

Number: 141/2026/BC – VC3

REPORT

Results of share issuance under the employee stock option plan for employees in the company

To: State Securities Commission of Vietnam

I. Introduction of the issuer

1. Name of the issuer: Nam Me Kong Group Joint Stock Company
2. Head office address: Floor 11, Geleximco Building, 36 Hoang Cau, O Cho Dua Ward, Ha Noi City, Viet Nam
3. Telephone: (024) 3756 0333 Fax: (024) 3756 0332
Website: <https://nammekong.net>
4. Charter capital: VND 1,364,142,580,000
5. Stock code: VC3
7. Business Registration Certificate No. 0101311837 first issued by Hanoi Department of Planning and Investment on 2002-09-17, with the 28th amendment on 2025-08-28.
7. Business Registration Certificate No. 0101311837 first issued by Hanoi Department of Planning and Investment on 2002-09-17, with the 28th amendment on 2025-08-28.

- Main business lines Industry code

- | | |
|--------------------------------------------------------------------------------|----------------|
| + Real estate business, land use rights belonging to the owner, user or leased | 6810
(Main) |
| <i>Details: Office leasing, real estate business, hotels, tourism.</i> | |
| + Construction of residential houses | 4101 |
| + Construction of other civil engineering works | 4299 |

Details: Undertaking construction and installation of civil and industrial works; postal and telecommunications works; irrigation works; road transportation works of all classes; airports, seaports, bridges and culverts; urban and industrial zone technical infrastructure works; transmission lines and substations up to 110kV; ground leveling and site clearance; foundation works and soft soil treatment; water supply and drainage works; installation of technological and high-pressure

pipelines; HVAC and refrigeration systems; interior and exterior finishing works; fabrication and installation of aluminum and glass framing systems of all types

- Main products/services: Real estate business; Construction and installation.

8. Establishment and Operation License (if any according to specialized laws): None.

II. Issuance plan

1. Share name: Shares of Nam Me Kong Group Joint Stock Company.

2. Share type: Common shares.

3. Number of shares before the issuance:

- Total number of issued shares: 136,414,258 shares;

- Total number of outstanding shares: 136,414,258 shares;

- Number of treasury shares: 0 shares.

4. Number of shares expected to be issued: 2,000,000 shares, equivalent to 1.47% of the total number of outstanding shares.

5. Transfer restriction period: Shares issued under the employee stock option plan are restricted from transfer for 01 (one) year from the closing date of the issuance.

6. Issuance price: 10,000 VND/share.

7. Issuance capital source: Not applicable.

8. Issuance closing date: 2026-02-23.

9. Expected share transfer date: 2026-03.

III. Share issuance results

1. Number of distributed shares: 2,000,000 shares, equivalent to 100% of the total shares expected to be issued.

2. Number of employees distributed: 49 people.

3. Total number of shares after the issuance (2026-02-23): 138,414,258 shares, in which:

- Number of outstanding shares: 138,414,258 shares;

- Number of treasury shares: 0 shares.

VI. Attached documents

1. List of employees participating in the purchase of shares under the 2025 Employee Stock Option Plan (ESOP) of Nam Me Kong Group Joint Stock Company;

2. Board of Directors Resolution No. 03/2026/NQ-HĐQT dated 2026-02-25 regarding the approval of the results of share issuance under the 2025 Employee Stock Option Plan (“ESOP Program”);

3. Confirmation document from the bank where the escrow account is opened regarding the proceeds collected from the issuance.

Ha Noi, 2026-02-25

NAM ME KONG GROUP JOINT STOCK COMPANY

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name and seal)



Kieu Xuan Nam

**LIST OF EMPLOYEES WHO PARTICIPATED IN BUYING SHARES UNDER THE
2025 EMPLOYEE STOCK OPTION PLAN (ESOP) OF NAM ME KONG GROUP
JOINT STOCK COMPANY**

*(Attached to Report on results of ESOP share issuance No. 141/2026/BC-VC3
dated 2026-02-25)*

No.	Name of employee	Position	Number of 2025 ESOP shares purchased
1	Kieu Xuan Nam	Chairman of the BOD	320.000
2	Dang Minh Hue	Chief Executive Officer	250.000
3	Nguyen Hoang	Deputy Chief Executive Officer	220.000
4	Pham Xuan Uong	Deputy Chief Executive Officer	220.000
5	Vo Dinh Luong	Deputy Chief Executive Officer	60.000
6	Kieu Xuan Phan	BOD Secretary - Person in charge of Company governance	90.000
7	Tran Van Truc	Head of Finance and Accounting Department	100.000
8	Le Anh Tuan	Project Management Board Director cum Director of Bao Ninh 2 Social Housing Project Management Board	30.000
9	Pham Thi Van	Assistant to the Chairman of the BOD	50.000
10	Nguyen Tuan Minh	Head of BOS	50.000
11	Phan Ta Thanh Huyen	Chief Accountant	60.000
12	Dang Van Sang	Deputy Head of Pho Yen Project Management Board	10.000
13	Vu Duc Long	Deputy Director of Bao Ninh 2 Social Housing Project Management Board	10.000
14	Nguyen Thi Thu Nga	Deputy Head of Human Resources and Administration Department	20.000
15	Le Anh Tuan	Deputy Head of Construction Department	30.000
16	Ung Quang Son	Deputy Head of Finance and Accounting Department	30.000
17	Nguyen Thi Thanh Huyen	HR and Admin Specialist	20.000
18	Dao Thi Thuy Nga	HR and Admin Specialist	10.000
19	Luyen Ngoc Linh	HR Admin Specialist	10.000
20	Do Manh Hung	Car driver for HR Admin Dept	10.000
21	Nguyen Quoc Khanh	Car driver for HR Admin Dept	10.000

No.	Name of employee	Position	Number of 2025 ESOP shares purchased
22	Mai Quoc Vuong	Construction Department Specialist	10.000
23	Nguyen Thi Anh Minh	Construction Department Specialist	10.000
24	Ha Anh Tuan	Construction Department Specialist	10.000
25	Kim Hong Phong	Construction Department Specialist	10.000
26	Tran Le Phuong	Construction Department Specialist	10.000
27	Tran Quang Toan	Construction Department Specialist	10.000
28	Phung Tuan Quy	Construction Department Specialist	10.000
29	Nguyen Huu Tho	Project Investment and Development Department Specialist	10.000
30	Nguyen Thanh Dat	Technical Staff of Bao Ninh 2 Project Management Board	10.000
31	Nguyen Duy Hao	Technical Staff of Bao Ninh 2 Project Management Board	10.000
32	Nguyen Huu Duc	Technical Staff of Bao Ninh 2 Project Management Board	10.000
33	Nguyen Van Hieu	Technical Staff of Bao Ninh 2 Project Management Board	10.000
34	Nguyen Duy Long	Technical Staff of Bao Ninh 2 Project Management Board	10.000
35	Do Trong Hai	Technical Staff of BN 2 Project Board of Management	10.000
36	Phan Thi Nga	Finance and Accounting Department Specialist	20.000
37	Nguyen Thi Huong	Finance and Accounting Department Specialist	20.000
38	Dang Thi Hao	Construction Department Specialist	15.000
39	Vu Thi Duong	Construction Department Specialist	15.000
40	Ha Thi Thuy Phuong	Finance and Accounting Department Specialist	20.000
41	Nguyen Van Minh	Car Driver of Administration and Human Resources Department	20.000
42	Nguyen Manh Dung	Car Driver cum Site Security Supervisor	30.000
43	Chu Nam Thang	Construction Department Specialist	30.000
44	Do Truong Giang	Project Investment and Development Department Specialist	30.000
45	Ha Ngoc Tuyen	Project Investment and Development Department Specialist	30.000

No.	Name of employee	Position	Number of 2025 ESOP shares purchased
46	Nguyen Khac Huy	Administrative Staff of Trung Van Project Service Management Board	5.000
47	Tran Van Tam	Administrative Staff of Trung Van Project Service Management Board	5.000
48	Nguyen Van Nhan	Administrative Staff of Trung Van Project Service Management Board	5.000
49	Kieu Thi Vien	Service Staff of Administration and Human Resources Department	5.000
	Total		2.000.000

C.T.C.P. ★ 10/11