

REPORT ON CORPORATE GOVERNANCE
First six months of 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-DHĐCĐ	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">- Report on production and business results in 2024 and operational direction for 2025 by the Board of Management (BOM).- Report on evaluating the management and administration of the Company in 2024 and the operational plan for 2025 by the Board of Directors.- Report on the appraisal of production and business results in 2024 and operational direction for 2025 by Board of Supervisors.- Proposal for approval of the audited 2024 financial statements.- Proposal for profit distribution in 2024 and profit distribution plan for 2025.

			<ul style="list-style-type: none"> - Proposal for approval of salaries, remuneration, and bonuses for the BOD, BOS, and BOM in 2024 and the plan in 2025. - Proposal for the 2025 production, business, and investment plan. - Proposal for the execution of related party transaction contracts. - Proposal for the selection of an audit firm for the 2025 financial statements. - Proposal for Dismissal and Election of Replacement Members of the Board of Directors. - Proposal for amending the Charter on the Organization and Operation of the Company. - Proposal for supplementing the Company's business registration activities.
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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
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1	Mr. Le Duc Tien	5	100%	
2	Ms. Bui Thi Hanh	5	100%	
3	Ms. Nguyen Thi Hai Ha	5	100%	
4	Mr. Le Huynh Phung	3	60%	Dismissal from 26/3/2025
5	Mr. Nguyen Xuan Anh	5	100%	
6	Mr. Le Hoang Anh	2	40%	Appointment from 26/3/2025

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

❖ Monitoring Methods:

- Based on the Charter and the issued regulations and rules, the Board of Directors specifically assigns each member of the Board of Directors to monitor specific areas of the Company's operations, including financial management, production management, business operations, investment activities, and business strategic planning, to implement the resolutions set forth by the General Meeting of Shareholders and the Board of Directors.

- The Board of Directors regularly participates in monthly leadership review meetings with the Executive Board and management staff of departments/subordinate units, to hear reports, jointly analyze, and closely monitor the Company's production and business activities, promptly grasp the situation and propose appropriate solutions to respond to the current challenging market developments.

- The Board of Directors implements monitoring methods through sending emails and other communication means to grasp the production and business situation of the unit, receive feedback and promptly direct the Executive Board to effectively manage and operate the enterprise, complete the assigned production and business plan targets, to ensure stable and sustainable development.

❖ Production and Business Plan Implementation in the first 6 months of 2025:

In the first 6 months of 2025, the global economy continued to experience complex fluctuations due to geopolitical conflicts and tariff wars; the domestic economy remained challenging, and the government introduced numerous policies to stimulate the economy, primarily through public investment, reducing lending interest rates to support manufacturing enterprises, and implementing a series of tariff policies and origin control measures for goods. However, the prevalence of counterfeit, fake, and low-quality goods continued to affect sales, while consumers were still tightening their spending amidst the difficult economic climate. Nevertheless, with the close guidance, direction, and vision of the Board of Directors and the Executive Board, the efforts of all employees, and the cooperation of distributors, agents, and customers, along with the determination of market regions and branches, the targets set by the General Meeting of Shareholders have been diligently met.

To strengthen governance, enhance operational capacity and competitiveness in an increasingly volatile market, while maintaining the company's position and protecting its interests against pressure from competitors, the Board of Directors has agreed on the policy to merge two subsidiary companies. Accordingly, Sanest Khanh Hoa One Member Limited

Liability Company will be the acquiring entity, and Salanganes Nest Special Processing One Member Limited Liability Company will be the acquired entity.

- Regarding Production and Technical Technology:

+ The Company strictly controls the production process to ensure products meet announced quality standards. It effectively maintains management systems according to ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, HACCP, Halal, the Food Safety Modernization Act (FSMA), and the Brand Reputation Compliance Global Standards (BRCGS). Strict compliance with regulations on occupational health and safety, food hygiene and safety, and fire prevention and control is ensured. Production norms are ensured not to exceed regulations to reduce losses, avoid waste, and technical improvement initiatives are applied to save labor, increase productivity, and enhance efficiency.

+ Research activities: Launching the sugar-free SKHLife product line and researching reduced-sugar product lines to comply with the Law on Special Excise Duty (sugar content < 5g/100 ml product) effective from January 1, 2026.

+ With a strategy focused on quality enhancement, the Company continuously invests in improving production technology and perfecting quality control processes according to international standards, offering diverse designs and packaging using pearl-eye 3D printing technology. Products under the Sanest, SKHPearlNest, and SKHLife brands are increasingly well-received by domestic and international consumers, thanks to retaining the distinctive nutritional values of natural bird's nest and aligning with modern consumption trends.

+ Implementing digital transformation: Accelerating the deployment of HiStaff human resource management software, comprehensively digitizing processes for record management, timekeeping, payroll, KPI assessment, etc., to minimize manual operations, reduce errors, and ensure transparency in human resource management, training, and compensation. The integrated KPI system allows for quantitative measurement of work performance, linking work results with career development paths, thereby enhancing proactive spirit and individual responsibility. Microsoft 365 applications - not only combining office applications such as Word, Excel, PowerPoint, Outlook but also advanced collaboration and management tools like OneDrive, SharePoint, Microsoft Teams, Power BI, etc. Designed to enhance productivity and security, Microsoft 365 provides solutions that optimize performance in the workplace, communication, and daily work management in a more convenient and easier way within the system. The Company continues to implement Microsoft ERP - an Enterprise Resource Planning system that manages all financial, production, warehousing, sales, human resource activities, etc., in an integrated system with rapidly updated data, helping to operate more efficiently, flexibly, and make more accurate decisions. This is a crucial direction, contributing to increasing operational efficiency, enhancing management capabilities, affirming a pioneering role in digital transformation to meet the demands of the rapidly developing information technology era and aiming for sustainable development.

+ Organizational streamlining: To enhance operational efficiency and align with the modern, lean development orientation, the Company has simultaneously implemented a review and restructuring of its human resources. Based on the assessment of professional competence and work efficiency, combined with investment in machinery and equipment to automate certain production stages, the Company reduced 220 employees in the first 6 months of 2025. The streamlining process was carried out according to the principles of

openness, transparency, compliance with regulations, and harmonization of employee benefits. Initial results show that the operational apparatus is more efficient and labor productivity has improved.

- Regarding Business and Brand Development:

+ The Company has intensified marketing, promotional, and customer care activities in a professional manner, focusing on product quality, building trust, and maintaining sustainable relationships with consumers. Communication campaigns are designed synchronously, combining both direct and online formats, helping to enhance the brand recognition of Khanh Hoa Salanganes Nest and Sanest nationwide. Concurrently, the Company has proactively expanded its collaborator network, strengthened its PG force, introduced products at retail points, improved sales efficiency and direct interaction with consumers, while after-sales service, consultation, and customer care continue to be promoted.

+ The distribution network is increasingly expanded and professionalized: The Product Introduction Store system has undergone comprehensive upgrades in display space, designed with a modern approach while retaining its unique identity, featuring images associated with the traditional craft of Khanh Hoa Salanganes Nest - from the swiftlet nest harvesting process on the islands to the intricate manual processing stage. The harmonious combination of traditional and modern elements contributes to creating a distinctive brand impression and enhancing customer experience.

+ The supermarket and convenience store channel system continues to expand with a stable presence in major supermarket chains and convenience store chains such as Copmart, Lotte Mart, WinMart, Bach Hoa Xanh, Circle K, GS25... This contributes to reaching a broader customer base who prefer convenience, clear pricing, and have a tendency towards fast, clean consumption and health consciousness.

+ Specifically, the Company launched a QR code promotion program: "Khanh Hoa Salanganes Nest Sanest Sanvinest – Pride of the Vietnam Value" from June 5 to September 7, 2025, with a total prize value of up to VND 100 billion, including Mercedes-Benz C300 AMG, Honda HR-V, Kia New Sonet 1.5L Deluxe, and millions of other attractive prizes. This is the largest promotion program to date, aiming to express gratitude for the support customers have shown for Khanh Hoa Salanganes Nest, Sanest, and Sanvinest recently, featuring an attractive prize structure, flexible implementation methods for consumers, and strong promotional communication across various channels. The program has received positive responses from a large number of customers shortly after its launch. Not only is the program large in scale, but it also creates a positive nationwide ripple effect, contributing to affirming the brand's reputation and appeal in the market.

+ With the vision of making Sanest Khanh Hoa a leading symbol domestically and globally in the production and business of salanganes' nest products, the Company has developed new product lines and brands to guide its sustainable development strategy and enhance business performance, such as: the Svmart convenience store chain system, SKHLife products for active individuals, SKHPearlNest premium salanganes' nest, and the development of Sanest Khanh Hoa skincare mask product lines.

+ Promoting the application of technology in management and operations, effectively implementing the Distribution Management System (DMS) software. This solution has helped the Company tightly control data throughout the entire supply chain, from inventory management and monitoring distribution activities to tracking sales

performance by region and distribution channel. The adoption of DMS not only contributes to enhancing operational efficiency and customer service quality but is also a crucial step in the Company's comprehensive digital transformation roadmap, aiming for a modern, flexible, and rapidly adaptable distribution system.

+ The Company has made efforts to expand its presence in traditional markets such as the US, Australia, Canada, Japan, South Korea, Taiwan, and Thailand. Continuing to promote trade, improve product packaging, and complete legal documentation while gradually approaching new markets demonstrates the competitiveness and reputation of the Sanest brand in the international arena. In the coming period, the Company will continue to invest in product quality, develop an export product portfolio tailored to regional tastes, aiming to complete and exceed the 2025 export plan.

+ The Company continues to invest in marketing activities across traditional channels and digital platforms such as Facebook, Google, and e-commerce sites, while enhancing the application of AI in creating diverse content, images, clips, articles, and livestreams to promote the Khanh Hoa Salanganes Nest, Sanest, Sanvinest, SKHPearlNest, and SKHLife product lines. The Company actively participates in community activities to affirm its pioneering role in brand building associated with a dynamic, modern, and positive lifestyle, notably sponsoring key products for the Victory Challenge Sailun Cup 2025 off-road race in Khanh Hoa, an event within the framework of the 2025 Sea Culture - Tourism Festival.

- Regarding Finance:

+ The financial situation is tightly controlled, and reports are provided fully and promptly in accordance with the Accounting Law and Securities Law. Circulars, decrees, and state legal documents related to financial accounting work are continuously updated and applied.

+ Proactively exploiting capital sources and mobilizing borrowed capital with the lowest interest rates to ensure timely support for business operations and project investments.

+ Inspecting and supervising financial revenues and expenditures, collection, payment, and debt settlement obligations; examining the management and utilization of assets and asset formation sources; detecting and preventing risks in tax management, finance.

+ Analyzing accounting information and data, advising and proposing solutions to meet management and operational requirements. Timely payment of salaries and bonuses, conducting periodic and ad-hoc inventory checks, fully fulfilling state budget and social insurance obligations, and paying dividends to shareholders in accordance with regulations.

- Investment Projects: Continuing the joint venture and partnership program to develop swiftlet houses and swiftlet caves systems to ensure raw material input for the Company's production and business activities.

- Regarding Employee Well-being and Social Activities:

+ The Company's Board of Directors consistently ensures the living standards and income of employees, continuously improving salary, bonus, and welfare schemes. The Company Trade Union participated in the "Tet Reunion - Spring of Gratitude to the Party" program, an annual activity with practical significance, demonstrating timely care and encouragement for union members and workers to enjoy a warm and fulfilling Tet holiday;

and organized the “Trade Union Meal” program in response to Workers' Month 2025.

+ The Company not only focuses on production and business activities but also actively implements 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 charity homes for disadvantaged households in Cam Ranh City, contributing to ensuring local social welfare. These contributions demonstrate the Company's long-term commitment to the community, harmoniously and sustainably linking business activities with social responsibility.

❖ Monitoring Results:

- In response to the significant Khanh Hoa Salanganes Nest Festival – a special event for the Khanh Hoa salanganes' nest industry – the Company, in coordination with Khanh Hoa Salanganes Nest Company and other entities within the same system, implemented many important programs, contributing to creating a meaningful impression and spreading the noble values of the industry. At this momentous event, Khanh Hoa Salanganes Nest Company was honored to receive the **“Certificate of Knowledge in Exploiting and Processing Khanh Hoa Salanganes' Nest”** and the declaration of **“Khanh Hoa Salanganes' Nest Festival as a National Intangible Cultural Heritage”** – a truly meaningful recognition for persistent efforts in preserving and developing the Khanh Hoa salanganes' nest industry. This is not only a source of pride for Company but also demonstrates the inheritance and continuation of precious traditions diligently built by previous generations.

- Within the framework of the event, the Khanh Hoa Salanganes Nest Culinary Festival and a National Customer Conference were also held to express gratitude and honor outstanding Distributors and Agents through various forms of rewards, including cash, overseas travel, and products. The event was marked by the presence of over 30 international distributors from the USA, Australia, Hong Kong, Canada, China, Thailand, New Zealand, Singapore – important strategic partners in the orientation to elevate and expand the Khanh Hoa Salanganes Nest, Sanest, and Sanvinest brands in the global market.

- The Board of Directors, Executive Board, and all employees of the Company, its branches, and markets have leveraged collective strength, united in will and action, fostered creative thinking, and enhanced business production efficiency, along with the support of customers, contributing to the following results for the first 6 months of 2025: Revenue: VND 639.851 billion; pre-tax profit: VND 42.97 billion, achieving 52.4% of the plan; budget contribution: VND 32.4 billion.

- The business operations of the subsidiary have preserved owner's equity, and production and business activities have been effective with revenue: VND 106.655 billion; pre-tax profit: VND 5.5 billion.

- Leveraging the advantage of Sanest Khanh Hoa products achieving “Vietnam Value” and the “National Quality Gold Award”, the Company continues to participate in prestigious domestic and international awards to affirm its leading position in quality and brand reputation. Specifically: A Certificate of Merit from the *Ministry of Home Affairs* for “Outstanding achievements in occupational safety and hygiene in 2024,” Asia Green Growth Enterprise in 2025, Ho Chi Minh Era Exemplary Cultural Enterprise in 2025, Top 10 UNESCO Cultural Enterprises in 2025, Top 10 Innovative Vietnamese Enterprises in 2024.

- In the coming period, the Company will strive for innovation, focusing on

accelerating digital transformation and green transformation, elevating the Salanganes' Nest industry to new heights, and building the Khanh Hoa Salanganes Nest, Sanest, and Sanvinest brands to meet the criteria of “Quality - Innovation - Pioneering Capability,” truly deserving of Vietnam Value.

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 first six months of 2025:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	No: 01/NQ-SKH	15/01/2025	<ul style="list-style-type: none"> - Financial Statements for QIV/2024 and the year 2024. Lunar New Year bonus fund. - Report on staff reduction. - Report on Corporate Governance in 2024 	100%
2	No: 02/NQ-SKH	07/2/2025	<ul style="list-style-type: none"> - Documents for the 2025 Annual General Meeting of Shareholders. - Personnel for the 2025 Annual General Meeting of Shareholders. - Investment policy for projects. 	100%
3	No: 03/NQ-SKH	24/3/2025	<ul style="list-style-type: none"> - Report on the production and business performance for QI/2025 and operational direction for QII/2025. - Report on the performance results for QI/2025 and the plan for QII/2025 from the Board of Supervisors. - Report on the progress of project implementation. - Preparation work for the 2025 Annual General Meeting of Shareholders. - Human resources management. 	100%
4	No: 04/NQ-SKH	09/4/2025	<ul style="list-style-type: none"> - Selection of the audit firm for the Financial Statements. - Appointment of the Company's Chief Accountant. - Approval of the Financial Statements for QI/2025. - Assignment of tasks to departments. 	100%
5	No: 05/NQ-SKH	10/5/2025	<ul style="list-style-type: none"> - Preparation work for the promotional program "Khanh Hoa Salanganes Nest Sanest Sanvinest, the pride of the Vietnam Value". - Report on "Restructuring the organizational structure, reducing labor, and improving the efficiency of the Company's production and 	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>business operations."</p> <ul style="list-style-type: none"> - Report on the production and business activities for QII/2025. - Approval of the Liquidation and Asset Disposal Committee for fixed assets and tools. - Establishment of the Bird's Nest Industry Data Collection Committee. - Assignment of tasks to the Executive Board. - Joint venture Swiftlet House project. - Report on preparation work for the launch of the cosmetics product (face mask). - Machinery and equipment investment project. - Report on the inventory work for QI/2025. - Review and adjustment of the salary policy according to Decree 44/2025/ND-CP dated February 28, 2025, by the Government. - Preparation work for the 2025 Customer Conference, Khanh Hoa Salanganes Nest Festival, and the Company's founding day on June 6. - Reappointment of personnel. - Payment of dividends for 2024 in cash (payment date: June 6, 2025). - Adjustment of the securities type for employees who have fulfilled the commitment period of working for the Company. 	

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

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	
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	3	100%	
2	Mr. Nguyen Minh Quan	3	100%	
3	Ms. Huynh Thi Tran Le	3	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- **Board of Directors:** The Supervisory Board monitors the activities of the Board of Directors by participating in meetings, resolutions, and decisions issued by the Board of Directors. In the first 6 months of 2025, the Board of Directors strictly complied with and fully implemented the resolutions of the General Meeting of Shareholders, demonstrating a decisive leadership in organizing the execution of production and business tasks. The Board of Directors has performed its functions, duties, and powers in accordance with the Company's Charter and current legal regulations, ensuring a comprehensive governance role over the Company's operations.

The Board of Directors organized regular meetings and obtained written opinions from members to issue decisions regarding production and business activities and the 2025 investment plan, in strict accordance with the policies and orientations approved by the General Meeting of Shareholders. Concurrently, it continued to direct and closely monitor cost control, enhance operational efficiency, and refine the system of internal regulations and procedures to strengthen corporate governance effectiveness.

The Board of Directors also promptly supervised and directed the Executive Board in implementing production and business plans, coordinating closely with the Supervisory Board in ensuring compliance with legal regulations and the Company's Charter. Resolutions were issued within the scope of the Board of Directors' authority and the General Meeting of Shareholders' resolutions, following the correct procedures and with full legal basis as stipulated by the Law on Enterprises and the Company's Charter.

- **Executive Board:** The Supervisory Board monitors the Executive Board's operations through its adherence to and implementation of the Board of Directors' resolutions and decisions, as well as the actual operational results of the Company. In the first 6 months of 2025, the Supervisory Board worked directly with the Executive Management, Chief Accountant, Internal Audit, and the Independent Auditor to grasp and evaluate the implementation status of the Company's production and business plans, financial performance, and key operational indicators. All periodic reports, analytical reports, plans, and recommendations submitted to the Board of Directors were forwarded to the Supervisory Board to serve as a basis for its oversight function. The Executive Management has strictly implemented the directives from the Board of Directors, managed production and business activities in line with strategic orientations, and fully complied with all current legal regulations, the Company's Charter, and internal regulations.

- **For Shareholders:** At the 2025 Annual General Meeting of Shareholders, the Supervisory Board reported the results of the appraisal of 2024 business operations and the directions and tasks for 2025, which were unanimously approved by the General Meeting of Shareholders. The Supervisory Board supervised, inspected, and ensured the legitimate rights and interests of shareholders, especially regarding information disclosure, transparency, and compliance with the provisions of the Law on Enterprises, Securities Law, and the Company Charter. In the first six months of 2025, no complaints, recommendations, or disputes related to shareholder rights arose.

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

In the first half of 2025, the Supervisory Board has consistently maintained a close and effective cooperative relationship with the Board of Directors, the Executive Board, and relevant management personnel during the execution of its supervisory functions in accordance with legal regulations and the Company's Charter. The cooperation activities have been carried out in the spirit of collaboration, transparency, and mutual support to enhance the effectiveness of governance and operational management of the Company's production and business activities.

The Board of Directors and the Board of Management provide complete information, documents, and records on the Company's production and business activities, financial status, and other information such as resolutions and decisions of the Board of Directors and the Board of Management upon request.

The Board of Supervisors has provided feedback and exchanged opinions on the guidelines, policies, and decisions of the Board of Directors and Board of Management at meetings of the Board of Directors, Board of Management, and other departments within the Company to ensure that the management process and implementation of guidelines and policies are in line with the direction of the General Meeting of Shareholders' resolutions, comply with the provisions of law and the Company's Charter, and ensure the interests of the Company and the legitimate interests of 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 always encourages members of the Board of Directors, the Supervisory Board, the Executive Board, the Chief Accountant, the Company Secretary, and the managers of departments/units to participate in training courses on corporate governance and management. Specifically, on June 27, 2025, they participated in the "Corporate Governance, Information Disclosure, and Financial Statements" training organized by the Hanoi Stock Exchange.

For employees, the Company always encourages and rewards participation in training courses to enhance their professional qualifications and expertise for practical application.

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

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

Recipients: 

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



Lê Đức Tiến

APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

(attached to Report No. 45/BC-SKH dated 30/7/2025 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
INDIVIDUAL									
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

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
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
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			

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
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			
11	Truong Van Trung		Deputy General Director			25/7/2022			
12	Ngo Thi Xuan Nghia		Chief Accountant			09/4/2025			

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
13	Tran Ngoc Khai		Person in charge of Corporate Governance			19/10/2022			
ORGANIZATION									
1	Khanh Hoa Salanganes Nest Special Processing One Member LLC			4200338918 10th issuance June 17, 2020 by Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat Tay Nha Trang Khanh Hoa	May 28, 2022			State shareholder (51.06% ownership) has 03 representatives in the Board of Directors.
2	Crown Beverage Cans Dong Nai Limited			3601010551 issued June 28, 2017 by Dong Nai Department of Planning and Investment	Road No. 4, Tam Phuoc Industrial Park Tam Phuoc Dong Nai				Major shareholder (10% ownership)

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
3	Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company			4201624478 issued on December 3, 2014 Khanh Hoa Department of Planning and Investment	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 on November 9, 2017 Khanh Hoa Department of Planning and Investment	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 on January 28, 2016 Khanh Hoa Department of Planning and Investment	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
6	North-South Route Services One Member Limited Liability Company			4201766761 issued on November 3, 2017 Khanh Hoa Department of Planning and Investment	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 on November 3, 2017 Khanh Hoa Department of Planning and Investment	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 on November 3, 2017 Khanh Hoa Department of Planning and Investment	10 Yersin Street Nha Trang Khanh Hoa				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this 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 on March 12, 2016 Khanh Hoa Provincial Department of Planning and Investment	55 Ngo Gia Tu Street Nha Trang City Khanh Hoa Province				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
10	Sanest Tourist Travel One Member Limited Liability Company			4201675948 issued on January 28, 2016 Khanh Hoa Department of Planning and Investment	267 Le Hong Phong, Nha Trang, Khanh Hoa				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
11	Khanh Hoa Salanganes Nest Tourism Services One Member LLC and Khanh Hoa – Lam Dong Salanganes Nest Restaurant			5801357762 issued on November 22, 2017 Lam Dong Department of Planning and Investment	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this 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 on November 3, 2017 Khanh Hoa Department of Planning and Investment	National Highway 1, Nam Cam Ranh, Khanh Hoa				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this company.
13	Sanest Khanh Hoa One Member Limited Liability Company			4201853950 issued on 8/3/2025 Khanh Hoa Department of Finance	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 on January 18, 2021 Khanh Hoa Department of Planning and Investment	4 Pham Van Dong, Bac Nha Trang, Khanh Hoa				Khanh Hoa Salanganes Nest Company owns 100% of the charter capital of this 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 March 9, 2023 Da Nang Department of Planning and Investment	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 on October 26, 2022 by the 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. 45/BC-SKH dated 30/7/2025 of the Company's BoD)

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 10th issuance 17/6/2020 Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat Tay Nha Trang Khanh Hoa	First half of 2025		529,205,504,907 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 2nd issuance 28/6/2017 Dong Nai Department of Planning and Investment	Street No. 4, Tam Phuoc Industrial Park, Tam Phuoc Ward, Dong Nai	First half of 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	Belonging to the same group as Crown Beverage Cans Dong Nai Limited (Crown Holdings Incorporated)	0401487912 7th issuance 09/3/2023 Da Nang City Department of Planning and Investment	Lot K, Road 6, Lien Chieu Industrial Park, Da Nang	First half of 2025		55,580,792,304 VND	Trading of goods
4	Sanest Khanh Hoa One Member Limited Liability Company	Wholly-owned subsidiary	4201853950 issued 8/3/2025 Khanh Hoa Department of Finance	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa	First half of 2025		84,870,882,277 VND	- Purchase of goods - Sale of goods - Service rendered - Profit transferred to the Owner
5	Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest Company	4201624478 issued 03/12/2014 Khanh Hoa Department of Planning and Investment	National Highway 1 Suoi Hiep Khanh Hoa	First half of 2025		100,101,824,100 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	Wholly-owned subsidiary of Khanh Hoa Salanganes Nest Soft Drink Joint Stock Company	4201767187 issued 09/11/2017 Khanh Hoa Department of Planning and Investment	Vinh Cat Suoi Hiep Khanh Hoa	First half of 2025		14,946,260 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 Khanh Hoa Department of Planning and Investment	267 Le Hong Phong Nha Trang Khanh Hoa	First half of 2025		65,772,740 VND	Service rendered
8	Sanna Khanh Hoa Beverage Joint Stock Company	Company 51% owned by Khanh Hoa Salanganes Nest Company	4201675930 issued 28/01/2016 Khanh Hoa Department of Planning and Investment	National Highway 1 Nam Cam Ranh Khanh Hoa	First half of 2025		2,009,924,310 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 Khanh Hoa Department of Planning and Investment	National Highway 1, Nam Cam Ranh, Khanh Hoa	First half of 2025		3,761,207,880 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 on March 12, 2016 Khanh Hoa Department of Planning and Investment	55 Ngo Gia Tu Nha Trang Khanh Hoa	First half of 2025		20,884,427 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 on November 22, 2017 Lam Dong Department of Planning and Investment	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong	First half of 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 on 18/1/2021 Khanh Hoa Department of Planning and Investment	No. 4 Pham Van Dong Bac Nha Trang Khanh Hoa	First half of 2025		21,713,132 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 on November 3, 2017 Khanh Hoa Department of Planning and Investment	34 Le Thanh Phuong Tay Nha Trang Khanh Hoa	First half of 2025		120,370,370 VND	Service rendered
14	Nha Trang Trade Tourism Joint Stock Company	Related organization	4200237638, issued on October 26, 2022 by the Department of Planning and Investment of Khanh Hoa Province	180 Thong Nhat Nha Trang Khanh Hoa	First half of 2025		779,778,025 VND	Service rendered

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

(attached to Report No.45/BC-SKH dated 30/7/2025 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
1	Le Duc Tien		Chairman of the Board of Directors			45,100 6,950,000	0.137% 21.06%	Representative for State capital 21.06%
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 10th issuance 17/6/2020 Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representative of 15% 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
1.9	Sanest Khanh Hoa One Member Limited Liability Company			4201853950 issued 07/7/2020 Khanh Hoa Department of Planning and Investment	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa			Company's Director
2	Bui Thi Hanh		Member of the Board of Directors			5,000	0.015%	
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	Le Huynh Phung		Member of the Board of Directors, Deputy General Director			5,100	0.0155%	
3.1	Le Thi Kim Phung							Older sister
3.2	Nguyen Chanh							Brother-in-law
3.3	Le Thi My Phung							Older sister
3.4	Tran Manh Ha							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
3.5	Le Thi Minh Phung							Older sister
3.6	Nguyen Su Duong							Brother-in-law
3.7	Le Hoang Phung							Older brother
3.8	Le Thi Phi Phi							Sister-in-law
3.9	Le Trung Phung							Brother
3.10	Phan Dinh Thao							Brother-in-law
3.11	Truong Thi Tuong Vi							Mother-in-law
3.12	Truong Thi Khanh Trang							Wife
3.13	Le Chi Lan							Child
3.14	Le Quang Lan							Child
4	Nguyen Thi Hai Ha		Member of the Board of Directors			4,950,000	15.00%	Representative for State capital 15.00%
4.1	Nguyen Ba Hung							Father
4.2	Nguyen Thi Thu							Mother
4.3	Nguyen Thi Hai Yen							Younger sister
4.4	Nguyen Thi Be							Mother-in-law
4.5	Nguyen Thi Kim Khanh							Sister-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
4.6	Nguyen Tien Khoa							Brother-in-law
4.7	Nguyen Thang Long							Husband
4.8	Nguyen Hoang Nam							Child
4.9	Nguyen Hoang Mai							Child
4.10	Khanh Hoa Salanganes Nest Company			4200338918 Issued for the 10th time 17/6/2020 Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representing 15% of shares
5	Nguyen Xuan Anh		Member of the Board of Directors, Deputy General Director					
5.1	Phan Thi Hong Van							Wife
5.2	Nguyen Phan Anh Quoc							Child
5.3	Nguyen Hoang Viet							Child
5.4	Nguyen Xuan Duong							Father

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
5.5	Tran Thi Kim Anh							Mother
5.6	Phan Tam							Father-in-law
5.7	Tran Thi Mai Loan							Mother-in-law
6	Hoang Thi An Vu		Head of the Board of Supervisors			10,000	0.03%	
6.1	Hoang Van Ly							Father
6.2	Hoang Thi Dieu Linh							Younger sister
6.3	Le Huu Thai							Brother-in-Law
6.4	Hoang Dung							Younger brother
6.5	Nguyen Quang Tuyen							Father-in-Law
6.6	Ta Thi Hoai An							Mother-in-Law
6.7	Nguyen Quang Trung							Husband
6.8	Nguyen Hoang Tue Nhi							Child
6.9	Nguyen Quang Hung							Child
7	Huynh Thi Tran Le		Member of the Board of Supervisors					
7.1	Huynh Do							Father
7.2	Tran Thi Le							Mother

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
7.3	Huynh Thi Quynh Le					10,000	0.03%	Younger sister
8	Nguyen Minh Quan		Member of the Board of Supervisors			2,800	0.008%	
8.1	Nguyen Thanh Mang							Father
8.2	Nguyen Thi Xuan							Mother
8.3	Nguyen Minh Hieu							Brother
8.4	Hoang Thi Thanh Thuy							Sister-in-law
8.5	Ho Van Cam							Father-in-law
8.6	Duong Thi Canh							Mother-in-law
8.7	Ho Thi Loan							Wife
8.8	Nguyen Ho Phuc Lam							Child
9	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%
9.1	Le Van Ngoc							Father
9.2	Doan Thi A							Mother

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
9.3	Nguyen Mieu							Father-in-law
9.4	Le Thi Thanh							Mother-in-law
9.5	Nguyen Thi Thuy							Wife
9.6	Le Hoang Trang							Child
9.7	Le Hoang Duy							Child
9.8	Le Hoang Yen							Younger sister
9.9	Tran Tuyen Huan							Brother-in-law
9.10	Khanh Hoa Salanganes Nest Company			4200338918 Issued for the 10th time 17/6/2020 Khanh Hoa Department of Planning and Investment	No. 248 Thong Nhat, Tay Nha Trang, Khanh Hoa	16,850,000	51.06%	Representing 15% of shares
9.11	Khanh Hoa Salanganes Nest Tourism Services One Member LLC and Khanh Hoa – Lam Dong Salanganes Nest Restaurant			5801357762 Issued on 22/11/2017 Lam Dong Department of Planning and Investment	88 Phu Dong Thien Vuong, Lam Vien, Lam Dong			Related organization
10	Nguyen Thi Minh Huong		Deputy General Director					
10.1	Tran Thi Cua							Mother

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
10.2	Nguyen Thi Minh Hoa							Older sister
10.3	Nguyen Thi Minh Hieu							Older sister
11	Truong Van Trung		Deputy General Director			9,800	0.0297%	
11.1	Truong Thi Hong							Older sister
11.2	Nguyen Thanh							Brother-in-law
11.3	Truong Thi Vinh							Older sister
11.4	Truong Van Hoang							Brother-in-law
11.5	Truong Van Quang							Older Brother
11.6	Nguyen Thi Tuyet Mai							Sister-in-law
11.7	Truong Van Dung		Deputy Head of Production Workshop I			1,900	0.00575%	Younger Sister
11.8	Mai Nha Uyen							Sister-in-law
11.9	Pham Van Chinh							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	Pham Thi Nhu Thuy		Head of Planning & Business Development			3,200	0.0097%	Wife
11.11	Truong Pham Minh Thanh							Child
11.12	Sanest Khanh Hoa Co., Ltd			4201853950 issued 8/3/2025 Khanh Hoa Department of Finance	Lot 10, Dien Phu - VCN Industrial Cluster, Dien Dien, Khanh Hoa			Company's Director
12	Ngo Thi Xuan Nghia		Chief Accountant			3,100	0.009%	
12.1	Ngo Hung							Father
12.2	Nguyen Thi Kim Loan							Mother
12.3	Ngo Phu Trung							Brother
12.4	Nguyen Thi Ha							Sister-in-law
12.5	Ngo Thi Xuan Hieu							Sister
12.6	Nguyen Tan Lap							Brother-in-law
12.7	Ngo Phu Thao							Brother
12.8	Duong Thi Minh Hien							Sister-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
12.9	Nguyen Hung Phe							Father-in-law
12.10	Nguyen Thi Thanh Mai							Mother-in-law
12.11	Nguyen Vu Nguyen							Husband
12.12	Nguyen Ngoc An Nguyen							Child
12.13	Nguyen Phuc Lam Uyen							Child
13	Tran Ngoc Khai		Person in charge of Corporate Governance			29,600	0.0897%	
13.1	Le Thi Kheo							Mother
13.2	Tran Thi Diem							Older sister
13.3	Tran Thanh Nam							Brother-in-law
13.4	Tran Thi Thu Ba							Younger brother
13.5	Tran Quoc Khanh							Brother-in-law
13.6	Tran Thi Thanh							Younger brother
13.7	Ha Duy Tan		Deputy Head of Security			5,000	0.0151%	Brother-in-law
13.8	Tran Ngoc An							Younger sister

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
13.9	Tran Thi Thu Trang							Younger sister
13.10	Tran Thi Truc Phuong					1,400	0.0042%	Younger brother
13.11	Dang Thanh Son							Brother-in-law
13.12	Nguyen Thi Loan							Sister-in-law
13.13	Nguyen Thi Gai							Wife
13.14	Tran Ngoc Bich Chau		Salesperson					Child
13.15	Pham Viet Ngon							Son-in-law.
13.16	Tran Ngoc Minh Chau		Market Business Staff.					Child.
13.17	Vo Thi Kim Yen							Daughter-in-law

