1105</td><td>Production of non-alcoholic beverages, mineral water</td></tr><tr><td>4632</td><td>Wholesale of food products</td></tr><tr><td>4722</td><td>Retail of food</td></tr></table>	Business line code	Business line name	1105	Production of non-alcoholic beverages, mineral water	4632	Wholesale of food products	4722	Retail of food
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Business line code	Business line name															
1105	Production of non-alcoholic beverages, mineral water															
4632	Wholesale of food products															
4722	Retail of food															



No.	Content prescribed in the current Charter		Content prescribed in the Charter after amendments and supplements	
	4723	Retail of beverages in specialized stores Details: Retail of non-alcoholic beverages, wine, beer	4723	Retail of beverages Details: Retail of non-alcoholic beverages, wine, beer
	0231	Exploitation of other forest products excluding wood Details: Exploitation of bird's nest resources	0230	Exploitation and collection of forest products excluding wood Details: Exploitation of bird's nest resources
	2023	Production of cosmetics, soap, detergents, polishing and sanitary preparations Details: Production of cosmetics	2023	Production of cosmetics, perfume, soap, detergents, polishing and sanitary preparations Details: Production of cosmetics, perfume
	9610	Sauna, massage and similar health-enhancing services (excluding sports activities)	9623	Spa and sauna services
	4511	Wholesale of automobiles and other motor vehicles	4661	Wholesale of automobiles and other motor vehicles
			4772	Retail of medicine, medical equipment, cosmetics and sanitary items Details: Retail of perfume, cosmetics and sanitary items
4	<p><b>Point e, f, Clause 1, Article 12. Rights of shareholders.</b></p> <p>b) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information.</p> <p>c) To examine, look up, extract, or copy this Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders.</p>		<p><b>Point e, f, Clause 1, Article 12. Rights of shareholders.</b></p> <p>b) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information. The provision of information shall follow the procedures detailed in the Appendix to the Regulations on Corporate Governance;</p> <p>c) To examine, look up, extract, or copy this Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders. The provision of information shall follow the procedures detailed in the Appendix to the Regulations on Corporate Governance;</p>	



No.	Content prescribed in the current Charter	Content prescribed in the Charter after amendments and supplements
5	<p><b>Point b, Clause 2, Article 12. Rights of shareholders.</b></p> <p>b) To examine, look up, and extract minutes and Resolutions, Decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors and other documents, excluding documents related to the Company's commercial secrets and trade secrets.</p>	<p><b>Point b, Clause 2, Article 12. Rights of shareholders.</b></p> <p>b) To examine, look up, and extract minutes and Resolutions, Decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors and other documents, excluding documents related to the Company's commercial secrets and trade secrets. The provision of information shall follow the procedures detailed in the Appendix to the Regulations on Corporate Governance.</p>
6	<p><b>Point d, Clause 2, Article 12. Rights of shareholders.</b></p> <p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the quantity of each type of share held by the shareholder, and the issue proposed to be included in the agenda;</p>	<p><b>Point d, Clause 2, Article 12. Rights of shareholders.</b></p> <p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least five (05) working days before the opening date. The proposal must clearly state the name of the shareholder, the quantity of each type of share held by the shareholder, and the issue proposed to be included in the agenda.</p>
7	<p><b>Point b, Clause 3, Article 12. Rights of shareholders.</b></p> <p>b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause shall have the right to nominate one or more candidates for the Board of Directors and the Supervisory Board. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.</p>	<p><b>Point b, Clause 3, Article 12. Rights of shareholders.</b></p> <p>b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause shall have the right to nominate one or more persons as candidates for the Board of Directors and the Supervisory Board according to the decision of the General Meeting of Shareholders, as prescribed in Article 25 and Article 37 of this Charter. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders as prescribed in Article 25 and Article 37 of this Charter.</p>



No.	Content prescribed in the current Charter	Content prescribed in the Charter after amendments and supplements
8	<p><b>Article 21. Conditions for approval of Resolutions of the General Meeting of Shareholders</b></p> <p>1. A Resolution on the following content shall be approved if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p>	<p><b>Article 21. Conditions for approval of Resolutions of the General Meeting of Shareholders</b></p> <p>1. A Resolution on the following content shall be approved if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p>
9	<p><b>Clause 3, Clause 4, Article 26. Composition and term of office of members of the Board of Directors</b></p> <p>3. The composition of the Board of Directors is as follows: The composition of the Company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> <p>4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.</p>	<p><b>Clause 3, Clause 4, Article 26. Composition and term of office of members of the Board of Directors</b></p> <p>3. The composition of the Board of Directors is as follows: The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. The composition of the Company's Board of Directors must ensure the number of non-executive members of the Board of Directors according to the following regulations:</p> <p>a) There shall be at least 01 non-executive member in case the Company has from 03 to 05 members of the Board of Directors;</p> <p>b) There shall be at least 02 non-executive members in case the Company has from 06 to 08 members of the Board of Directors;</p> <p>c) There shall be at least 03 non-executive members in case the Company has from 09 to 11 members of the Board of Directors.</p> <p>4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.</p> <p>Upon submitting their resignation, a Member of the Board of Directors shall continue to perform all rights and obligations until their dismissal is approved by the General Meeting of Shareholders, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration as a Member of the Board of Directors</p>



No.	Content prescribed in the current Charter	Content prescribed in the Charter after amendments and supplements
		<p>immediately upon the Company's receipt of notification regarding the following cases:</p> <ul style="list-style-type: none"> <li>- The Member of the Board of Directors has limited civil act capacity, has lost their civil act capacity, or has difficulties in perception and control of their behavior.</li> <li>- The Member of the Board of Directors is currently under criminal prosecution, in temporary detention, serving a prison sentence, serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.</li> <li>- The Board of Directors has issued a decision approving the resignation of the Member of the Board of Directors in accordance with Article 8 of the Regulations on Operation of the Board of Directors.</li> </ul>
10	<p><b>Point k, Clause 2, Article 27. Powers and obligations of the Board of Directors.</b></p> <p>k. Deciding on the organizational structure, the Regulations on Corporate Governance of the Company, deciding on the establishment of the Company's subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises.</p>	<p><b>Point k, Clause 2, Article 27. Powers and obligations of the Board of Directors.</b></p> <p>k. Deciding on the organizational structure, the Regulations on Corporate Governance of the Company, deciding on the establishment, suspension of operating activities, dissolution, bankruptcy, merger, change of investment registration certificate, etc., of the Company's subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises.</p>
11	<p><b>Clause 6, Article 30. Meetings of the Board of Directors</b></p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least 03 days before the meeting date. The meeting invitation notice must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's voting ballot.</p>	<p><b>Clause 6, Article 30. Meetings of the Board of Directors</b></p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least three (03) working days before the meeting date. The meeting invitation notice must specify the time and location of the meeting, the form of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's voting ballot.</p>

No.	Content prescribed in the current Charter	Content prescribed in the Charter after amendments and supplements
	The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by this Charter and must ensure it reaches the contact address of each Member of the Board of Directors registered with the Company.	The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by this Charter and must ensure it reaches the contact address of each Member of the Board of Directors registered with the Company.
12	<p><b>Clause 5, Article 38. Composition of the Board of Supervisors</b></p> <p>Not yet regulated</p>	<p><b>Clause 5, Article 38. Composition of the Board of Supervisors</b></p> <p>5. Upon submitting their resignation, a Member of the Board of Supervisors shall continue to perform all rights and obligations until their dismissal is approved by the General Meeting of Shareholders, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a Member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:</p> <ul style="list-style-type: none"> <li>- The Member of the Board of Supervisors has limited civil act capacity, has lost their civil act capacity, or has difficulties in perception and control of their behavior.</li> <li>- The Member of the Board of Supervisors is currently under criminal prosecution, in temporary detention, serving a prison sentence, serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.</li> <li>- The Board of Supervisors has issued a decision approving the resignation of the Member of the Board of Supervisors, following the same procedures as prescribed in Article 9 of the Regulations on Operation of the Board of Supervisors.</li> </ul>



2. *Content of amendments and supplements to the Regulations on Corporate Governance*

No.	Content prescribed in the current Regulations on Corporate Governance	Content prescribed in the current Regulations on Corporate Governance after amendment and supplementation
1	<p><b>Clause 6, Article 2. Interpretation of terms and abbreviations</b></p> <p>6. VSD: Vietnam Securities Depository and Clearing Corporation</p>	<p><b>Clause 6, Article 2. Interpretation of terms and abbreviations</b></p> <p>6. VSDC: Vietnam Securities Depository and Clearing Corporation</p>
2	<p><b>Point c, Clause 3, Article 23. Sequence and procedures for the General Meeting of Shareholders to pass resolutions by collecting written comments</b></p> <p>Not yet regulated</p>	<p><b>Point c, Clause 3, Article 23. Sequence and procedures for the General Meeting of Shareholders to pass resolutions by collecting written comments</b></p> <p>c) Shareholders send voting ballots via electronic voting</p> <p>i. Providing access accounts:</p> <ul style="list-style-type: none"> <li>- Access account information is notified by the Company to the delegate along with the Shareholder ballot via registered mail.</li> <li>- When a delegate requests to be re-provided with access information, the Company may notify them via the following forms: in person, by mail, email, telephone, or other forms as prescribed by the Board of Directors. The provision of access information is based on information from the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notification of the exercise of the right to collect shareholders' written comments.</li> </ul> <p>ii. Executing electronic voting</p> <ul style="list-style-type: none"> <li>- Principles of implementation <ul style="list-style-type: none"> <li>• Delegates can only vote on the electronic voting system from the time they receive the Shareholder ballot until the deadline for returning the ballot as notified by the Company.</li> <li>• During the voting period as notified by the Company, delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control.</li> <li>• During the notified voting period of the Company, delegates can change their voting decision on the electronic voting system. Upon the</li> </ul> </li> </ul>

No.	Content prescribed in the current Regulations on Corporate Governance	Content prescribed in the current Regulations on Corporate Governance after amendment and supplementation
		<p>conclusion of the voting period as notified by the Company, delegates cannot change their voting results, and these final results will be counted and disclosed by the Company.</p> <p>- Implementation method</p> <ul style="list-style-type: none"> <li>• Delegates use the access account provided by the Company to log in directly to the electronic voting system to view information related to the voting session posted on the system and make voting decisions for each voting/election content to collect shareholders' comments.</li> </ul>
3	<p><b>Clause 1, Article 47. Rights, obligations, and responsibilities of Member of the Board of Directors</b></p> <p>1. Member of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the Regulations on Corporate Governance, including the right to be provided with information and documents regarding the financial situation and operating activities of the Company and its units.</p>	<p><b>Clause 1, Article 47. Rights, obligations, and responsibilities of Member of the Board of Directors</b></p> <p>1. Member of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the Regulations on Corporate Governance, including the right to be provided with information and documents regarding the financial situation and operating activities of the Company and its units. The procedure for providing information is as prescribed in the Appendix to these Regulations. The person provided with information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work.</p>
4	<p><b>Point a, Clause 3, Article 48. Number, Term, and Composition of the Members of the Board of Directors</b></p> <p>3. The composition of the Board of Directors shall be as follows:</p> <p>a) The composition of the Company's Board of Directors must ensure that at least one-third (1/3) of its members are non-executive members. The Company shall limit, to the maximum extent possible, the number of Board members concurrently holding executive positions in order to ensure the independence of the Board of Directors.</p>	<p><b>Point a, Clause 3, Article 48. Number, Term, and Composition of the Members of the Board of Directors</b></p> <p>3. The composition of the Board of Directors shall be as follows:</p> <p>a) The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. The composition of the Company's Board of Directors must ensure the number of non-executive members of the Board of Directors according to the following regulations:</p> <p>- There shall be at least 01 non-executive member in case the Company has from 03 to 05 members of the Board of Directors;</p>



No.	Content prescribed in the current Regulations on Corporate Governance	Content prescribed in the current Regulations on Corporate Governance after amendment and supplementation
		<p>- There shall be at least 02 non-executive members in case the Company has from 06 to 08 members of the Board of Directors;</p> <p>- There shall be at least 03 non-executive members in case the Company has from 09 to 11 members of the Board of Directors.</p>
5	<p><b>Clause 3, Article 49. Standards and conditions for Member of the Board of Directors</b></p> <p><i>Based on the provisions of Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP.</i></p> <p>3. A Member of the Board of Directors of one public company may only concurrently be a Member of the Board of Directors at a maximum of 05 other companies.</p>	<p><b>Clause 3, Article 49. Standards and conditions for Member of the Board of Directors</b></p> <p><i>Based on the provisions of Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, and Clause 78, Article 1 of Decree No. 245/2025/ND-CP</i></p> <p>3. A Member of the Board of Directors of one public company may only concurrently be a Member of the Board of Directors or Member of the Board of Members at a maximum of 05 other companies.</p>
6	<p><b>Clause 4, Article 73. Role, rights, and obligations of the Board of Supervisors, and responsibilities of Supervisors</b></p> <p>Not yet regulated</p>	<p><b>Clause 4, Article 73. Role, rights, and obligations of the Board of Supervisors, and responsibilities of Supervisors</b></p> <p>4. The Board of Supervisors is responsible for receiving requests to examine books and records from common shareholders as prescribed in Clause 1, Article 45 of the Company Charter and for executing requests for information provision in accordance with these requests to the Board of Directors, the General Director, or other managers. The procedure for requesting information provision is as prescribed in the Appendix to these Regulations. The person provided with information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work.</p>
7	<p><b>Point c, Clause 2, Article 94. Coordination of control, management, and supervision activities among Member of the Board of Directors, Supervisors, and the General Director according to the specific tasks of the aforementioned members</b></p> <p>c) A Supervisor has the right to request the General Director to facilitate access to records and documents related to the operating</p>	<p><b>Point c, Clause 2, Article 94. Coordination of control, management, and supervision activities among members of the Board of Directors, Supervisors, and the General Director according to the specific duties of the aforementioned members</b></p> <p>c) A Supervisor has the right to request the General Director to facilitate access to records and documents related to the operating activities of the Company (excluding information classified as the Company's trade secrets) at the head office or the place where records are stored, for the</p>

No.	Content prescribed in the current Regulations on Corporate Governance	Content prescribed in the current Regulations on Corporate Governance after amendment and supplementation
	activities of the Company at the head office or the place where records are stored.	purpose of performing the assigned duties of a Member of the Board of Supervisors if approved by the Board of Supervisors. The procedure for requesting information is specified in the Appendix to this Regulation. The person provided with information is responsible for maintaining the confidentiality of the provided information and using it for the intended purpose of the assigned work.

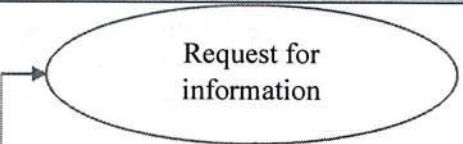
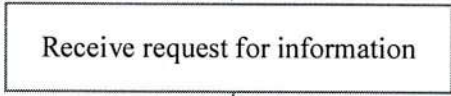
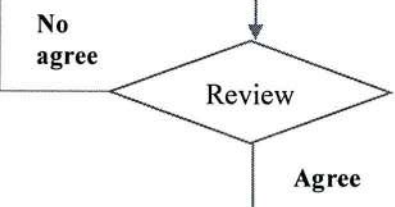
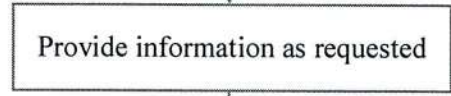
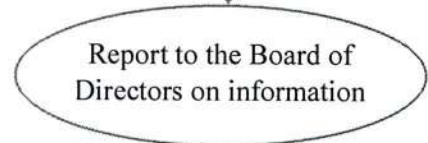
*3. Content of amendments and supplements to the Regulations on Operation of the Board of Directors*

No.	Content stipulated in the current Operating Regulations of the Board of Directors”	Content stipulated in the amended and supplemented Operating Regulations of the Board of Directors
1	<p><b>Clause 4, Article 5. Number, Term, and Composition of the Members of the Board of Directors</b></p> <p>4. Composition of the Board of Directors:</p> <p>The composition of the Company’s Board of Directors must ensure that at least one-third (1/3) of its members are non-executive members. The Company shall limit, to the maximum extent possible, the number of Board members concurrently holding executive positions in order to ensure the independence of the Board of Directors.</p>	<p><b>Clause 4, Article 5. Number, Term, and Composition of the Members of the Board of Directors</b></p> <p>4. Composition of the Board of Directors:</p> <p>The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. The composition of the Company's Board of Directors must ensure the number of non-executive members of the Board of Directors according to the following regulations:</p> <p>a) There shall be at least 01 non-executive member in case the Company has from 03 to 05 members of the Board of Directors;</p> <p>b) There shall be at least 02 non-executive members in case the Company has from 06 to 08 members of the Board of Directors;</p> <p>c) There shall be at least 03 non-executive members in case the Company has from 09 to 11 members of the Board of Directors.</p>



No.	Content stipulated in the current Operating Regulations of the Board of Directors”	Content stipulated in the amended and supplemented Operating Regulations of the Board of Directors
2	<p><b>Point 1, Clause 2, Article 11. Rights and Obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are defined by law, the Company’s Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>1) To decide on the organizational structure, the internal regulations on corporate governance of the Company, to decide on the establishment of subsidiaries, branches, representative offices, and investments, and the purchase of shares in other enterprises.</p>	<p><b>Point 1, Clause 2, Article 11. Rights and Obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are defined by law, the Company’s Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>1) To decide on the organizational structure, the internal regulations on corporate governance of the Company, to decide on the establishment, suspension of business operations, dissolution, bankruptcy, mergers, changes to the investment certificate, and other matters related to subsidiaries, branches, representative offices, as well as investments and purchase of shares in other enterprises.</p>
3	<p><b>Clause 6, Article 15. Meetings of the Board of Directors</b></p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least 03 days before the meeting date. The meeting invitation notice must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's voting ballot.</p> <p>The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by this Charter and must ensure it reaches the contact address of each Member of the Board of Directors registered with the Company.</p>	<p><b>Clause 6, Article 15. Meetings of the Board of Directors</b></p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least three (03) working days before the meeting date. The meeting invitation notice must specify the time and location of the meeting, the form of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's voting ballot.</p> <p>The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by this Charter and must ensure it reaches the contact address of each Member of the Board of Directors registered with the Company.</p>

## INFORMATION PROVISION PROCEDURE

Implementation order	Flowchart	Executor	Instructions/Forms
Step 1		<ul style="list-style-type: none"> <li>- Shareholder or group of shareholders(1)</li> <li>- Board of Supervisors(2)</li> <li>- Member of the Board of Directors(3)</li> <li>- Member of the Board of Supervisors(4)</li> <li>- Board of Management(5)</li> </ul>	<ul style="list-style-type: none"> <li>- Request for information provision in writing (Form 01).</li> <li>- In case an authorized representative of a shareholder or group of shareholders requests information, the original or notarized copy of the power of attorney must be attached in accordance with the law.</li> </ul>
Step 2		Company	
Step 3		Board of Directors	<ul style="list-style-type: none"> <li>- Maximum review time of 10 working days from the date of receiving the request for information.</li> <li>- Maximum response time for refusal of information provision is 02 working days from the date the Board of Directors decides to refuse.</li> </ul>
Step 4		Manager	<ul style="list-style-type: none"> <li>- Maximum time for the manager to provide information is 07 working days from the date the Board of Directors agrees to provide information.</li> <li>- Provide information at the head office/representative office/branch of the Company.</li> <li>- Costs incurred for copying documents (if any) from this information provision shall be paid by the requester.</li> </ul>
Step 5		Manager	

(1) Shareholder or group of shareholders: in accordance with Article 12, Article 45 of the Company Charter.

(2) Board of Supervisors: in accordance with Article 40 of the Company Charter.

(3), (4), (5) Member of the Board of Directors, Member of the Board of Supervisors, Board of Management: in accordance with Article 45 of the Company Charter.



**FORM 01**  
**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**WRITTEN REQUEST FOR INFORMATION PROVISION**

**To: Khanh Hoa Sanest Soft Drink Joint Stock Company**

**I. INFORMATION OF THE REQUESTER:**

1. Requester:.....  
Legal representative (For institutional shareholders):.....
2. Subject requesting information:
- ☐ Shareholder/group of shareholders
- ☐ Board of Supervisors
- ☐ Member of the Board of Directors
- ☐ Member of the Board of Supervisors
- ☐ Board of Management
3. Contact address/Head office: .....
4. Nationality: .....
5. ID Card/Passport/ERC No.: .....Date of issue:.....Place of issue: .....
6. Telephone:.....Email: .....
7. Number of shares owned/Represented:.....shares, as of .....

**II. CONTENT OF THE REQUEST FOR INFORMATION:**

Purpose of the request for information: .....

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By this document, I/We request the Company to provide the following information:.....

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I/We commit to the following:

- Keep the information provided by the Company confidential in accordance with the Company Charter and the law;
- Only use the provided information for the correct purpose of the assigned work/to protect my/our legitimate rights and interests;
- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Fully pay the costs incurred for copying documents (if any) resulting from this information provision;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

....., date .....month .....year 20..

**REQUESTER FOR INFORMATION PROVISION**

*(Signature, stamp and full name)*

*(1) Shareholder or group of shareholders: in accordance with Article 12, Article 45 of the Company Charter.*

*(2) Board of Supervisors: in accordance with Article 40 of the Company Charter.*

*(3), (4), (5) Member of the Board of Directors, Member of the Board of Supervisors, Board of Management: in accordance with Article 45 of the Company Charter.*



**GROUP MEETING MINUTES**  
**ATTACHED TO THE WRITTEN REQUEST FOR INFORMATION**  
**PROVISION**

Today, date ...../...../20..., at ....., we are shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company, collectively holding .....shares, accounting for .....% of the voting shares of the Company, named in the list below:

No.	Shareholder name	ID Card /Passport/ERC No.	Contact address	Number of shares owned	Shareholder signature/ Signature, stamp if it is an organization
1					
...					
Total					

**We unanimously agree to appoint:**

- Name:

- ID Card/Passport/ERC No.:

Date of issue:.....Place of issue:

**To act as the group representative to perform procedures for requesting information at Khanh Hoa Sanest Soft Drink Joint Stock Company, with specific content as follows:**

Purpose of the request for information: .....

By this document, We request the Company to provide the following information:.....

We commit to the following:

- Keep the information provided by the Company confidential in accordance with the Company Charter and the law;
- Only use the provided information to protect our legitimate rights and interests;
- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Fully pay the costs incurred for copying documents (if any) resulting from this information provision;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

....., date .....month .....year 20..

**NOMINATED GROUP REPRESENTATIVE**

*(Signature, stamp and full name)*

**PROPOSAL**  
**Regarding the amendment and supplementation of the**  
**Company's registered business lines**

To: The 2026 Annual General Meeting of Shareholders  
Khanh Hoa Sanest Soft Drink Joint Stock Company.

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
the Law amending and supplementing a number of articles of the Law on Enterprises  
No. 76/2025/QH15 dated June 17, 2025;*

*- Pursuant to the Charter of organization and operation of Khanh Hoa Sanest  
Soft Drink Joint Stock Company;*

*- Pursuant to Decision No. 36/2025/QĐ-TTg on the promulgation of the  
Vietnam Standard Industrial Classification system approved by the Prime Minister  
of The Socialist Republic Of Vietnam on September 29, 2025;*

*- Pursuant to market conditions and the Company's production and business  
operation needs.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementation and adjustment of business line codes in the Business Registration Certificate for certain business lines of Khanh Hoa Sanest Soft Drink Joint Stock Company as follows:

**1. SupPLEMENTING additional business lines:**

No.	Business line name	Business line code
1	Retail of medicine, medical equipment, cosmetics and sanitary items Details: Retail of perfume, cosmetics and sanitary items	4772

**2. Adjusting business line codes according to Decision No. 36/2025/QĐ-TTg and adjusting the business lines according to the actual needs of the Company:**

No.	Current information		Adjusted information	
	Business line name	Business line code	Business line name	Business line code
1	Production of non-alcoholic beverages, mineral water	1104	Production of non-alcoholic beverages, mineral water	1105



No.	Current information		Adjusted information	
	Business line name	Business line code	Business line name	Business line code
2	Wholesale of food products (excluding cane sugar and beet sugar)	4632	Wholesale of food products	4632
3	Retail of food in specialized stores (excluding cane sugar and beet sugar)	4722	Retail of food	4722
4	Retail of beverages in specialized stores Details: Retail of non-alcoholic beverages, wine, beer	4723	Retail of beverages Details: Retail of non-alcoholic beverages, wine, beer	4723
5	Exploitation of other forest products excluding wood Details: Exploitation of bird's nest resources	0231	Exploitation and collection of forest products excluding wood Details: Exploitation of bird's nest resources	0230
6	Production of cosmetics, soap, detergents, polishing and sanitary preparations Details: Production of cosmetics	2023	Production of cosmetics, perfume, soap, detergents, polishing and sanitary preparations Details: Production of cosmetics, perfume	2023
7	Sauna, massage and similar health-enhancing services (excluding sports activities)	9610	Spa and sauna services	9623
8	Wholesale of automobiles and other motor vehicles	4511	Wholesale of automobiles and other motor vehicles	4661

3. Authorize the Company's Board of Directors and the Legal Representative to complete the procedures for registering the additional business lines, amending and

supplementing the Charter, and other related procedures in accordance with the provisions of law.

4. In the event that the business lines listed in section 2 above have been approved by the General Meeting of Shareholders but the Khanh Hoa Department of Finance requests amendments or supplements, the Chairman of The Board of Directors has the obligation to adjust the notification of additional business lines according to the guidance of the Khanh Hoa Department of Finance, provided that it is consistent with the approved business line codes.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./. *KH*

**Recipients:**

- As above;
- Archived: Admin, BOD (2026 GMS documents).

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



*Lê Đức Tiến*