

Bac Ninh, January 30th, 2026

No.: 05/NQ - NST

RESOLUTION

Regular Board of Directors Meeting, Quarter I, 2026

BOARD OF DIRECTORS OF NGAN SON JOINT STOCK COMPANY

Based on the Enterprise Law dated June 17, 2020;

Based on the current Articles of Association of Ngan Son Joint Stock Company;

Based on the Reports and Proposals presented at the regular Board of Directors meeting for the first quarter on January 20, 2026;

Based on the Minutes of the Board of Directors' regular meeting for the first quarter, dated January 20, 2026.

RESOLUTION:

Article 1. The Board of Directors unanimously agrees on the following:

1. Based on the 2025 business performance results; the business plan for the first quarter and the entire year of 2026 (as stated in Report No. 24/BC-NST dated January 16, 2026, from the Company Director), specifically as follows:

- Business performance results for 2025:

Target	Unit	Implement 2024	Plan 2025	Expected Implement 2025	Ratio	
					Imp/ Plan	Exp Imp/ Same period last year
1. Total revenue	Million VND	872.555	945.000	946.573	100	108
2. Profit before tax	Million VND	23.114	26.000	30.624	118	132
3. Dividend yield	%	10,5	11	13	118	124
4. Average income	VND/person/ month	23,4	24,0	25,6	107	109

- Business and production plan for 2026:

Target	Unit	Implement in 2025	Plan for 2026	Ratio of Plan 2026/Implement 2025
1. Total revenue	Million VND	946.573	1.060.000	112
2. Profit before tax	Million VND	30.624	34.000	111
3. Dividend yield	%	13	15	115

- Business and production plan for the first quarter of 2026:

No.	Target	Unit	Implement Q1/2025	Plan 2026	Plan Q1/2026	Ratio	
						Plan Q1.2026/Plan2026	Plan Q1.2026/Implement Q1.2025
1	Revenue	Million VND	101.122	1.060.000	120.000	11	119
2	Profit before tax	Million VND	5.534	34.000	6.000	18	108

2. Board of Directors approve the content of the following other reports:

2.1. Results of the Company's investment and development activities in 2025 and implementation plan for 2026 (as stated in Report No. 25/BC-NST dated January 16, 2026, from the Company Director).

2.2. Results of the procedures for returning land and property in Bac Ninh and Lang Son provinces (as stated in Report No. 26/BC-NST dated January 16, 2026, from the Company Director).

3. The Board of Directors approved the contents of the following proposals:

3.1. Work plan for 2026 of the Internal Audit Subcommittee (as stated in Proposals No. 01/TTr-TBKTNB dated January 19, 2026, of the Internal Audit Subcommittee).

3.2. Economic and technical norms for 2026 (as stated in Proposal No. 23/TTr-NST dated January 16, 2026, from the Company Director).

3.3. Adjustment of the plan for direct investment area in Lang Son province in 2026 (as stated in Proposal No. 639/TTr-NST dated December 31, 2025, from the Company Director).

Article 2. The Director of the Company and relevant organizations and

individuals are tasked with implementing this Resolution in accordance with current regulations .

Recipient:

- Hanoi Stock Exchange;
- Board of Directors;
- Supervisory Board;
- Company Director;
- Archived: Office, BoD Secretary.

**O/B. BOARD OF DIRECTORS
CHAIRMAN**



Hoang Anh Tuan

