

RESOLUTION

Regarding the approval of stock issuance results under the selection program for employees (“ESOP Program”) in 2025

**BOARD OF DIRECTORS
NAM ME KONG GROUP JOINT STOCK COMPANY**

Pursuant to Law on Enterprises No. 59/2020/QH14 dated 2020-06-17, Law No. 76/2025/QH15 dated 2025-06-17 and guiding documents for implementation (“Law on Enterprises”);

Pursuant to Law on Securities No. 54/2019/QH14 dated 2019-11-26, Law No. 56/2024/QH15 dated 2024-11-29 and guiding documents for implementation (“Law on Securities”);

Based on the Charter on organization and operation of Nam Me Kong Group Joint Stock Company;

Based on the Charter on organization and operation of Nam Me Kong Group Joint Stock Company;

Based on Resolution No. 02/2025/NQ-ĐHĐCĐ-MKG dated 2025-12-31 of the General Shareholders Meeting of Nam Me Kong Group Joint Stock Company approving contents via collecting shareholders' opinions in writing;

Based on Resolution No. 01/2026/NQ-HĐQT dated 2026-01-07 regarding the Approval of the implementation of the plan for share issuance under the employee stock ownership plan 2025 (“Resolution No. 01/2026/NQ-HĐQT”);

Based on Resolution No. 02/2026/NQ-HĐQT dated 2026-01-19 (“Resolution No. 02/2026/NQ-HĐQT”);

Based on Document No. 921/UBCK-QLCB dated 2026-01-27 of the State Securities Commission of Vietnam regarding Reporting documents for share issuance under the employee stock ownership plan of VC3;

Based on the Confirmation document from the Bank where the blocked account was opened regarding the proceeds from the share issuance under the employee stock ownership plan dated 2026-02-24;

Based on the Minutes of the BOD meeting No 03/BB-HĐQT dated 2026-02-... of the Board of Directors of Nam Me Kong Group Joint Stock Company.

RESOLVED



Article 1: Approve the results of share issuance under the employee stock ownership plan (“ESOP Program”) according to Resolution No. 02/2025/NQ-DHĐCĐ-MKG dated 2025-12-31 of the General Shareholders Meeting of Nam Me Kong Group Joint Stock Company approving contents via collecting shareholders' opinions in writing (“GSM Resolution No. 02”), specifically as follows:

- Stock name : Stock of Nam Me Kong Group Joint Stock Company
- Securities code : VC3
- Type of share : Common stock
- Issuance price : 10.000 dong/share
- Number of shares issued :
- + Expected number of shares to be issued : 2.000.000 equity shares
- + The quantity of shares which were successfully issued : 2.000.000 shares, equivalent to 100% of total shares expected to be issued
- + Total quantity of shares after concluding the issuance period (date 2026-02-23) : 138.414.258 equity shares
- Total number of employees to whom shares were distributed : 49 employees
- The ending date of the issuance period : Date 2026-02-23
- Total charter capital after ending the issuance period now : 1.384.142.580.000 VND

Article 2: The Board of Directors approves the registration of the increase in the Charter capital of the Company after the completion of the share issuance under the employee stock ownership plan 2025, specifically as follows:

- Registered charter capital: 1.364.142.580.000 VND (One thousand three hundred sixty-four billion one hundred forty-two million five hundred eighty thousand VND).

- Charter capital after change: 1.384.142.580.000 VND (One thousand three hundred eighty-four billion one hundred forty-two million five hundred eighty thousand VND).

Article 3: The Board of Directors approves the amendment of the Enterprise Registration Certificate and the Company Charter according to the new charter capital level after the completion of the issuance.

Article 4: Approve the entire quantity of shares (2.000.000 shares) successfully issued to employees to be additionally registered and deposited at the

Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed at the Hanoi Stock Exchange (HNX) after the completion of the issuance in accordance with regulations.

Article 5: Authorize the Chief Executive Officer of the Company to perform and direct the following tasks, including but not limited to:

- Perform necessary procedures to report the results of share issuance under the 2025 ESOP Program to the State Securities Commission of Vietnam;

- Perform necessary procedures related to the amendment and supplementation of contents related to charter capital, shares, and stocks in the Charter of the Company and changes to the business registration of the Company related to the change in charter capital according to the results of the above-mentioned issuance with competent State authorities;

- Perform necessary tasks to carry out additional registration, additional depository, and additional listing registration for the number of shares successfully issued to employees at VSDC and HNX;

- Perform necessary tasks to complete the above-mentioned work contents.

Article 6: This Resolution shall take effect from the date of signing.

Members of the Board of Directors, Board of Management, relevant departments and individuals are responsible for implementing this Resolution.

Recipients:

- As per Article 6;
- BOD, BOM, BOS;
- Company Website;
- Filed: Clerical, HR Admin.

W **FOR THE BOARD OF DIRECTORS
THE CHAIRMAN**



Nam
Kieu Xuan Nam