**NST: Board Resolution**

On February 5, 2024, Ngan Son JSC announced Resolution No. 84/NQ – NST as follows:

‎‎Article 1. Approve the production and business results 2023; production and business plan 2024 and the production and business plan for Q1/2024 as follows:

1. Production and business results 2023

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| --- | --- | --- | --- | --- | --- | --- |
| Targets | Unit | 2022 Results | 2023 Plan | 2023 Results | Rate (%) | |
| Results/Plan (%) | Results/same period last year |
| 1. Revenue | Million VND | 569,573 | 630,000 | 707,917 | 112.4 | 124.3 |
| 2. Profit before tax | Million VND | 9015 | 9,500 | 14,223 | 149.7 | 157.8 |
| 3. Payable to the State budget (Business income tax) | Million VND | 2,888 | 1,900 | 2,323 | 122.2 | 80.4 |
| 4. Average income | Million VND/person/month | 16.0 | 15.0 | 19.4 | 129.3 | 121.3 |

1. Production and business plan for 2024

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| --- | --- | --- | --- | --- | --- | --- |
| Targets | Unit | 2023 Plan | 2023 Results | 2024 Plan | 2024 Plan compared to | |
| 2023 Plan | 2023 Results |
| 1. Revenue | Million VND | 630,000 | 707,917 | 840,000 | 133.3 | 118.7 |
| 2. Profit before tax | Million VND | 9,500 | 14,223 | 14,520 | 152.8 | 102.1 |
| 3. Payable to the State budget (Business income tax) | Million VND | 1,900 | 2,323 | 2,904 | 152.8 | 125.0 |
| 4. Average income | Million VND/person/month | 15.0 | 19.4 | 19.7 | 131.3 | 101.5 |

1. Production and business plan for Q1/2024

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Targets | Unit | Q1/2023 Results | 2024 Plan | Q1/2024 Plan | Rate (%) | |
| Compared to the plan | Compared to the same period last year |
| 1. Revenue | Million VND | 91,262 | 840,000 | 151,000 | 18.0 | 165.5 |
| 2. Profit before tax | Million VND | 2,500 | 14,520 | 3,000 | 20.7 | 120.0 |
| 3. Average income per salary (million VND/person/month) | | 17.0 | 19.7 | 17.0 | 86.3 | 100.0 |

‎‎Article 2. The Board of Directors approves other contents as follows:

1. Proposal No. 138/TTr-NST dated January 25, 2024 of the Company Manager on the approval and promulgation of the set of economic and technical norms for 2024.
2. Proposal No. 123/TTr-NST dated January 25, 2024 of the Company Manager on the proposal to pay bonuses to the Company managers in 2022 (according to option 1 in the content of the Proposal).
3. The Board of Directors record the content of the Company Manager's Report dated January 24, 2024 on the working capital needs plan for 2024. On that basis, the Capital Representative will report and collect opinions from Vietnam National Tobacco Corporation according to regulations before voting for approval within the Board of Directors.
4. Proposal No. 124/TTr-NST dated January 25, 2024 of the Company Manager on the request for settlement of the 2023 realized salary fund of employees and managers of the Company.
5. Proposal No. 125/TTr-NST dated January 25, 2024 of the Company Manager on building the 2024 planned salary fund for employees and managers of the Company.
6. Proposal No. 126/TTr-NST dated January 25, 2024 of the Manager on the plan to implement the review and supplementation of leadership and management staff planning under the authority of the Company's Board of Directors in the period of 2021-2026 and 2026-2031.
7. Proposal No. 127/TTr-NST dated January 25, 2024 of the Company Manager on adding details of changing salary grade content in the Salary Regulations.
8. Report No. 137/BC-NST dated January 25, 2024 of the Company Manager on the Company's capital construction investment work.

Assign the Executive Board to organize implementation and strive to complete projects according to the set schedule.

1. Report No. 136/BC-NST dated January 25, 2024 of the Company Manager on the Company's environmental protection work.

Assign the Executive Board to organize and implement and strive to complete the application for an Environmental License according to the set schedule.

1. Report No. 128/BC-NST dated January 25, 2024 of the Company Manager on the installation of rooftop solar power at the Company.

The Board of Directors unanimously approved the policy, requested the Executive Board to proactively organize implementation, and report to the Board of Directors on the results achieved.

1. Report No. 129/BC-NST dated January 25, 2024 of the Company Manager on assessing the current status of the Company's fire protection system.

Assign the Executive Board to organize implementation and strive to complete the items according to the set schedule.

1. Plan to implement the Company's Digital Transformation work in 2024.

‎‎Article 3. The Manager of the Company and relevant organizations and individuals are assigned to implement this Resolution in accordance with current regulations.