

**RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;*
- *Pursuant to the Charter of Organization and Operation of Khanh Hoa Sanest Soft Drink Joint Stock Company;*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company dated 22 April 2026.*

RESOLVED:

Today, 22 April 2026, the General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company was held with the participation of **190** shareholders and shareholder representatives, owning and representing **30,483,232** shares with voting rights, accounting for **92.3734%** of the total shares with voting rights of the Company.

After hearing the content of the Reports and Proposals, the General Meeting discussed and voted to approve the following contents:

Article 1: Reports at the General Meeting

➤ Report on the 2025 business performance and the 2026 production-business direction of the Board of Management of the Company:

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ Report on the 2025 business performance and the 2026 production-business direction of the Board of Management of the Company:

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ Appraisal Report on the 2025 business performance and the 2026 direction and tasks of the Board of Supervisors:

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

Article 2: Proposals at the General Meeting

➤ Proposal on approving the 2025 Audited Financial Statements:

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the profit distribution plan for 2025 and the profit distribution plan for 2026:**

1. Profit distribution for 2025 (according to the consolidated report):

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

2. Profit distribution plan for 2026:

No.	Description	Percentage
1	Profit after corporate income tax	Profit after tax
2	Remuneration, 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 *
4	Bonus fund	Profit after tax * 20%
5	Remaining profit after fund appropriation	(5)=(1)-(2)-(3)-(4)
6	Expected cash dividend payment	68% * Profit after tax

3. Plan for 2025 cash dividend payment:

- Record date for the 2025 cash dividend payment: 20 May 2026.
- Execution rate: 13.50% of par value (01 share receives 1,350 VND).
- Payment date: 06 June 2026.

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ Proposal on approving the salary, remuneration, and bonuses for the Board of Directors, Board of Supervisors, and Board of Management in 2025 and the 2026 Plan:

I. Results of 2025:

1. Salary of the Board of Directors, Supervisory Board, 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.	Title	Number of people	Salary and remuneration plan (person/month)	Total expenditure in 2025	
				Salary	Remuneration
I	Board of Directors				
1	CHAIRMAN OF THE BOARD OF DIRECTORS	1	10,200,000 VND		122,400,000 VND
2	Member of the Board of Directors concurrently serving as General Director	1	48,800,000 VND	475,800,000 VND	
3	Member of the Board of Directors concurrently serving as Deputy General Director	1	41,700,000 VND	400,320,000 VND	
4	Non-executive Member of the Board of Directors	2	8,300,000 VND		199,200,000 VND
5	Member of the Board of Directors (dismissed on March 26, 2025)	1	15,000,000 VND	44,706,501 VND	

No.	Title	Number of people	Salary and remuneration plan (person/month)	Total expenditure in 2025	
				Salary	Remuneration
II	Board of Supervisors				
1	Head of the Supervisors	1	44,000,000 VND	433,400,000 VND	
2	Member of the Board of Supervisors	2	6,000,000 VND		144,000,000 VND
III	Board of Management				
1	Deputy General Director	2	41,700,000 VND	813,150,000 VND	
2	Chief Accountant	1	37,100,000 VND	365,435,000 VND	
Total				2,532,811,501 VND	465,600,000 VND

2. Bonus level for the Board of Directors, Supervisory Board, 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 bonuses of the Board of Directors, Supervisory Board, and Board of Management in 2026:

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

1. Salary of the Board of Directors, Supervisory Board, and Board of Management (full-time):

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

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

- **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 Supervisory Board : 6,000,000 VND/person/month.

3. The Company will make monthly temporary payments of salary and remuneration to members of the Board of Directors, Supervisory Board, and Board of Management, ensuring it is appropriate to the actual situation, business results, and compliance with the law, 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 next meeting.

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the 2026 production-business and investment plan:**

1. Production-business and profit plan:

Entering 2026, the global economic context continues to hold many fluctuations and challenges as wars in some regions occur complexly, causing disruptions to the global supply chain, while simultaneously increasing transport, energy, and raw material costs. 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 operation plan with the following targets:

No.	Targets	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, ensuring compliance with the processes and regulations of the law, and will 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 production-business needs of the unit; the Board of Directors proposes that the AGM 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 AGM the following year.

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the implementation of contracts and transactions with related parties:**

Voting rate in favor: 10,283,132 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the selection of an auditing firm for the 2026 financial statements:**

Khanh Hoa Sanest Soft Drink Joint Stock Company respectfully submits to 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 auditing firms to audit the Company's 2026 financial statements:

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

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the dismissal and election of replacement members of the Board of Directors:**

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on the dismissal and election of replacement members of the Board of Supervisors:**

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on amending the Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors:**

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

➤ **Proposal on amending and supplementing the Company's registered business lines:**

Voting rate in favor: 30,483,232 shares, accounting for 100% of the total shares with voting rights present at the meeting.

Article 3: Results of the election of replacement members of the Board of Directors for the 2022 - 2027 term:

Mr. Nguyen Khoa Bao was elected as a member of the Board of Directors with a number of favorable votes of 30,483,232 votes, with a rate of 100%.

Mr. Nguyen Huy Thao was elected as a member of the Board of Directors with a number of favorable votes of 30,483,232 votes, with a rate of 100%.

Article 4: Results of the election of replacement members of the Supervisory Board for the 2022 - 2027 term:

Ms. Le Thi Thanh Phuong was elected as a member of the Supervisory Board with a number of favorable votes of 30,483,232 votes, with a rate of 100%.

Article 5: The Resolution of the 2026 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company was approved right at the General Meeting.

The Board of Directors, Supervisory Board, Board of Management, and all shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company are responsible for implementing this Resolution.

This Resolution is effective from the date of signing. *KV*

Recipients:

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

**KHANH HOA SANEST SOFT DRINK JOINT
STOCK COMPANY
ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON** *nl*



Lê Đức Tiến