**SKV: Annual General Mandate 2024**

On May 06, 2024, Khanh Hoa Salanganes Nest Soft Drink JSC announced Annual General Mandate No. 04/2024/NQ-DHDCD-SKV as follows:

‎‎Article 1. Approve the Report on the production and business results 2023; the orientation plan 2024 of the Board of Management.

The Meeting agreed to approve the Company's consolidated production and business results report 2023 as follows:

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| --- | --- | --- | --- | --- |
| Targets | Unit | Plan | Implementation | Result/Plan (%) |
| Revenue | Billion VND | 2,150 | 2,121.1 | 98.7 |
| Profit before tax | Billion VND | 130 | 130.9 | 100.7 |
| Profit after tax | Billion VND | 103 | 103.4 | 100.4 |
| Rounded dividend payment rate 2023 (calculated according to par value of VND 10,000/share) | % | 29.9 | 30.1 | 100.7 |

The Meeting agreed to approve Plan 2024 as follows:

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| --- | --- | --- |
| Targets | Unit | Plan |
| Revenue | Billion VND | 1,700 |
| Profit before tax | Billion VND | 95 |
| Profit after tax | Billion VND | 76 |
| Dividend payment rate 2024 in cash (calculated according to par value of VND 10,000/Share) | % | 22.4 |

‎‎Article 2. Approve the Report on activities 2023; and the orientations 2024 of the Board of Directors.

The Meeting agreed to approve the Report on activities 2023; the orientations 2024 of the Board of Directors.

‎‎Article 3. Approve the Report on the appraisal of production and business results 2023 of the Supervisory Board.

The Meeting agreed to approve the Report on the appraisal of production and business results 2023 of the Supervisory Board.

‎‎Article 4. Approve the Audited Financial Statements 2023.

The Meeting agreed to approve the audited Separate and Consolidated Financial Statements 2023.

‎‎Article 5. Approve the salary and remuneration of the Board of Directors and the Supervisory Board 2023 and Plan 2024.

1. The Meeting agreed to approve the salary and remuneration of the Board of Directors and the Supervisory Board 2023:

The salary and remuneration of the Board of Directors: VND 1,843,400,000/year

The salary and remuneration of the Supervisory Board: VND 916,200,000/year

Total: VND 2,759,600,000/year

1. The Meeting agreed to approve the salary and remuneration plan of the Board of Directors and the Supervisory Board 2024:
   1. The salary of executive members of the Board of Directors and the Supervisory Board:

Members of the Board of Directors-cum-General Manager: VND 51,600,000/member/month.

Members of the Board of Directors-cum-Deputy General Manager: VND 44,250,000/member/month.

Chief of the Supervisory Board: VND 46,650,000/member/month.

* 1. The remuneration of non-executive members of the Board of Directors and the Supervisory Board:

Non-executive Chair of the Board of Directors: VND 11,000,000/member/month.

Non-executive members of the Board of Directors who are representatives of the State Capital: VND 8,800,000/member/month.

Non-executive members of the Board of Directors: VND 8,600,000/member/month.

Non-executive members of the Supervisory Board: VND 7,800,000/member/month.

‎‎Article 6. Approve the profit distribution, and appropriation for funds 2023 and Plan 2024.

1. The Meeting agreed to approve the profit distribution, appropriation for funds 2023

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| --- | --- | --- |
| No. | Contents | Amount (VND) |
|  | Distributed profit after tax according to the Financial Statements 2023: | 101,808,823,529 |
| 1 | Remunerations and bonuses of the Board of Directors, the Supervisory Board and the Executive Management Board | 2,036,176,471 |
| 2 | Investment and development fund | 20,361,764,706 |
| 3 | Bonus and welfare fund | 10,180,882,353 |
| 4 | Dividend payment to shareholders: | 69,230,000,000 |
| 5 | Rounded dividend payment in cash (calculated according to par value of VND 10,000/share) | 30.1% |

1. The Meeting agreed to approve profit distribution plan 2024

|  |  |  |
| --- | --- | --- |
| No. | Contents | Rate |
| 1 | Profit after corporate income tax | Profit before tax - corporate income tax (20%) |
| 2 | Remunerations and bonuses of the Board of Directors and the Supervisory Board | Profit after tax \* 2% |
| 3 | Investment and development fund | Profit after tax \* 20% |
| 4 | Bonus and welfare fund | Profit after tax \* 10% |
| 5 | Expected dividend payment rate 2024 in cash (calculated according to par value of VND 10,000/share) | 22.4% |

‎‎Article 7. Approve the selection of audit companies for the Financial Statements 2024.

The Meeting unanimously approved the authorization for the Chair of the Board of Directors to decide on the selection of one out of five independent audit companies to audit the Financial Statements 2024 for the Company in accordance with the provisions of law as follows:

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

‎‎Article 8. Approve transactions and contracts between the Company and related parties.

The meeting agreed to authorize the Board of Directors to implement transactions and contracts between the Company and related parties.

Article 9: Approve the adjustment of the project to invest in Khanh Hoa high-end Salanganes Nest Factory in Song Cau Industrial Cluster.

The Meeting agreed to approve the authorization for the Board of Directors to implement the adjustment of the project to invest in Khanh Hoa high-end Salanganes Nest Factory in Song Cau Industrial Cluster.

Article 10: Approve the cooperation and association to build Salanganes' nest house

The Meeting agreed to approve the authorization for the Board of Directors to cooperate and associate to build Salanganes' nest house.

‎‎Article 11. This General Mandate took effect from May 06, 2024

The Board of Directors is responsible for publishing the General Mandate on the Company's website in accordance with the provisions of law.

‎‎Article 12. Responsibility for disseminating and implementing this General Mandate.

The Meeting agreed to assign the Board of Directors, the Supervisory Board and the Board of Management to be responsible for thoroughly disseminating, implementing, inspecting and supervising the implementation process in the spirit of this General Mandate./.