

**REPORT ON CORPORATE GOVERNANCE**  
**Year 2025**

To: Hanoi Stock Exchange

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

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

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

The General Meeting of Shareholders (GMS) held 01 meetings and passed the following resolutions:

No.	Resolution No.	Date	Content
1	01/2025-ĐHĐCĐ	26/03/2025	<p>Approved 12 contents under the authority of the General Meeting of Shareholders, as follows:</p> <ul style="list-style-type: none"><li>- Report on production and business results in 2024 and operational direction for 2025 by the Board of Management (BOM).</li><li>- Report on evaluating the management and administration of the Company in 2024 and the operational plan for 2025 by the Board of Directors.</li><li>- Report on the appraisal of production and business results in 2024 and operational direction for 2025 by Board of Supervisors.</li><li>- Proposal for approval of the audited 2024 financial statements.</li><li>- Proposal for profit distribution in 2024 and profit distribution plan for 2025.</li></ul>

		<ul style="list-style-type: none"> <li>- Proposal for approval of salaries, remuneration, and bonuses for the BOD, BOS, and BOM in 2024 and the plan in 2025.</li> <li>- Proposal for the 2025 production, business, and investment plan.</li> <li>- Proposal for the execution of related party transaction contracts.</li> <li>- Proposal for the selection of an audit firm for the 2025 financial statements.</li> <li>- Proposal for Dismissal and Election of Replacement Members of the Board of Directors.</li> <li>- Proposal for amending the Charter on the Organization and Operation of the Company.</li> <li>- Proposal for supplementing the Company's business registration activities.</li> </ul>
--	--	--

## II. Board of Directors:

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

No.	Board of Directors' members	Position (Independent members of the BOD, Non-executive members of the BOD)	The date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Le Duc Tien	Chairman of the BOD	28/5/2022	
2	Ms. Bui Thi Hanh	Non-Executive Member of the BOD	28/5/2022	
3	Mr. Le Huynh Phung	Member of the BOD Deputy General Director	28/5/2022	26/3/2025
4	Mr. Nguyen Xuan Anh	Member of the BOD Deputy General Director	28/5/2022	
5	Ms. Nguyen Thi Hai Ha	Non-Executive Member of the BOD	06/6/2024	
6	Mr. Le Hoang Anh	Member of the BOD General Director	26/3/2025	

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

No.	Board of Directors' members	Number of meetings attended by BOD	Attendance rate	Reasons for absence
-----	-----------------------------	------------------------------------	-----------------	---------------------



1	Mr. Le Duc Tien	9	100%	
2	Ms. Bui Thi Hanh	9	100%	
3	Ms. Nguyen Thi Hai Ha	9	100%	
4	Mr. Le Huynh Phung	3	33,3%	Dismissal from 26/3/2025
5	Mr. Nguyen Xuan Anh	9	100%	
6	Mr. Le Hoang Anh	6	66,7%	Appointment from 26/3/2025

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

#### **❖ Monitoring Methods:**

- Based on the Company Charter and Corporate Governance Regulations, the Board of Directors specifically assigns each member of the Board of Directors to monitor specific operational areas of the Company, including financial management, production management, business operations, investment activities, and business strategy planning, ensuring that the implementation of GMS and BOD resolutions is thorough and effective.

- The Board of Directors supervises the Board of management in organizing, deploying, and implementing the resolutions of the 2025 Annual General Meeting of Shareholders and the resolutions of the BOD. The Board of Directors consistently monitors the actual situation by directly participating in BOD meetings, monthly management review meetings, and regularly communicating with the Board of management; thereby quickly grasping issues needing resolution to jointly analyze, provide timely response directives, helping business operations remain stable and effective.

#### **❖ Implementation of the 2025 Production and Business Plan:**

In 2025 concluded amidst a continuously complex global economic environment, affected by prolonged geopolitical conflicts and tensions in trade and tariff policies, profoundly altering the global trade landscape. Domestically, the economy faced numerous difficulties, pressure from the trend of tightening consumer spending, and the widespread presence of counterfeit goods, imitation products, and intellectual property infringement concerning the brands Khanh Hoa Salanganes Nest, Sanest, and Sanvinest in the market.

Facing these challenges, with the sound strategic vision and direction of the Board of Directors and the Board of management, the Company proactively implemented appropriate solutions, flexibly adapting to the actual situation, gradually turning difficulties into opportunities to consolidate and affirm its position.

Based on a solid governance foundation and high consensus throughout the system, the Company successfully achieved the main goals and targets set forth in the General Meeting of Shareholders' Resolution, ensuring full compliance with legal regulations and the disclosure obligations of a public company, thereby consolidating its reputation, brand position, and creating a solid premise for medium and long-term development strategies in the subsequent period.

- Regarding Production and Technical Technology:

+ The Company consistently maintains strict control over the production process, ensuring products meet the announced quality standards. This commitment is evidenced



by the synchronized and effective operation of quality management systems including ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, HACCP, Halal, the Food Safety Modernization Act (FSMA), and the Global Standard for Food Safety (BRCGS). Alongside strict adherence to labor safety and fire prevention regulations, the Company also focuses on optimizing production norms to avoid waste and minimize loss. Notably, the intensified application of technical improvement initiatives has become a crucial leverage point, helping to reduce labor costs and continuously enhance the Company's efficiency.

- + Focusing on quality and customer trust, the Company has standardized product labels in accordance with Circular 29/2023/TT-BYT, publicly disclosing nutritional information on product packaging. This standardization, combined with 3D pearl eye printing technology and the quality control process, has created a new appearance for the product lines Sanest, SKHPearlNest, SKHLife, and Khanh Hoa Salanganes Nest facial masks.

- + Streamlining the organizational apparatus: With the goal of optimizing costs and enhancing operational efficiency towards a lean, flexible structure ready to adapt to the rapid changes in the business environment, the Company has simultaneously implemented the review and restructuring of its personnel and organizational apparatus. In 2025, the Company reduced its workforce by 240 employees. The reduction process was carried out openly and transparently, ensuring full compliance with legal regulations and balancing the rights and interests of the employees. In the coming period, the Company will intensify personnel training, professional development, and the enhancement of capacity and professional skills, especially adaptability to digital transformation, thereby laying the foundation for future development stages.

- Regarding Business and Brand Development:

- + The Board of Directors acknowledges and highly appreciates the proactive and decisive efforts of the Board of management in developing and implementing market development solutions tailored to the specific characteristics and actual conditions of each region, thereby significantly contributing to maintaining market share, consolidating the distribution system, and stabilizing the customer base. Concurrently, the Board of management directed the business system to consolidate the distribution network and market personnel, and to synchronously and effectively implement promotional, display, accumulation programs, and brand image building across each sales channel, aiming to boost revenue during the peak consumption season of the Binh Ngo Lunar New Year 2026. The achieved results have created a foundation and favorable conditions for implementing the 2026 business production plan.

- + The Company has gradually built and developed a multi-channel distribution system by investing in upgrading the traditional showroom system, while simultaneously continuing to expand sales points, increasing coverage and brand presence across channels. Participation and maintenance of position in major supermarket chains and convenience stores such as Co.opmart, WinMart, GS25, etc., contribute to expanding market coverage and enhancing product accessibility, helping the Company effectively reach customer segments that prioritize convenient consumption, price transparency, speed, safety, hygiene, and health consciousness. These results have been and continue to be a crucial foundation for sustainable growth and enhancing brand value amidst increasing competition in the modern retail market.



+ By effectively applying the DMS One software, the Company not only tightly controls all sales activities, from managing distributors to retail outlets and the sales staff system spread across 34 provinces and cities. The features for automating the sales process, optimizing employee performance through GPS positioning, route tracking, and intuitive reporting, help the Company effectively manage orders, inventory, accounts receivable, and customer care, enabling timely business decisions based on real-time data, reducing operating costs, and increasing sales.

+ The promotional program “Khanh Hoa Salanganes Nest Sanest Sanvinest - Pride of the National Brand” was successfully implemented on a large scale, creating a prominent mark, with products widely advertised to consumers nationwide. With a total prize value of up to VND 100 billion, the program is not only a profound expression of gratitude but also affirms the strong bond between the brand and consumers nationwide. Valuable prizes such as the Mercedes-Benz C300 AMG, Honda HR-V, and Kia New Sonet 1.5L Deluxe cars were handed directly to customers, clearly demonstrating the prestige and commitment of Khanh Hoa Salanganes Nest, Sanest, Sanvinest, while further consolidating the brand's leading position in the market.

+ In response to the 35th anniversary of the establishment and development journey of Khanh Hoa Salanganes Nest (1990 - 2025), the Company commits to continuing the conservation and development of 2 national intangible cultural heritages: the “Khanh Hoa Salanganes Nest Festival” and the “Certification of knowledge in exploiting and processing Khanh Hoa Salanganes Nest.” Once again, the Company affirms its pioneering position by launching 02 new premium product lines: Khanh Hoa Salanganes Nest Face Mask and SKHLife beverage for active people.

+ This is not only the result of persistent research and relentless creativity but also a special gift of gratitude dedicated to customers who have accompanied the brand for over three decades. The launch of the premium cosmetics line derived from salanganes nest and the SKHLife beverage for active people marks a strong transformation for the Company in diversifying new products, increasing customer choices, and tapping into new customer segments. These efforts not only contribute to elevating the value of the salanganes nest essence but also serve as proof of the proud ambition of a strong National Brand to reach further.

+ Export Activities: The Company continues to maintain and strengthen ties with existing Sanest product customers in markets such as: the US, Australia, Canada, Japan, Taiwan, UK, Myanmar, Hong Kong, the Philippines, Thailand, New Zealand, South Korea... Participating in the Vietnam International Food Industry Exhibition - Vietnam Foodexpo 2025 and other international trade fairs related to food and beverages to seek new export partners. Actively connecting with Vietnamese Trade Offices in various countries to seek new Distributors and expand export markets.

+ 2025 marks a strong advancement for the Company in achieving brand coverage across multiple platforms. By combining tradition and modernity, especially through the application of artificial intelligence (AI) to optimize creative content, communication campaigns, and livestream sessions promoting product lines such as Khanh Hoa Salanganes Nest, Sanest, Sanvinest, SKHPearlNest, SKHLife, and salanganes nest face masks have achieved impressive figures. By the end of the year, the total reach across digital platforms (Facebook, Google, TikTok, e-commerce platforms) recorded over 19.8 million accesses, with revenue reaching 134% of the annual plan.



+ Intellectual Property Activities: Due to increasing competitor rivalry, the Legal Department closely coordinates with Khanh Hoa Salanganes Nest Company to continuously monitor, detect, and consolidate dossiers submitted to competent authorities to promptly prevent entities infringing upon intellectual property rights that affect the Khanh Hoa Salanganes Nest, Sanest, and Sanvinest brands, including: KNest, Suminest, Mnest, KingNest, Kids!Max!Nest, SK Nest, SkyNest, Hoan vu yen Universe Sanest, Saconest, Nicenest...

- Regarding the implementation of digital transformation: The Company continues to accelerate digital transformation, focusing on deploying the HiStaff human resource management software, digitizing processes for record management, timekeeping, payroll calculation, KPI evaluation, etc., aimed at reducing manual operations, minimizing errors, and enhancing transparency in human resource management, training, and compensation. The KPI system is integrated quantitatively, linking work results with career development pathways, contributing to increased initiative and individual responsibility. The Company maintains and effectively utilizes the Microsoft 365 platform, including office applications and collaboration and management tools such as OneDrive, SharePoint, Microsoft Teams, Power BI, etc., supporting improved work productivity, enhanced coordination capabilities, information sharing, and ensuring data safety and security across the entire system. Furthermore, the Company continues to deploy the Microsoft ERP system to synchronously manage finance, production, logistics, sales, human resources, and other activities on an interconnected platform, where data is updated promptly, supporting flexible operational management and accurate decision-making. This is a crucial direction, contributing to enhanced operational efficiency, management capacity, and affirming the pioneering role in digital transformation, aiming for sustainable development.

- Regarding Finance:

+ Accounting work is carried out in compliance with the current accounting regime and standards; accounting data truthfully and reasonably reflects the Company's financial situation.

+ The Company's financial operations are organized and implemented closely following the approved business production plan, ensuring compliance with legal regulations on accounting, tax, and corporate financial management.

+ Cash flow management is emphasized, ensuring a balance between income and expenditure, and prioritizing funds for business production activities. Mobilizing loan capital with the lowest interest rate ensures meeting the Company's regular payment needs as well as investment in machinery and equipment.

+ Strict control over financial revenues and expenditures is implemented, limiting expenses that are not truly necessary, contributing to ensuring safety in capital management and utilization. The Company fully fulfills its tax obligations: Declaration and payment to the state budget are complete and on time; participation in and full payment of Social Insurance are ensured.

+ Always updating circulars and decrees on tax and state management to provide timely information data and accounting figures; advising and proposing solutions to meet management and operational requirements. Payment of employee benefits, salaries, and bonuses is timely and compliant with regulations.

- Investment Projects: Continuing the joint venture and linkage program to develop swiftlet house and cave systems to ensure the input raw material source for the Company's



business production activities.

- Regarding Employee Well-being and Social Activities:

+ The Company's Board of Directors always ensures the livelihood and income of employees, constantly improving the compensation, bonuses, and benefits for employees. The Company Union plans to organize the "Member Welfare" program by opening a non-profit stall within the Company premises to create an enthusiastic and joyful atmosphere for the Spring celebration and Tet holiday, encouraging employees to work enthusiastically.

+ Following the severe impact of the historic flood in Khanh Hoa province in November, the Company faced a major challenge as two factories in Dien Phu and Nam Cam Ranh suffered direct damage to infrastructure, machinery, equipment, and goods, estimated at over VND 5.6 billion. However, with a proactive spirit, the Company implemented emergency response plans, focusing resources on overcoming the incident to maintain continuous and uninterrupted business production activities.

+ In parallel with the restoration of production, the Company provided over VND 1.5 billion in cost support to directly visit, provide cash assistance, and supply essential necessities to the families of employees and former employees severely affected by the flood. Furthermore, the Company mobilized volunteer forces to participate in cleaning and repairing houses, helping employees quickly stabilize their lives. These activities helped employees feel secure in their work, jointly striving to help the Company overcome difficulties and complete the profit plan in Q4/2025.

+ The Company not only focused on production and business activities but also actively implemented community-oriented programs, contributing to spreading humanitarian values and building the image of a socially responsible enterprise. Some typical activities include: Sponsoring the lighting system for the Gac Ma Soldiers Memorial Area in Cam Lam District; supporting the construction of houses of gratitude for disadvantaged households in Cam Ranh City, and giving Mid-Autumn Festival gifts to pediatric patients at Khanh Hoa Provincial General Hospital, thereby contributing to ensuring local social welfare. These contributions demonstrate the Company's long-term commitment to partnership with the community, harmoniously and sustainably linking business operations with social responsibility.

❖ Monitoring Results:

- The Company consistently maintained strict compliance with legal regulations, the Company's charter, and internal regulations, creating a solid foundation for all operational activities. The Board of Directors and the Board of management highly promoted a sense of responsibility in managing production and business activities, closely adhering to standard procedures while flexibly coordinating to achieve the highest efficiency, ensuring the completion of targets set by the General Meeting of Shareholders (GMS). The results are as follows: Revenue reached VND 1,166.3 billion, profit before tax reached VND 82.31 billion, achieving 100.38% of the annual plan, and contributing VND 52.7 billion to the state budget.

- After a challenging year due to market fluctuations and the impact of the historic flood in Khanh Hoa, in order to reduce inventory pressure on the distributor system, create conditions for expanding retail outlets in markets, and implement Circular No. 29/2023/TT-BYT which introduces new regulations on goods labeling, the Company proactively adjusted its production and business plan in Q4/2025. Additionally, the



Company continued to streamline its organizational structure, invest in machinery and equipment to reduce labor intensity, actively enhance digital transformation, and control costs to increase labor productivity and ensure actual profit growth compared to the plan, maintaining business efficiency even during the most difficult market period.

- The production and business activities of the subsidiary company continued to maintain growth momentum and ensure the safety of owner's equity. Specifically, Recorded Revenue reached VND 184.76 billion and profit before tax reached VND 6.6 billion, an increase of 11.9% compared to the same period last year.

- 2025 marked a historic milestone when Khanh Hoa Salanganes Nest Company was honored to receive the title of National Intangible Cultural Heritage for the “Salanganes Nest Festival” and the “Certification of knowledge regarding the exploitation and processing of Khanh Hoa Salanganes Nest”. As a member unit, Sanest Khanh Hoa considers this a guiding principle for preserving and striving to promote the heritage value of the profession, while opening up new opportunities for Khanh Hoa Salanganes Nest and Sanest to continue asserting their identity and developing strongly in both domestic and international markets.

- Leveraging the advantage of Sanest Khanh Hoa products achieving the National Brand and the National Quality Gold Award, the Company continued to participate in prestigious domestic and international awards to affirm the brand's leading position in quality and reputation. Specifically: Certificate of Merit from the Ministry of Home Affairs for “Outstanding achievement 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 Innovative Vietnamese Enterprises 2024.

- Ensuring full, timely, and transparent provision of information to Investors and shareholders. All required information is sent to shareholders and disclosed on mass media channels via the Hanoi Stock Exchange's website as well as the Company's website. On November 7, 2025, the Company was honored to receive the award "Enterprise Registered for Trading with Excellent Information Disclosure and Transparency for the 2024 - 2025 Assessment Period," marking the 4th consecutive time the Company has been recognized at the annual Enterprise Conference organized by the Hanoi Stock Exchange. This achievement demonstrates the Company's serious and consistent compliance with legal regulations on information disclosure, reflecting efficiency in corporate governance, executive management, and business operations, thereby contributing to enhancing the reputation, brand image, and consolidating the trust of shareholders and investors in SKH shares.

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

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

#### ***5. Resolutions/Decisions of the Board of Directors in 2025:***

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	No: 01/NQ-SKH	15/01/2025	- Financial Statements for QIV/2024 and the year 2024. Lunar New Year bonus fund. - Report on staff reduction.	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			- Report on Corporate Governance in 2024	
2	No: 02/NQ-SKH	07/2/2025	<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>	100%
3	No: 03/NQ-SKH	24/3/2025	<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>	100%
4	No: 04/NQ-SKH	09/4/2025	<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>	100%
5	No: 05/NQ-SKH	10/5/2025	<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</li> </ul>	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>the cosmetics product (face mask).</p> <ul style="list-style-type: none"> <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> <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	No: 06/NQ-SKH	17/7/2025	<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> </ul>	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <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	No: 07/NQ-SKH	25/8/2025	<ul style="list-style-type: none"> <li>- Implementation of nutrition labeling and product packaging design according to Circular 29/2023/TT-BYT.</li> <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>	100%
8	No: 08/NQ-SKH	15/10/2025	<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>	100%
9	No: 09/NQ-SKH	02/12/2025	<ul style="list-style-type: none"> <li>- Report on the production and business performance in October, November 2025 and plan for December 2025.</li> </ul>	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <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>	

### III. Board of Supervisors

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

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

#### 2. Meetings of Board of Supervisors

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

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

- **Board of Directors:** In 2025, Board of Supervisors performed its supervisory function over the Board of Directors by attending meetings and monitoring the issuance and implementation of resolutions and decisions falling under the authority of the Board



of Directors.

The Board of Directors organized its operations in strict compliance with legal regulations, the Company Charter, and internal governance regulations; promptly issuing resolutions and decisions related to development strategy, business production plans, investment plans, and key governance matters of the Company. The Board of Directors fully performed its role in guiding, supervising, and directing the Board of management during the implementation of the 2025 plan tasks; simultaneously focusing on cost control, improving operational efficiency, and continuing to refine the system of internal regulations and procedures, aiming to apply digital transformation to enhance corporate governance effectiveness.

The resolutions of the Board of Directors were issued following the correct sequence and procedures, within the scope of authority, and consistent with the resolutions of the General Meeting of Shareholders, ensuring compliance with the provisions of the Enterprise Law and the Company Charter.

**- Board of management:** The Board of Supervisors monitors the activities of the Board of management by tracking the implementation results of resolutions passed by the General Meeting of Shareholders and the Board of Directors, and the actual management situation within the Company.

In 2025, the Board of Supervisors regularly worked and exchanged information with the General Director, the Accounting and Finance Department, and the Independent Auditor to grasp and evaluate the implementation of the business production plan, financial and accounting work, and the Company's key operational indicators.

The Board of management proactively organized and managed the 2025 business production activities according to the established direction, ensuring progress and efficiency; strictly complying with the directives of the Board of Directors and adhering to the provisions of law, the Company Charter, and internal regulations. The focus is on applying and perfecting digital transformation to serve management tasks more effectively.

**- For Shareholders:** The Board of Supervisors reported to the 2025 Annual General Meeting of Shareholders on the results of monitoring the Company's operations and matters falling within the scope of the Board of Supervisors's responsibilities.

In 2025, the Board of Supervisors monitored and supervised the assurance of shareholders' legal rights and interests, especially the work of information disclosure, and the publicity and transparency in the Company's governance and operation in accordance with the provisions of law and the Company Charter.

During the year, there were no complaints, disputes, or recommendations arising related to the legal rights and interests of shareholders.

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

The Board of Supervisors maintained regular and effective coordination with the Board of Directors, the Board of management, and relevant management personnel based on the principles of independence, objectivity, and adherence to assigned functions and duties.

The Board of Directors, the Board of management, and functional units cooperated and provided timely and complete information, documents, and records necessary for the



Board of Supervisors's inspection and supervision work as stipulated.

Through participation in meetings, direct and written exchanges, the Board of Supervisors provided opinions and recommendations aimed at contributing to the refinement of governance and operational policies and decisions; ensuring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors is consistent with legal regulations, the Company Charter, and protects the legal interests of the Company and its shareholders.

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

**IV. Board of Management**

No.	Members of Board of Management	Date of Birth	Qualification	Date of appointment/ dismissal of members of the BOM
1	Mr. Le Hoang Anh	27/10/1974	Bachelor of Economics	28/10/2024
2	Mr. Le Huynh Phung	28/7/1976	Mechanical Engineer	Dismissal on March 26, 2025
3	Mr. Nguyen Xuan Anh	27/7/1977	Bachelor of Economics	28/5/2022
4	Ms. Nguyen Thi Minh Huong	13/5/1971	Bachelor of Business Administration	28/10/2024
5	Mr. Truong Van Trung	02/8/1979	Electrical - Electronic Engineer	25/7/2022

**V. Chief Accountant:**

Full name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Ngo Thi Xuan Nghia	24/8/1984	Bachelor of Accounting	09/4/2025

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

The Company focuses on fostering governance capacity for the leadership team and professional expertise for employees. In 2025, the Board of Supervisors, the Board of management, and management levels completed key training courses such as: Training on labor management, wages, and social insurance (March and May); Course on Reading Comprehension - In-depth analysis of corporate Financial Statements and fraud identification, detection of Financial Statement fraud (April). Concurrently, the Company always encourages and promptly rewards cadres, employees, and workers participating in learning and skill enhancement to effectively apply them to practical work.

**VII. The list of affiliated persons of the public company as prescribed in Clause 46,**



**Article 4 of the Law on Securities and Transactions between company and its affiliated persons**

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

*See Appendix 01 attached.*

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

*See Appendix 02 attached.*

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

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

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

**1. The list of internal persons and their affiliated persons: *See Appendix 03 attached.***

**2. Transactions of internal persons and affiliated persons with shares of the Company: None**

**IX. Other significant issues: None**

*Recipients: [Signature]*

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

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



*Lê Đức Tiến*



**APPENDIX 01: THE LIST OF AFFILIATED PERSONS AND ORGANIZATIONS OF THE COMPANY**

*(attached to Report No. 10 /BC-SKH dated 28/04/2026 of the Company's BoD)*

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>INDIVIDUAL</b>									
1	Le Duc Tien		Chairman of the Board of Directors			28/5/2022			Representative for State capital term 2022-2027
2	Bui Thi Hanh		Member of the Board of Directors			28/5/2022			
3	Nguyen Thi Hai Ha		Member of the Board of Directors			06/6/2024			Representative for State capital, term 2022-2027
4	Le Hoang Anh	033C 402151;  008C 580161	Member of the BOD/ General Director/ Authorized Person for Information Disclosure			28/10/2024			Representative for State capital, term 2022-2027





No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5	Le Huynh Phung		Member of the Board of Directors, Deputy General Director			28/5/2022	26/3/2025		
6	Nguyen Xuan Anh		Member of the Board of Directors, Deputy General Director			28/5/2022			
7	Hoang Thi An Vu		Head of Board of Supervisors			28/5/2022			
8	Huynh Thi Tran Le		Member of Board of Supervisors			28/5/2022			
9	Nguyen Minh Quan	637238	Member of Board of Supervisors			28/5/2022			
10	Nguyen Thi Minh Huong		Deputy General Director			28/10/2024			



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
11	Truong Van Trung		Deputy General Director			25/7/2022			
12	Ngo Thi Xuan Nghia		Chief Accountant			09/4/2025			
13	Tran Ngoc Khai		Person in charge of Corporate Governance			19/10/2022			
<b>ORGANIZATIONS</b>									
1	Khanh Hoa Salanganes Nest Company			4200338918 issued 28/10/2025 Department of Finance Khanh Hoa Province	No. 248 Thong Nhat Tay Nha Trang Khanh Hoa	28/5/2022			State shareholder (51.06% ownership) has 03 representatives in the Board of Directors.



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
2	Crown Beverage Cans Dong Nai Limited			3601010551 issued 20/10/2025 Department of Finance Dong Nai Province	Road No. 4, Tam Phuoc Industrial Park Tam Phuoc Dong Nai				Major shareholder (10% ownership)
3	Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company			4201624478 issued 03/12/2014 Department of Planning and Investment of Khanh Hoa Province	National Highway 1 Suoi Hiep Khanh Hoa				Company 51% owned by Khanh Hoa Salanganes Nest Company
4	Khanh Hoa Materials Supply One Member Limited Liability Company			4201767187 issued 09/11/2017 Department of Planning and Investment of Khanh Hoa Province	Vinh Cat Suoi Hiep Khanh Hoa				Subsidiary of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company
5	Sanna Khanh Hoa Beverage Joint Stock Company			4201675930 issued 28/01/2016 Department of Planning and Investment of	National Highway 1 Nam Cam Ranh Khanh Hoa				Company 51% owned by Khanh Hoa Salanganes Nest Company



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				Khanh Hoa Province					
6	North-South Route Services One Member Limited Liability Company			4201766761 issued 03/11/2017 Department of Planning and Investment of Khanh Hoa Province	National Highway 1 Nam Cam Ranh Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company
7	Khanh Hoa Salanganes Nest Restaurant One Member Limited Liability Company			4201766779 issued 03/11/2017 Department of Planning and Investment of Khanh Hoa Province	22 Pham Van Dong, Bac Nha Trang, Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company
8	Fishsan Aquaculture One Member Limited Liability Company			4201766793 issued 03/11/2017 Department of Planning and Investment of Khanh Hoa Province	10 Yersin Street Nha Trang Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9	Sanatech Land Design and Construction Limited Liability Company			4201680056 issued 12/3/2016 Department of Planning and Investment of Khanh Hoa Province	55 Ngo Gia Tu Street Nha Trang City Khanh Hoa Province				Company 100% owned by Khanh Hoa Salanganes Nest Company
10	Sanest Tourist Travel One Member Limited Liability Company			4201675948 issued 28/01/2016 Department of Planning and Investment of Khanh Hoa Province	267 Le Hong Phong, Nha Trang, Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company
11	Khanh Hoa Salanganes Nest Tourism Services One Member LLC and Khanh Hoa – Lam Dong Salanganes Nest Restaurant			5801357762 issued 22/11/2017 Department of Planning and Investment of Lam Dong Province	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong				Company 100% owned by Khanh Hoa Salanganes Nest Company



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
12	Cam Thinh Coconut Farm One Member Limited Liability Company			4201766754 issued 03/11/2017 Department of Planning and Investment of Khanh Hoa Province	National Highway 1, Nam Cam Ranh, Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company
13	Sanest Khanh Hoa One Member Limited Liability Company			4201853950 issued 29/12/2025 Department of Finance Khanh Hoa Province	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa				Subsidiary
14	Khanh Hoa Salanganes' Nest Product Promotion and Restaurant One Member Limited Liability Company			4201766786 issued 18/01/2021 Department of Planning and Investment of Khanh Hoa Province	4 Pham Van Dong, Bac Nha Trang, Khanh Hoa				Company 100% owned by Khanh Hoa Salanganes Nest Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Identification Certificate, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
15	Crown Beverage Cans Da Nang Limited			0401487912 issued 23/09/2025 Department of Finance Da Nang City	Lot K, Road 6, Lien Chieu Industrial Park, Hai Van, Da Nang				Part of the same group as Crown Beverage Packaging Dong Nai Co., Ltd. (Crown Holdings Group)
16	Nha Trang Tourism Joint Stock Company			4200237638 issued 26/10/2022 Department of Planning and Investment of Khanh Hoa Province	180 Thong Nhat, Tay Nha Trang, Khanh Hoa				Related organization

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



**APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS**  
*(attached to Report No. 10 /BC-SKH dated 28/01/2026 of the Company's BoD)*

*Unit: VND*

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
1	Khanh Hoa Salanganes Nest Company	Parent company owning 51.06% of charter capital	4200338918 issued 28/10/2025 Department of Finance Khanh Hoa Province	No. 248 Thong Nhat Tay Nha Trang Khanh Hoa	Year 2025		945,882,039,852 VND	- Purchase of goods - Sale of goods - Dividend payment - Service rendered - Vehicle and fuel rental - Marketing expenses
2	Crown Beverage Cans Dong Nai Limited	Strategic shareholder owning 10% of charter capital	3601010551 issued 20/10/2025 Department of Finance Dong Nai Province	Street No. 4, Tam Phuoc Industrial Park, Tam Phuoc Ward, Dong Nai	Year 2025		3,824,700,000 VND	Dividend payment

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
3	Crown Beverage Cans DaNang Limited	Part of the same group as Crown Beverage Packaging Dong Nai Co., Ltd. (Crown Holdings Group)	0401487912 issued 23/9/2025 Department of Finance Da Nang City	Lot K, Road 6, Lien Chieu Industrial Park, Da Nang	Year 2025		63,927,757,385 VND	Purchase of goods
4	Sanest Khanh Hoa One Member Limited Liability Company	Subsidiary owning 100% of Charter Capital	4201853950 issued 29/12/2025 Department of Finance Khanh Hoa Province	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa	Year 2025		140,642,933,100 VND	- Purchase of goods - Sale of goods - Service rendered - Profit transferred to the Owner
5	Khanh Hoa Salanges Nest Soft Drink Joint Stock Company	Company 51% owned by Khanh Hoa Salanges Nest Company	4201624478 issued 21/7/2025 Department of Finance Khanh Hoa Province	National Highway 1 Suoi Hiep Khanh Hoa	Year 2025		216,455,352,190 VND	- Purchase of goods - Sale of goods



No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
6	Khanh Hoa Materials Supply One Member Limited Liability Company	Subsidiary of Khanh Hoa Salanganes' Nest Beverage Joint Stock Company owning 100% of Charter Capital	4201767187 issued 09/11/2017 Department of Planning and Investment Khanh Hoa Province	Vinh Cat Suoi Hiep Khanh Hoa	Year 2025		397,696,809 VND	Purchase of goods and services
7	Sanest Tourist Travel One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201675948 issued 28/01/2016 Department of Planning and Investment Khanh Hoa Province	267 Le Hong Phong Nha Trang Khanh Hoa	Year 2025		90,726,444 VND	Service rendered
8	Sanna Khanh Hoa Beverage Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest Company	4201675930 issued 31/7/2025 Department of Finance Khanh Hoa Province	National Highway 1 Nam Cam Ranh Khanh Hoa	Year 2025		3,898,755,253 VND	- Purchase of goods - Sale of goods

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
9	North-South Route Services One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766761 issued 03/11/2017 Department of Planning and Investment Khanh Hoa Province	National Highway 1, Nam Cam Ranh, Khanh Hoa	Year 2025		3,782,118,269 VND	- Purchase of goods - Sale of goods
10	Sanatech Land Design and Construction Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201680056 issued 12/3/2016 Department of Planning and Investment of Khanh Hoa Province	55 Ngo Gia Tu Nha Trang Khanh Hoa	Year 2025		980,977,106 VND	- Construction consulting - Sale of goods
11	Khanh Hoa Salanganes Nest Tourism Services One Member LLC and Khanh Hoa – Lam Dong Salanganes Nest Restaurant	Company 100% owned by Khanh Hoa Salanganes Nest Company	5801357762 issued 22/11/2017 Department of Planning and Investment of Lam Dong Province	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong	Year 2025		123,250,443 VND	- Sale of goods



No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
12	Khanh Hoa Salanganes' Nest Product Promotion and Restaurant One Member LLC	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766786 issued 18/01/2021 Department of Planning and Investment of Khanh Hoa Province	No. 4 Pham Van Dong Bac Nha Trang Khanh Hoa	Year 2025		75,240,608 VND	Service rendered
13	Khanh Hoa Salanganes Nest Restaurant One Member Limited Liability Company	Company 100% owned by Khanh Hoa Salanganes Nest Company	4201766779 issued 18/01/2021 Department of Planning and Investment of Khanh Hoa Province	34 Le Thanh Phuong Tay Nha Trang Khanh Hoa	Year 2025		120,370,370 VND	Service rendered
14	Cam Thinh Coconut Plantation One Member Limited Liability Company	The company is 100% owned by Khanh Hoa Salanganes Nest State-owned One Member Limited Liability Company	4201766754 issued 03/11/2017 Department of Planning and Investment of Khanh Hoa Province	National Highway 1 South Cam Ranh Khanh Hoa	Year 2025		3,414,708,000	- Purchase of goods - Sale of goods

No.	Name of organization/ individual	Relationship with the Company	Identification Certificate, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
15	Nha Trang Trade Tourism Joint Stock Company	Related organization	4200237638 issued 26/10/2022 Department of Planning and Investment of Khanh Hoa Province	180 Thong Nhat Nha Trang Khanh Hoa	Year 2025		1,280,032,223 VND	Service rendered



**APPENDIX 03: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS**

*(attached to Report No. 10 /BC-SKH dated 28/01/2026 of the Company's BoD)*

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>1</b>	<b>Le Duc Tien</b>		<b>Chairman of the Board of Directors</b>			<b>45,100 6,950,000</b>	<b>0.137% 21.06%</b>	<b>Representative for State capital 21.06%</b>
1.1	Le Van Hung							Father
1.2	Doan Thi Thay							Mother
1.3	Le Thi Dong Phuong							Younger Brother
1.4	Le Thanh Duc							Younger Sister
1.5	Phan Thi Truc Mai							Wife
1.6	Le Tien Thang							Child
1.7	Le Bao Uyen							Child
1.8	Khanh Hoa Salanganes Nest Company			4200338918 issued 28/10/2025 Department of Finance	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representative of 21,06% of shares

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Khanh Hoa Province				
1.9	Sanest Khanh Hoa One Member Limited Liability Company			4201853950 issued 29/12/2025 Department of Finance Khanh Hoa Province	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa			Company's Director
2	<b>Bui Thi Hanh</b>		<b>Member of the Board of Directors</b>			<b>5,000</b>	<b>0.015%</b>	
2.1	Bui Dung							Older Brother
2.2	Bui Thi Cuc							Elder sister
2.3	Bui Phuc							Younger brother
2.4	Pham Van Nghe							Husband
2.5	Pham Phuong Nga							Child
2.6	Pham Hien Hoa							Child
3	<b>Nguyen Thi</b>		<b>Member of</b>			<b>4,950,000</b>	<b>15.00%</b>	<b>Represen</b>



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	<b>Hai Ha</b>		<b>the Board of Directors</b>					<b>tative for State capital 15.00%</b>
3.1	Nguyen Ba Hung							Father
3.2	Nguyen Thi Thu							Mother
3.3	Nguyen Thi Hai Yen							Younger sister
3.4	Nguyen Thi Be							Mother-in-law
3.5	Nguyen Thi Kim Khanh							Sister-in-law
3.6	Nguyen Tien Khoa							Brother-in-law
3.7	Nguyen Thang Long							Husband
3.8	Nguyen Hoang Nam							Child
3.9	Nguyen Hoang Mai							Child

5916  
 T. TY  
 IAN  
 I KHA  
 EST  
 I HOA  
 INH. K

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.10	Khanh Hoa Salanganes Nest Company			4200338918 Issued 28/10/2025 Department of Finance Khanh Hoa Province	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representing 15% of shares
4	Nguyen Xuan Anh		Member of the Board of Directors, Deputy General Director					
4.1	Phan Thi Hong Van							Wife
4.2	Nguyen Phan Anh Quoc							Child
4.3	Nguyen Hoang Viet							Child
4.4	Nguyen Xuan Duong							Father
4.5	Tran Thi Kim Anh							Mother
4.6	Phan Tam							Father-in-law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.7	Tran Thi Mai Loan							Mother-in-law
5	<b>Hoang Thi An Vu</b>		<b>Head of the Board of Supervisors</b>			<b>10,000</b>	<b>0.03%</b>	
5.1	Hoang Van Ly							Father
5.2	Hoang Thi Dieu Linh							Younger sister
5.3	Le Huu Thai							Brother-in-Law
5.4	Hoang Dung							Younger brother
5.5	Nguyen Quang Tuyen							Father-in-Law
5.6	Ta Thi Hoai An							Mother-in-Law
5.7	Nguyen Quang Trung							Husband
5.8	Nguyen Hoang Tue Nhi							Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.9	Nguyen Quang Hung							Child
6	<b>Huynh Thi Tran Le</b>		<b>Member of the Board of Supervisors</b>					
6.1	Huynh Do							Father
6.2	Tran Thi Le							Mother
6.3	Huynh Thi Quynh Le					10,000	0.03%	Younger sister
7	<b>Nguyen Minh Quan</b>		<b>Member of the Board of Supervisors</b>			<b>2,800</b>	<b>0.008%</b>	
7.1	Nguyen Thanh Mang							Father
7.2	Nguyen Thi Xuan							Mother
7.3	Nguyen Minh Hieu							Brother



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.4	Hoang Thi Thanh Thuy							Sister-in-law
7.5	Ho Van Cam							Father-in-law
7.6	Duong Thi Canh							Mother-in-law
7.7	Ho Thi Loan							Wife
7.8	Nguyen Ho Phuc Lam							Child
8	Le Hoang Anh		Member of the BOD/ General Director/ Authorized Person for Information Disclosure			4,950,000	15.00%	Representative for State capital 15.00%
8.1	Le Van Ngoc							Father
8.2	Doan Thi A							Mother
8.3	Nguyen Mieu							Father-in-

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
								law
8.4	Le Thi Thanh							Mother-in-law
8.5	Nguyen Thi Thuy							Wife
8.6	Le Hoang Trang							Child
8.7	Le Hoang Duy							Child
8.8	Le Hoang Yen							Younger sister
8.9	Tran Tuyen Huan							Brother-in-law
8.10	Khanh Hoa Salanganes Nest Company			4200338918 issued 28/10/2025 Department of Finance Khanh Hoa Province	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representing 15% of shares
8.11	Khanh Hoa Salanganes Nest Tourism Services One Member LLC and Khanh			5801357762 issued 22/11/2017 Department of Planning and Investment Lam Dong	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong			Related organization



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Hoa – Lam Dong Salanganes Nest Restaurant			Province				
9	<b>Nguyen Thi Minh Huong</b>		<b>Deputy General Director</b>					
9.1	Tran Thi Cua							Mother
9.2	Nguyen Thi Minh Hoa							Older sister
9.3	Nguyen Thi Minh Hieu							Older sister
10	<b>Truong Van Trung</b>		<b>Deputy General Director</b>			<b>9,800</b>	<b>0.0297%</b>	
10.1	Truong Thi Hong							Older sister
10.2	Nguyen Thanh							Brother-in-law
10.3	Truong Thi Vinh							Older sister
10.4	Truong Van							Brother-

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Hoang							in-law
10.5	Truong Van Quang							Older Brother
11.6	Nguyen Thi Tuyet Mai							Sister-in-law
10.7	Truong Van Dung		Deputy Head of Production Workshop I			1,900	0.00575%	Younger Sister
10.8	Mai Nha Uyen							Sister-in-law
10.9	Pham Van Chinh							Father-in-law
10.10	Pham Thi Nhu Thuy		Head of Planning & Business Development			3,200	0.0097%	Wife
10.11	Truong Pham Minh Thanh							Child



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.12	Sanest Khanh Hoa Co., Ltd			4201853950 issued 29/12/2025 Department of Finance Khanh Hoa Province	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa			Company's Director
11	<b>Ngo Thi Xuan Nghia</b>		<b>Chief Accountant</b>			<b>3,100</b>	<b>0.009%</b>	
11.1	Ngo Hung							Father
11.2	Nguyen Thi Kim Loan							Mother
11.3	Ngo Phu Trung							Brother
11.4	Nguyen Thi Ha							Sister-in-law
11.5	Ngo Thi Xuan Hieu							Sister
11.6	Nguyen Tan Lap							Brother-in-law
11.7	Ngo Phu Thao							Brother
11.8	Duong Thi Minh Hien							Sister-in-law
11.9	Nguyen Hung Phe							Father-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.10	Nguyen Thi Thanh Mai							Mother-in-law
11.11	Nguyen Vu Nguyen							Husband
11.12	Nguyen Ngoc An Nguyen							Child
11.13	Nguyen Phuc Lam Uyen							Child
12	<b>Tran Ngoc Khai</b>		<b>Person in charge of Corporate Governance</b>			<b>29,600</b>	<b>0.0897%</b>	
12.1	Le Thi Kheo							Mother
12.2	Tran Thi Diem							Older sister
12.3	Tran Thanh Nam							Brother-in-law
12.4	Tran Thi Thu Ba							Younger brother
12.5	Tran Quoc Khanh							Brother-in-law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.6	Tran Thi Thanh							Younger brother
12.7	Ha Duy Tan		Deputy Head of Security			5,000	0.0151%	Brother-in-law
12.8	Tran Ngoc An							Younger sister
12.9	Tran Thi Thu Trang							Younger sister
12.10	Tran Thi Truc Phuong					1,400	0.0042%	Younger brother
12.11	Dang Thanh Son							Brother-in-law
12.12	Nguyen Thi Loan							Sister-in-law
12.13	Nguyen Thi Gai							Wife
12.14	Tran Ngoc Bich Chau		Salesperson					Child
12.15	Pham Viet Ngon							Son-in-law.
12.16	Tran Ngoc Minh Chau		Market Business Staff					Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.17	Vo Thi Kim Yen							Daughter-in-law