

Bac Ninh, April th25, 2025

No.: 21 /NQ - NST

RESOLUTION
GENERAL MEETING OF SHAREHOLDERS
OF NGAN SON JOINT STOCK COMPANY
(2025 Annual Meeting, April 25, 2025)

GENERAL MEETING OF SHAREHOLDERS
OF NGAN SON JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the current Charter of Ngan Son Joint Stock Company;

Pursuant to the Reports and Proposals at the 2025 Annual General Meeting of Shareholders;

Pursuant to Minutes No. 20 /BB-NST dated April 25, 2025 at the 2025 Annual General Meeting of Shareholders unanimously approved by the General Meeting of Shareholders.

RESOLUTION:

Article 1. Approval of Report No. 150/BC-NST dated April 22, 2025 of the Company Director on production and business activities in 2024 and direction and tasks in 2025.

Article 2. Approval of Report No. 15/BC-NST dated April 22, 2025 of the Company's Board of Directors on the results of operations in 2024 and the direction and tasks for 2025.

Article 3. Approval of Report No. 05/BC-BKS dated April 22, 2025 of the Company's Board of Supervisors on the results of operations in 2024 and the direction and tasks for 2025.

Article 4. Approval of the audited 2024 Financial Statements

- | | |
|---|----------------------------|
| - Total revenue and income: | 872.554.868.531 VND |
| - Total accounting profit before tax: | 23.114.686.302 VND |
| - Undistributed accumulated profit after tax: | 19.175.215.114 VND |

Article 5. Approval of the 2024 profit distribution plan as follows:

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|---|---------------------------|
| 1. Total accumulated profit after tax: | 19.175.215.114 VND |
|---|---------------------------|

2. Fund appropriation: 7.413.111.965 VND

In which:

- *Employee reward and welfare fund appropriation:* 7.009.830.146 VND

+ *Reward fund:* 3.504.915.073 VND

+ *Welfare Fund:* 3.504.915.073 VND

- *Appropriation for Management Reward Fund:* 403.281.818 VND

3. Total remaining profit is distributed: 11.762.103.150 VND

4. Dividend payment plan:

- Charter capital: 112.020.030.000 VND.

- Expected dividend rate: 10,5% (including the dividend rate of the undistributed audited additional profit of the previous year transferred according to the audit results of the 2023 financial statements of the State Audit in 2024, which is 0,5%) equivalent to the dividend value/01 share of 1.050 VND, with a total dividend value of **11.762.103.150 VND**, fully paid in cash.

- Dividend payment period: within 06 months from the end date of the Annual General Meeting of Shareholders (expected in October 2025). (*Pursuant to Clause 4, Article 135 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020*)

- Dividend payment location: Through the Vietnam Securities Depository and Clearing Corporation (for deposited shares) and at the headquarters of Ngan Son Joint Stock Company (for undeposited shares).

5. Remaining undistributed profit after tax: 0 VND

The above figures are based on the Company's audited financial statements for the fiscal year ended December 31, 2024. After the official tax finalization report and the State Audit report are issued, if profit increases, the additional amount will be recorded under undistributed profit; if profit decreases, the reduction will be adjusted from the allocated funds. The undistributed profit will be reported and submitted to the General Meeting of Shareholders at the nearest upcoming session.

Article 6. Approval of the 2025 Business Production Plan some key targets as follows:

- Revenue: 945.000.000.000 VND

- Profit before tax: 26.000.000.000 VND

- Dividend rate: 11 %



Article 7. Approval of the remuneration paid in 2024 and the remuneration in 2025 for non-executive members of the Board of Directors and Board of Supervisors.

1. Remuneration paid to the Board of Directors and Board of Supervisors in 2024: VND 691.200.000.

2. Proposed remuneration level in 2025: (Pursuant to Article 20, Article 23 of Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on labor management, wages, remuneration, and bonuses in state-owned enterprises).

Non-executive Chairman of the Board of Directors: 12.400.000 VND/person/month; Non-executive Head of the Supervisory Board: 10.400.000 VND/person/month. Board of Directors members, non-executive Supervisory Board members: 10.000.000 VND/person/month. Corresponding to a total amount of 873.600.000 VND.

(The above remuneration applies to non-executive members, while executive members receive salaries according to the Company's salary and bonus regulations - Every month, the Company pays remuneration to members up to the above level, at the end of the fiscal year, pursuant to the Company's business results, the Company will make final settlement according to regulations).

Article 8. Approval of the selection of An Viet Auditing Company Limited as the independent auditor of the 2025 Financial Statements of Ngan Son Joint Stock Company.

Article 9. Approval of Proposal No. 17/TTr-NST dated April 24, 2025 of the Board of Directors on the plan to arrange and handle houses and land of the whole Company.


Assign the Board of Directors to implement the plan to arrange and handle houses and land of the entire Company, and report the implementation results at the nearest General Meeting of Shareholders.

Article 10. Approval of Proposal No. 18/TTr-NST dated April 24, 2025 of the Board of Directors on amending and supplementing the Company Charter.

Article 11. Implementation.

The General Meeting of Shareholders of Ngan Son Joint Stock Company assigns tasks to the Board of Directors of the Company and related organizations and individuals to implement the contents of the Resolution./.



Recipient: 

- Shareholders;
- Hanoi Stock Exchange;
- Vietnam National Tobacco Corporation;
- Company Party Committee;
- Board of Directors members;
- Board of Supervisors members;
- Board of Management;
- Specialized departments;
- Production workshop;
- Raw material branches;
- Trade Union Executive Committee; Company Youth Union Executive Committee;
- Archived: Administrative, Company Office.

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



Hoang Anh Tuan

