

NOTICE OF PERSONNEL CHANGE

To:

- **The State Securities Commission;**
- **Hanoi Stock Exchange.**

Pursuant to the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2025 No. 06/2026/NQ-DHDCD-SKV dated April 24, 2026;

Pursuant to the Resolution of the Board of Directors No. 07/2026/NQ-HDQT dated April 24, 2026;

Pursuant to the Resolution of the Board of Directors No. 08/2026/NQ-HDQT dated April 24, 2026;

Pursuant to the Resolution of the Supervisory Board No. 01/2026/NQ-BKS dated April 24, 2026;

Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company hereby announces the personnel changes of the Company as follows:

I. Case of Appointment

1. Mr. Le Duc Tien

- Position prior to appointment: None.
- Position appointed: Chairman of the Board of Directors for the 2026-2031 term.
- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.
- Effective Date: As of April 24, 2026.

2. Ms. Phan Thi Giang

- Position prior to appointment: Member of the Board of Directors for the 2021-2026 term, General Director.
- Position appointed: Member of the Board of Directors for the 2026-2031 term.
- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.
- Effective Date: As of April 24, 2026.

3. Ms. Vuong Pham Phuong Thanh

- Position prior to appointment: Member of the Board of Directors for the 2021-2026 term.
- Position appointed: Member of the Board of Directors for the 2026-2031 term.
- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.
- Effective Date: As of April 24, 2026.

4. Ms. Pham Thi Thu Huyen

- Position prior to appointment: Deputy General Director.
- Position appointed: Member of the Board of Directors for the 2026-2031 term, Person in charge of Corporate Governance.
- Term of appointment as Member of the Board of Directors: From April 24, 2026 until the end of the 2026-2031 term.

- Term of appointment as Person in Charge of Corporate Governance: From April 24, 2026 until a replacement decision is issued by the Board of Directors

- Effective Date: As of April 24, 2026.

5. Mr. Huynh Duc Trong

- Position prior to appointment: Member of the Board of Directors for the 2021-2026 term.

- Position appointed: Member of the Board of Directors for the 2026-2031 term.

- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.

- Effective Date: As of April 24, 2026.

6. Ms. Huynh Thi Tran Le

- Position prior to appointment: None.

- Position appointed: Head of the Supervisory Board for the 2026-2031 term.

- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.

- Effective Date: As of April 24, 2026.

7. Mr. Pham Duy Hung

- Position prior to appointment: Member of the Supervisory Board for the 2021-2026 term.

- Position appointed: Member of the Supervisory Board for the 2026-2031 term.

- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.

- Effective Date: As of April 24, 2026.

8. Mr. Ho Hai

- Position prior to appointment: Member of the Supervisory Board for the 2021-2026 term.

- Position appointed: Member of the Supervisory Board for the 2026-2031 term.

- Term of appointment: From April 24, 2026, until the end of the 2026-2031 term.

- Effective Date: As of April 24, 2026.

II. Case of Dismissal

1. Mr. Nguyen Khoa Bao

- Position prior to dismissal: Chairman and Member of the Board of Directors for the 2021-2026 term; Person in charge of Corporate Governance.

- No longer holds the position: Chairman and Member of the Board of Directors for the 2021-2026 term; Person in charge of Corporate Governance.

- Remaining positions: None. Following his dismissal, Mr. Nguyen Khoa Bao is no longer an internal person of the Company.

- Reason for dismissal: Pursuant to the Resolution of the General Meeting of Shareholders for fiscal year 2025 dated April 24, 2026.

- Effective Date: As of April 24, 2026.

2. Mr. Le Hong Thuan

- Position prior to dismissal: Member of the Board of Directors for the 2021-2026 term.

- No longer holds the position: Member of the Board of Directors for the 2021-2026 term.

- Remaining positions: None. Following his dismissal, Mr. Le Hong Thuan is no longer an internal person of the Company.

- Reason for Dismissal: Pursuant to the Resolution of the General Meeting of Shareholders for Fiscal Year 2025 dated April 24, 2026.

- Effective Date: As of April 24, 2026.

3. Ms. Vu Tran Nguyen Minh

- Position prior to dismissal: Head of the Supervisory Board for the 2021-2026 term.

- No longer holds the position: Head of the Supervisory Board for the 2021-2026 term.

- Remaining positions: None. Following his dismissal, Ms. Vu Tran Nguyen Minh is no longer an internal person of the Company.

- Reason for Dismissal: Pursuant to the Resolution of the General Meeting of Shareholders for fiscal year 2025 dated April 24, 2026.

- Effective Date: As of April 24, 2026.

This information was disclosed on the Company's website on April 24, 2026, via the link: <http://yensaokhanhhoasanest.com.vn/lienhecodong>

or <http://sanvinest.com.vn/lienhecodong>

Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company hereby notifies the esteemed Committee and Department.

Respectfully./.

Recipients:

- As above;
- Archived: Files, Secretariat.

Attachments:

- Resolution of the General Meeting of Shareholders No. 06/2026/NQ-DHDCD-SKV dated 24/4/2026.
- Resolution of Board of Directors No. 07/2026/NQ-HDQT dated 24/4/2026.
- Resolution of Board of Directors No. 08/2026/NQ-HDQT dated 24/4/2026.
- Resolution of Supervisory Board No. 01/2026/NQ-BKS dated 24/4/2026.

ON BEHALF OF THE BOD
CHAIRMAN



Le Duc Tien

**RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE
FISCAL YEAR 2025
KHANH HOA SALANGANES NEST SOFT DRINK JOINT STOCK COMPANY**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to the Law on Enterprises;

- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024 on amendments and supplements to the Law on Securities;

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

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

- Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders for the fiscal year 2025 of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company dated April 24, 2026,

RESOLUTION:

Article 1. Approval of the Report on the Business Performance for 2025; the Plan for 2026 and the Report on Operation Performance for the 2021-2026 term and the Directions and Task for the 2026-2031 term of the Board of Management.

The General Meeting unanimously approved the Consolidated Report on the Business Performance for 2025 as follows:

Criteria	Unit	Actual 2024	Actual 2025	% Actual 2025/ Actual 2024
Revenue	Billion VND	1,554.6	1,348.3	86.7%
Profit Before Tax	Billion VND	78.5	86.2	109.8%
Profit After Tax	Billion VND	62.4	68.1	109.1%
Dividend Payout Ratio for 2025 rounded (calculated at par value of VND 10.000/share)	%	18.3	19.8	108.2%

The General Meeting unanimously approved the Plan for 2026 as follows:

Criteria	Unit	Plan
Revenue	Billion VND	1,480
Profit Before Tax	Billion VND	89
Profit After Tax	Billion VND	71
Dividend Payout Ratio for 2026 in Cash (calculated at par value of VND 10.000/share)	%	20.6%

The General Meeting unanimously approved the Report on Business Performance for the 2021-2026 term as follows:

Criteria	Unit	2021	2022	2023	2024	2025
Revenue	Billion VND	1,751.8	2,116.9	2,121.1	1,554.6	1,348.3
Profit Before Tax	Billion VND	98.3	127.7	130.9	78.5	86.2
Profit After Tax	Billion VND	79.4	102.6	103.4	62.4	68.1
Dividend Payout Ratio	%	22.6	29.8	30.1	18.3	19.8

The General Meeting unanimously approved the Directions and Tasks for the 2026-2031 term with the following key targets:

- Average revenue growth of 5% to 7% per annum.
- Profit growth of 3% to 5%.

Voting percentage in favor 100%.

Article 2. Approval of the Report on Operations for 2025; the Plan for 2026 and the Operation Performance for the 2021-2026 term; the Directions and Tasks for the 2026-2031 term of the Board of Directors.

The General Meeting unanimously approved the Report on Operations for 2025; the Plan for 2026 and the Operation Performance for the 2021-2026 term; the Directions and Tasks for the 2026-2031 term of the Board of Directors.

Voting percentage in favor 100 %.

Article 3. Approval of the Report on the Appraisal of Business Performance for 2025; the Plan for 2026 and the Appraisal of Business Performance for the 2021-2026 term; the Directions and Tasks for the 2021-2026 term of the Supervisory Board.

The General Meeting unanimously approved the 2025 Business Results Appraisal Report; the 2026 Plan and the 2021-2026 Term Business Results Appraisal; the 2026-2031 Term Mission Orientation of the Supervisory Board.

Voting percentage in favor 100%.

Article 4. Approval of the Audited Financial Statements for 2025.

The General Meeting unanimously approved the Consolidated and Separate Audited Financial Statements for 2025.

Voting percentage in favor 100%.

Article 5. Approval of the Salaries and Remuneration for the Board of Directors and the Supervisory Board for 2025 and the Plan for 2026.

1. The General Meeting unanimously approved the Salaries and Remuneration for the Board of Directors and the Supervisory Board for 2025:

Salaries and Remuneration for the BOD: VND 1,063,200,000 per year.

Salaries and Remuneration for the SB : VND 504,420,000 per year.

Total : VND **1,567,620,000 per year.**

2. The General Meeting unanimously approved the Plan for Salaries and Remuneration for the Board of Directors and the Supervisory Board for 2026:

2.1. Salary for full-time members of the BOD and the SB:

Full-time Chairman of the BOD : VND 54,000,000 per person/month

BOD Member cum General Director : VND 51,600,000 per person/month

Full-time BOD Member representing state capital : VND 44,000,000 per person/month

Full-time BOD Member : VND 43,000,000 per person/month

Head of the Supervisory Board : VND 46,500,000 per person/month

2.2. Remuneration for Non-Executive Members of the Board of Directors and the Supervisory Board:

Non-Executive Chairman of the BOD : VND 11,000,000 per person/month

Non-Executive BOD member representing state capital : VND 8,800,000 per person/month

Non-executive BOD Member : VND 8,600,000 per person/month

Non-executive Head of the Supervisory Board : VND 9,300,000 per person/month

Non-executive SB Member : VND 7,800,000 per person/month

Voting percentage in favor: 100%.

Article 6. Approval of the Profit Distribution and Fund Allocation for 2025; the Plan for 2026

1. The General Meeting unanimously approved the Profit Distribution and Fund Allocation for 2025:

No.	Content	Amount (VND)
	Distribution of Profit After Tax according to the 2025 Financial Statements is distributed as follow:	67,073,843,759
1	Remuneration, bonuses for the Board of Directors, Supervisory Board, and the Executive Management Team	1,341,476,875
2	Development Investment Fund	13,414,768,752
3	Reward and Welfare Fund	6,707,384,376
4	Dividend Distribution to Shareholders	45,540,000,000
5	Dividend Payout Ratio for 2025 in Cash, rounded (calculated at par value of VND 10,000/share)	19.8%

2. The General Meeting unanimously approved the Plan for Distribution of Profit for 2026

No.	Content	Ratio
1	Profit After Corporate Income Tax	Profit Before Tax – 20% Corporate Income Tax
2	Remuneration, bonuses for the BOD and SB	Profit After Tax * 2%
3	Development Investment Fund	Profit After Tax * 20%
4	Reward and Welfare Fund	Profit After Tax * 10%
5	Dividend Payout Ratio for 2026 in Cash (calculated at a par value of VND 10,000 per share)	20.6%

Voting percentage in favor: 100%.

Article 7. Approval of the Selection of the Auditing Firm for the Financial Statements for 2026

The General Meeting unanimously approved the authorization for the Chairman of the Board of Directors to decide on the selection of one of the five independent auditing firms to audit the 2026 Financial Statements for the Company in accordance with legal regulations as follows:

1. KPMG Limited.
2. Ernst & Young Vietnam Limited.
3. Deloitte Vietnam Audit Company Limited.
4. A&C Auditing and Consulting Company Limited.
5. AASC Auditing Firm Company Limited.

Voting percentage in favor: 100%.

Article 8. Approval of the addition and amendment of names and codes of Registered Business Lines.

The General Meeting unanimously approved the addition and amendment of names and codes for certain business lines as follows:

1. Approval of amendments to business line names and codes in accordance with Decision 36/2025/QD-TTg dated September 29, 2025:

No.	Old Codes	Old Business Line Name	Code under Decision 36/2025/QD-TTg	New Business Line under Decision 36/2025/QD-TTg
1	0231	Extraction of other non-wood forest products. Detail: Harvesting of bird's nest resources	0230	Extraction and collection of non-wood forest products. Detail: Harvesting of bird's nest resources
2	1104	Manufacture of non-alcoholic beverages and mineral water	1105	Manufacture of non-alcoholic beverages and mineral water
3	4722	Retail sale of food in specialized stores	4722	Retail sale of food
4	4723	Retail sale of beverages in specialized stores. Detail: Retail sale of non-alcoholic beverages, wine, and beer	4723	Retail sale of beverages

2. Addition of business lines:

No.	Industry Name	Industry Code
1	Wholesale of other household goods Details: Wholesale of perfumes, cosmetics, and sanitary preparations	4649
2	Retail sale of pharmaceuticals, medical goods, cosmetics, and sanitary articles in specialized stores	4772

Authorize the Board of Directors to complete the procedures for registering additional business activities with the Department of Finance of Khanh Hoa Province, amend the Charter, and other related procedures in accordance with the law.

Voting percentage in favor: 100%.

Article 9. Approval of transactions between the Company and related parties.

The General Meeting unanimously approves authorizing the Board of Directors to execute transactions between the Company and related parties.

Voting percentage in favor: 100%. (*Voting results after separating votes of restricted shareholders: approval rate of 100%*).

Article 10: Approval of the dismissal of members of the BOD and SB for

the 2021-2026 term, the number of members of the BOD and the SB to be elected for the 2026-2031 term, and the list of candidates for the BOD and the SB for the 2026-2031 term.

1. Dismissal of members of the Board of Directors and the Supervisory Board for the 2021-2026 term, effective from April 24, 2026.
2. Approval of the number of members to be elected to the Board of Directors and Supervisory Board for the 2026-2031 term:
 - Number of Members of the Board of Directors: 05 members
 - Number of Members of the Supervisory Board: 03 members
3. Approval of the List of Elected Candidates for Members of the Board of Directors and the Supervisory Board for the 2026-2031 term:

List of Elected Members to the Board of Directors	List of Elected Members to the Supervisory Board
1. Mr. Le Duc Tien	1. Ms. Huynh Thi Tran Le
2. Ms. Vuong Pham Phuong Thanh	2. Mr. Pham Duy Hung
3. Ms. Phan Thi Giang	3. Mr. Ho Hai
4. Ms. Pham Thi Thu Huyen	
5. Mr. Huynh Duc Trong	

Voting approval rate 100%.

Article 11. Responsibility for Dissemination, Implementation and Enforcement of this Resolution.

The Resolution shall take effect from April 24, 2026. The Board of Directors is responsible for disclosing the Resolution on the Company's website in accordance with legal regulations.

The General Meeting unanimously assigned the Board of Directors, the Supervisory Board, and the Board of Management to be responsible for disseminating, implementing, and supervising the execution of this Resolution in accordance with its contents./.

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

Recipients:

- As per Article 11;
- HNX for reporting;
- Archived: File, Secretariat.



Nguyễn Khoa Bảo

RESOLUTION OF THE BOARD OF DIRECTORS

*“Regarding: Election of the Chairman of the Board of Directors for the 2026-2031 term of
Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company”*

BOARD OF DIRECTORS

KHANH HOA SALANGANES NEST SOFT DRINK JOINT STOCK COMPANY

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law
No. 03/2022/QH15 dated January 11, 2022; and Law No. 76/2025/QH15 dated June 17,
2025 amending and supplementing the Law on Enterprises;*

*- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing the
Law on Securities;*

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

*- Pursuant to the Minutes of the Annual General Meeting of Shareholders for fiscal
year 2025 and the Minutes of the Board of Directors' Meeting dated April 24, 2026 of
Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company,*

HEREBY RESOLVED:

Article 1. To unanimously elect Mr. Le Duc Tien as the Chairman of the Board of Directors of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term with the following details:

Full Name: Le Duc Tien; Gender: Male;

Date of Birth: August 5, 1981; Ethnicity: Kinh; Nationality: Vietnamese;

ID Card No.: 054081010997; Date of Issue: September 28, 2021; Place of Issue:
Police Department for Administrative Management of Social Order.

Permanent Address: 24/106 Luong Dinh Cua, Tay Nha Trang Ward, Khanh Hoa.

Position: Chairman of the Board of Directors of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term effective from the date of election on April 24, 2026.

Article 2. To assign responsibilities to members of the Board of Directors of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term to ensure effective governance and management.

Article 3. Members of the Board of Directors, the Supervisory Board, the Board of Management, and relevant departments/divisions of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company shall be responsible for implementation of this Resolution./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As stated in Article 3;
- Archived: Files, Secretariat.



CHAIRMAN

Le Duc Tien

RESOLUTION OF THE BOARD OF DIRECTORS

*“Regarding: Dismissal and Appointment of the Person in charge of Corporate Governance of
Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company”*

BOARD OF DIRECTORS

KHANH HOA SALANGANES NEST SOFT DRINK JOINT STOCK COMPANY

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law
No. 03/2022/QH15 dated January 11, 2022; and Law No. 76/2025/QH15 dated June 17,
2025 amending and supplementing the Law on Enterprises;*

*- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing the
Law on Securities;*

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

*- Pursuant to the Minutes of the Annual General Meeting of Shareholders for fiscal
year 2025 and the Minutes of the Board of Directors' Meeting dated April 24, 2026 of
Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company,*

HEREBY RESOLVED:

Article 1. To unanimously approve the dismissal of Mr. Nguyen Khoa Bao from
the position of Person in charge of Corporate Governance, with the following details:

Reason for dismissal: Job reassignment.

Effective date: From April 24, 2026.

Article 2. To unanimously approve the appointment of Ms. Pham Thi Thu Huyen as
Person in charge of Corporate Governance, with the following details:

Full Name: Pham Thi Thu Huyen; Gender: Female

Date of Birth: March 27, 1971; Ethnicity: Kinh; Nationality: Vietnamese.

ID Card No.: 056171009190; Date of Issue: 21/06/2025; Place of Issue: Ministry of
Public Security

Permanent Address: 116/4 2/4 Street, Bac Nha Trang Ward, Khanh Hoa Province

Term of appointment: From April 24, 2026, until a replacement decision is made by
the Company's Board of Directors.

Ms. Pham Thi Thu Huyen is responsible for performing the rights and obligations
of the Person in charge of Corporate Governance as stipulated in the Company's Charter
and relevant legal regulations.

Article 3. Members of the Board of Directors, the Supervisory Board, the Board of
Management, and relevant departments/divisions of Khanh Hoa Salanganes Nest Soft
Drink Joint Stock Company shall be responsible for implementation of this Resolution./.

Recipients:

- As stated in Article 3;
- Archived: Files, Secretariat.

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



Le Duc Tien

RESOLUTION OF THE SUPERVISORY BOARD

*“Regarding: Election of the Head of the Supervisory Board for the 2026-2031 term of
Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company”*

SUPERVISORY BOARD

KHANH HOA SALANGANES NEST SOFT DRINK JOINT STOCK COMPANY

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing the Law on Enterprises;

- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing the Law on Securities;

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

- Pursuant to the Meeting Minutes of the General Meeting of Shareholders for the fiscal year 2025 and the Meeting Minutes of the Supervisory Board dated April 24, 2026, of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company,

HEREBY RESOLVED:

Article 1. To unanimously elect Ms. Huynh Thi Tran Le to the position of Head of the Supervisory Board of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term with the following details:

Full Name: Huynh Thi Tran Le; Gender: Female.

Date of Birth: June 23, 1981; Ethnicity: Kinh; Nationality: Vietnamese;

ID Card No.: 056181005933; Date of Issue: August 14, 2021; Place of Issue: Police Department for Administrative Management of Social Order.

Permanent Address: 7 To Hien Thanh, Nha Trang Ward, Khanh Hoa Province.

Position: Head of the Supervisory Board of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term effective from the date of election on April 24, 2026.

Article 2. To assign responsibilities to members of the Supervisory Board of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company for the 2026-2031 term to ensure effective supervision of the Company's operations and compliance with applicable laws, the Company's Charter, and resolutions of the General Meeting of Shareholders.

Article 3. Members of the Board of Directors, Supervisory Board, Board of Management, and relevant departments/divisions of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company are responsible for implementing this Resolution./.

Recipients:

- As per Article 2;
- Archived: Files, Secretariat.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**


Huynh Thi Tran Le