

**JOINT STOCK COMPANY  
NAM MEKONG GROUP**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness**

Number: 02./2026/NQ-HĐQT

Hanoi, 19/01./2026

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

Pursuant to the 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 the 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”);

Pursuant to Decree No. 155/2020/ND-CP dated 2020-12-31 detailing the implementation of a number of articles of the Law on Securities (“Decree No. 155”); and amended and supplemented decrees and guiding documents;

Pursuant to the Charter on organization and operation of Nam Me Kong Group Joint stock company;

Pursuant to the Request for written opinions from shareholders Regarding the issuance of shares under the employee stock option program for 2025 dated 2025-12-16 of the Board of Directors;

Pursuant to Resolution No. 02/2025/NQ-GSM-MKG dated 2025-12-31 of the General Shareholders Meeting of Nam Me Kong Group Joint Stock Company approving the contents of the written opinions from shareholders;

Pursuant to Resolution No. 01/2026/NQ-BOD dated 2026-01-07 Regarding the Approval of the implementation of the plan to issue shares under the employee stock option program for 2025 (“Resolution No. 01/2026/NQ-BOD”);

Pursuant to the Minutes of the BOD Meeting No. 02/BB-BOD dated 19/01/2026 of the Board of Directors of Nam Me Kong Group Joint Stock Company.

**RESOLVES:**

**Article 1:** Approving the List of Employees (“ESOP Members”) who are entitled to purchase shares under the employee stock option program for 2025 (“List of ESOP Members”) and the number of shares distributed to each ESOP Member attached to

this Resolution, and this List replaces the List of ESOP Members issued together with Resolution No. 01/2026/NQ-BOD.

**Article 2:** Except for the List of ESOP Members attached to Resolution No. 01/2026/NQ-BOD being replaced by the List of ESOP Members issued together with this Resolution, the other contents of Resolution No. 01/2026/NQ-BOD remain effective.

**Article 3:** This Resolution takes effect from the date of signing.

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

***Recipients:***

- As in Article 3;
- BOD, BOM, BOS;
- Company Website;
- Lưu: VT, HCNS.

On behalf of BOARD OF  
DIRECTORS  
CHAIRMAN



Kieu Xuan Nam



**LIST OF EMPLOYEES ENTITLED TO PURCHASE SHARES UNDER THE EMPLOYEE STOCK OPTION PROGRAM (ESOP) IN 2025 OF NAM ME KONG GROUP JOINT STOCK COMPANY**

*(Issued together with Resolution No. 02/2026/NQ-BOD dated 19/01/2026)*

No	Full name	Position	Working unit	Total working time (Month)	Position coefficient (1)	Seniority coefficient (2)	Work performance coefficient (3)	ESOP Member's personal coefficient ((4)=(1)*(2)*(3)) (i)	Number of shares each ESOP Member is entitled to purchase (ii)
1	Kieu Xuan Nam	Chairman of the BOD	Nam Mekong Group Joint stock company	62	20	2,0	8,00	320	
2	Dang Minh Hue	BOD Member cum Chief Executive Officer	Nam Mekong Group Joint stock company	247	15	2,0	8,33	250	
3	Nguyen Hoang	BOD Member cum Deputy Chief Executive Officer	Nam Mekong Group Joint stock company	69	12	2,0	9,17	220	
4	Pham Xuan Uong	BOD Member cum Deputy Chief Executive Officer	Nam Mekong Group Joint stock company	73	12	2,0	9,17	220	
5	Vo Dinh Luong	Deputy Chief Executive Officer	Nam Mekong Group Joint stock company	51	8	2,0	3,75	60	
6	BOD Secretary - Person in charge of Company administration	Nam Mekong Group Joint stock company	Nam Mekong Group Joint Stock Company	41	8	2,0	5,63	90	



No	Full name	Position	Working unit	Total working time (Month)	Position coefficient (1)	Seniority coefficient (2)	Work performance coefficient (3)	ESOP Member's personal coefficient ((4)=(1)*(2)*(3)) (i)	Number of shares each ESOP Member is entitled to purchase (ii)
7	Tran Van Truc	Head of Finance and Accounting Department	Nam Mekong Group Joint stock company	74	8	2,0	6,25	100	
8	Le Anh Tuan	Director of Project Management Unit cum Director of Bao Ninh 2 Social Housing Project Management Unit	Nam Mekong Group Joint stock company	256	5	2,0	3,00	30	
9	Pham Thi Van	Chairman of the BOD's Assistant	Nam Mekong Group Joint stock company	65	5	2,0	5,00	50	
10	Nguyen Tuan Minh	Head of the Board of Supervisors	Nam Mekong Group Joint stock company	25	5	1,5	6,67	50	
11	Phan Ta Thanh Huyen	Chief Accountant	Nam Mekong Group Joint stock company	285	5	2,0	6,00	60	
12	Dang Van Sang	Deputy of Pho Yen Project Management Unit	Nam Mekong Group Joint stock company	186	3	2,0	1,67	10	
13	Vu Duc Long	Deputy Director of Bao Ninh 2 Social	Nam Mekong Group Joint stock company	38	3	2,0	1,67	10	



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		Housing Project Management Unit							
14	Nguyen Thi Thu Nga	Deputy Head of Admin and HR	Nam Mekong Group Joint stock company	223	3	2,0	3,33	20	
15	Le Anh Tuan	Deputy of Construction Management Board	Nam Mekong Group Joint Stock Company	30	3	1,5	6,67	30	
16	Ung Quang Son	Deputy Head of TCKT	Nam Me Kong Power JSC	14	3	1,5	6,67	30	
17	Nguyen Thi Thanh Huyen	HR Specialist	Nam Me Kong Power JSC	230	2	2,0	5,00	20	
18	Dao Thi Thuy Nga	HR Specialist	Nam Me Kong Power JSC	307	2	2,0	2,50	10	
19	Luyen Ngoc Linh	HR Specialist	Nam Me Kong Power JSC	86	2	2,0	2,50	10	
20	Do Manh Hung	Driver of HCNS Board	Nam Me Kong Power JSC	116	2	2,0	2,50	10	
21	Nguyen Quoc Khanh	Driver of HCNS Board	Nam Me Kong Power JSC	110	2	2,0	2,50	10	
22	Mai Quoc Vuong	BXD Specialist	Nam Me Kong Power JSC	65	2	2,0	2,50	10	



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23	Nguyen Thi Anh Minh	BXD Specialist	Nam Me Kong Power JSC	196	2	2,0	2,50	10	
24	Ha Anh Tuan	BXD Specialist	Nam Me Kong Power JSC	76	2	2,0	2,50	10	
25	Kim Hong Phong	BXD Specialist	Nam Me Kong Power JSC	78	2	2,0	2,50	10	
26	Tran Le Phuong	BXD Specialist	Nam Me Kong Power JSC	78	2	2,0	2,50	10	
27	Tran Quang Toan	BXD Specialist	Nam Me Kong Power JSC	38	2	2,0	2,50	10	
28	Phung Tuan Quy	BXD Specialist	Nam Me Kong Power JSC	39	2	2,0	2,50	10	
29	Nguyen Huu Tho	Specialist in Project Investment & Development	Nam Me Kong Power JSC	139	2	2,0	2,50	10	
30	Nguyen Thanh Dat	Technical Staff of BQLDA Bao Ninh 2	Nam Me Kong Power JSC	38	2	2,0	2,50	10	
31	Nguyen Duy Hao	Technical Staff of BQLDA Bao Ninh 2	Nam Me Kong Power JSC	248	2	2,0	2,50	10	
32	Nguyen Huu Duc	Technical Staff of BQLDA Bao Ninh 2	Nam Me Kong Power JSC	38	2	2,0	2,50	10	



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33	Nguyen Van Hieu	Technical Staff of BQLDA Bao Ninh 2	Nam Me Kong Power JSC	65	2	2,0	2,50	10	
34	Nguyen Duy Long	Technical Staff of BQLDA Bao Ninh 2	Nam Me Kong Power JSC	245	2	2,0	2,50	10	
35	Do Trong Hai	Technical Staff of the Board of Management of BN 2 Project	Nam Me Kong Power JSC	252	2	2,0	2,50	10	
36	Phan Thi Nga	Specialist of TCKT Board	Nam Me Kong Power JSC	17	2	1,5	6,67	20	
37	Nguyen Thi Huong	Specialist of TCKT Board	Nam Me Kong Power JSC	12	2	1,5	6,67	20	
38	Dang Thi Hao	BXD Specialist	Nam Me Kong Power JSC	235	2	2,0	3,75	15	
39	Vu Thi Duong	BXD Specialist	Nam Me Kong Power JSC	237	2	2,0	3,75	15	
40	Ha Thi Thuy Phuong	TCKT Department Specialist	Nam Me Kong Power JSC	262	2	2,0	5,00	20	
41	Nguyen Van Minh	Driver of HCNS Department	Nam Me Kong Power JSC	193	2	2,0	5,00	20	



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42	Nguyen Manh Dung	Driver cum Site Security Supervisor	Nam Me Kong Power JSC	34	2	1,5	10,00	30	
43	Chu Nam Thang	BXD Specialist	Nam Me Kong Power JSC	43	2	2,0	7,50	30	
44	Do Truong Giang	Investment & Project Development Department Specialist	Nam Me Kong Power JSC	110	2	2,0	7,50	30	
45	Ha Ngoc Tuyen	Investment & Project Development Department Specialist	Nam Me Kong Power JSC	175	2	2,0	7,50	30	
46	Nguyen Khac Huy	Management Staff of Trung Van Project Service Management Board	Nam Me Kong Power JSC	272	1	2,0	2,50	5	
47	Tran Van Tam	Management Staff of Trung Van	Nam Me Kong Power JSC	219	1	2,0	2,50	5	



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		Project Service Management Board							
48	Nguyen Van Nhan	Management Staff of Trung Van Project Service Management Board	Nam Me Kong Power JSC	163	1	2,0	2,50	5	
49	Kieu Thi Vien	Staff of HCNS Department	Nam Me Kong Power JSC	146	1	2,0	2,50	5	
<b>TOTAL</b>								<b>2.000</b>	<b>2.000.000</b>

**Note**

**(i) The individual coefficient of the ESOP Member is determined as follows:**

- Principles for determining the number of shares distributed to each ESOP Member:  
+ Job position coefficient:

Job title/Position	Position coefficient (1)
Chairman of BOD	20
Chief Executive Officer	15
BOD Member	12
Management Board	8



<b>Job title/Position</b>	<b>Position coefficient (1)</b>
Head of Board	5
Deputy Head of Board	3
Specialist	2
Staff	1

+ Seniority coefficient:

<b>Seniority (Month)</b>	<b>Seniority coefficient (2)</b>
From 12 months to 36 months	1,5
From 36 months and above	2

+ Job performance evaluation score:

<b>Level of work completion</b>	<b>Level of work completion coefficient (3)</b>
Excellent	8 - 10 points
Good performance	7 - 8 points
Quite good performance	5 - 7 points
Complete	1 - 5 points

- Determining the individual coefficient of ESOP Members using the formula:

$$\text{Individual coefficient of ESOP Member} = \text{CiCT} \times \text{CiTN} \times \text{CiKPI}$$

*Where:*

CiCT: is the job position coefficient of ESOP Member i;

CiTN: is the seniority coefficient of ESOP Member i;

CiKPI: is the job performance completion score of ESOP Member i.



*(ii) The determination of the number of shares to be distributed according to each object is carried out based on the following formula:*

- Determine the number of shares each ESOP Member is entitled to purchase according to the formula:

$$\begin{array}{l} \text{Number of} \\ \text{shares each} \\ \text{ESOP} \\ \text{Member is} \\ \text{entitled to} \\ \text{purchase} \end{array} = \frac{\begin{array}{l} \text{Total number of ESOP shares issued in the} \\ \text{round} \end{array}}{\begin{array}{l} \text{Total Individual coefficient of all subjects} \\ \text{entitled to purchase ESOP shares in 2025} \end{array}} \times \begin{array}{l} \text{Individual} \\ \text{coefficient} \\ \text{of ESOP} \\ \text{Member} \end{array}$$