

No: 01/2025-DHĐCĐ

Cam Thinh, March 26, 2025



**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;*

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

*- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Khanh Hoa Sanest Soft Drink Joint Stock Company on 2025-03-26.*

**RESOLVES:**

Today, 2025-03-26, the General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company was held with the participation of 214 shareholders and shareholder representatives, owning and representing 29,786,778 voting shares, accounting for 90.2630% of the total voting shares of the Company.

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

**Article 1: Reports at the General Meeting**

**➤ Report On Production-Business Performance In 2024 And Production-Business Orientation For 2025 Of The Board Of Management**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Report Of The Board Of Directors Assessment Of Company Management And Administration In 2024 And Action Plan For 2025:**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Appraisal Report On Production And Business Performance In 2024 And Direction For 2025 Of The Board Of Supervisors**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**Article 2: Proposals at the General Meeting**

**➤ Proposal regarding Approval of the 2024 Audited Financial Statements:**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Proposal regarding the Distribution of Profits for the year 2024 and the Profit Distribution Plan for the year 2025:**

**1. Distribution of Profits for year 2024 (Consolidated FSs):**

No.	Description	Percent	Amount (VND)
1	Profit before tax		71,314,352,892
2	Corporate income tax		15,047,150,826
3	Profit after tax		56,267,202,066
4	Remuneration and bonuses for the BOD, BOS, and the Company's Executive	2%	1,125,344,041
5	Development investment fund	10%	5,626,720,208
6	Provision for welfare and rewards fund	20%	11,253,440,413
7	Remaining profit after provisioning for funds	68%	38,261,697,404
8	Dividend distributed in rounded cash amounts (1,159 VND/share)		38,247,000,000

**2. Profit Distribution Plan for the Year 2025:**

No.	Description	Percentage
1	Profit after tax	Profit after tax
2	Remuneration and bonuses for the BOD, BOS, and the Company's Executive Management	Profit after tax * 2%
3	Development investment fund	Profit after tax * 10%
4	Provision for welfare and rewards fund	Profit after tax * 20%
5	Remaining profit after provisioning for funds	(5)=(1)-(2)-(3)-(4)
6	Expected cash dividend distribution	68% * Profit after tax

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.



**➤ Proposal regarding Approval of salaries, remuneration, and bonuses for the Board of Directors, Supervisory Board, and Executive Board in 2024 and the plan for 2025**

**I. Performance Results in 2024:**

1. Salaries for the Board of Directors, Board of Supervisors, and Executive Board:

Total salary fund allocated : 2,726,400,000 VND per year.

Actual salaries paid : 2,593,055,000 VND per year.

2. Remuneration and Bonuses for the BOD, BOS, and Executive Management:

Total remuneration and bonuses allocated: 910,643,819 VND per year.

Remuneration and bonuses paid : 736,721,027 VND per year.

**II. Salaries, Remuneration and Bonuses for the BOD, BOS, and Executive Management for 2025:**

Based on Decree No. 44/2025/ND-CP dated February 28, 2025, regulating the management of labor, salaries, remunerations, and bonuses in state-owned enterprises, which will take effect from April 15, 2025, the salaries and remunerations of the BOD and the BOS for 2025 will be adjusted according to the new decree. However, at this time, there is no circular guiding the implementation of the above Decree, so the Company will still apply Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, which provides guidance on Decree No. 53/2016/ND-CP regarding labor, salaries, remuneration, and bonuses for companies with state-controlled shares or capital contributions. The profit plan for 2025 is projected at 82 billion VND, therefore the adjustment factor will increase by a maximum of 0.5 times the basic salary.

Khanh Hoa Sanest Soft Drink Joint Stock Company proposes the following salary and remuneration levels for the Board of Directors and the Board of Supervisors for 2025:

**1. Salaries for the Full-time Board of Directors, Supervisory Board, and Executive Management:**

- General Director : 48,800,000 VND/person/month.
- Member of the BOD, Deputy General Director  
: 41,700,000 VND/person/month.
- Deputy General Director : 41,700,000 VND/person/month.
- Head of the BOS : 44,000,000 VND/person/month.

- Chief Accountant : 37,100,000 VND/person/month.

## **2. Remuneration for Members of the BOD and BOS:**

- Chairman of the BOD : 13,700,000 VND/person/month.

- Member of the BOD : 9,600,000 VND/person/month.

- Member of the BOS : 6,000,000 VND/person/month.

3. The Company will adjust the salary fund for 2025 according to Decree 44/2025/ND-CP dated February 28, 2025, when the guiding Circular is issued, ensuring it aligns with the actual situation, business results, complies with legal regulations, and will be presented to the General Shareholders' Meeting in the following year's Annual General Meeting.

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

## **➤ Proposal regarding Business Production and Investment Plan for 2025:**

### **1. Production, business, and profit plan:**

Based on the business performance results of 2025, and considering the forecasted socio-economic conditions both domestically and internationally for 2025, which predict continued challenges and a gradual economic recovery moving towards stability, with global inflation expected to decrease, and consumer demand for goods anticipated to rise. In light of this situation, the company has developed the following main points for the 2025 business and production plan:

No.	Indicator	Unit	Plan for the year 2025
1	Revenue	billion VND	1,310
2	Profit before tax	billion VND	82.00
3	Profit after tax	billion VND	65.60
4	Profit after tax /Charter capital	%	19.88
5	Basic earnings per share	VND/share	1,590

→ The Company's leadership team, officials, and employees unite, strive, and are determined to complete and exceed the 2025 plan targets.

### **2. Investment Plan for 2025:**

Ongoing investment projects ensure compliance with legal processes and regulations, and are promptly put into operation to bring efficiency to the Company. Specifically:

- Developing a standard bird's nest cave and birdhouse system:

+ The policy of developing a bird's nest cave and birdhouse system was



approved by the General Meeting of Shareholders through Resolution No. 01/2020-GMHS dated 2020-06-26; to date, the Company has completed the construction and put into operation 7 birdhouses.

+ To continue proactively sourcing raw materials, the goal is to develop joint ventures and own at least 5 birdhouses nationwide each year.

+ Carry out basic construction works, invest in machinery, equipment, and vehicles to serve the needs of production, business, and new product development with an estimated cost of 35 billion VND.

During the operation and implementation of projects, unforeseen costs and new projects may arise to meet the production and business needs of the unit. The Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to implement projects, committing to comply with legal regulations, the Company's Charter, and report to the General Meeting of Shareholders next year.

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Proposal regarding the execution of transactions with related parties**

Approval voting rate: 9,586,678 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Proposal regarding Selecting the Audit Firm For The 2025 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 selecting one of the following independent audit firms to audit the Company's 2025 Financial Statements:

- AAC Auditing and Accounting Company Limited
- A&C Auditing and Consulting Company Limited – Nha Trang Branch
- PwC (Viet Nam) Limited
- AASC Auditing Firm Company Limited
- FAC Auditing Company Limited

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Proposal regarding the Dismissal and Election of Replacement Members of The Board of Director**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**➤ Proposal regarding Amending the Charter of Organization and Operation**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

➤ **Proposal regarding Supplementation of The Company's Business Registration Lines**

Approval voting rate: 29,786,778 shares, accounting for 100% of the total voting shares attending the meeting.

**Article 3: Results of the election of replacement Member of the Board of Directors, term 2022 - 2027:**

Mr. Le Hoang Anh was elected as a Member of the Board of Directors with 29,786,778 votes, with a percentage of 100%.

**Article 4: The Resolution of the 2025 Annual General Meeting of Shareholders of Khanh Hoa Sanest Soft Drink Joint Stock Company is approved at the meeting.**

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

This Resolution takes effect from the date of signing.

**KHANH HOA SANEST SOFT DRINK JSC  
ON BEHALF OF THE BOD  
CHAIRMAN**

***Recipients:***

- As above;
- Archive: Department of Finance, Board of Directors (2025 Annual General Meeting Documents).



*Lê Đức Tiến*

