

No.: 19 /TTr-NST

Bac Ninh, April 24<sup>th</sup>, 2025

**PROPOSAL**  
**Request for opinions on certain matters for voting**  
**at the 2025 General Meeting of Shareholders**

To: General Meeting of Shareholders of Ngan Son Joint Stock Company

*Pursuant to the Law on Securities dated November 26, 2019;*

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

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

*Pursuant to the Company's 2024 business performance results and financial report.*

The Board of Directors of Ngan Son Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following contents:

**I. 2024 financial statements with business performance results as follows:**

1. Total revenue and income:	872.554.868.531 VND
<i>In which:</i>	
- Sales from goods and services sold:	869.476.126.115 VND
- Financial income:	2.482.532.831 VND
- Other income:	596.209.585 VND
2. Profit before tax:	23.114.686.302 VND
3. Corporate income tax:	4.803.503.273 VND
4. Profit after tax:	18.311.183.029 VND
5. Undistributed profit after tax of previous period:	864.032.085 VND
6. Total accumulated undistributed profit after tax:	19.175.215.114 VND

**II. 2024 profit distribution plan**

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



+ <i>Welfare Fund:</i>	3.504.915.073 VND
- <i>Appropriation for Management Reward Fund:</i>	403.281.818 VND
<b>3. Total Remaining Profit for Distribution:</b>	<b>11.762.103.150 VND</b>

**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 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.

**III. 2025 Production and business with some key targets as follows:**

- Revenue:	945.000.000.000 VND
- Profit before tax:	26.000.000.000 VND
- Dividend rate:	11 %

**IV. Remuneration paid in 2024 and proposed remuneration level 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).*

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

**Recipient:**

- As above;
- Board of Directors;
- Archived: Administrative, BOD Secretary.

**O/B. THE BOARF OF DIRECTORS  
CHAIRMAN**



**Hoàng Anh Tuan**