

Quang Ninh, May 13, 2026

PERSONNEL ANNOUNCEMENT

On Personnel Changes

**To: - The State Securities Commission.
-The Hanoi Stock Exchange.**

Pursuant to Resolution No. 33-NQ/ĐHĐCĐ-2026 dated May 12, 2026 of the General Meeting of Shareholders of Quang Ninh School Book and Equipment Joint Stock Company, we would like to announce the personnel changes of the Company as follows:

1. New Appointments:

1.1. Mr. Pham Minh Quy

- Previous position: None
- Appointed position: Independent Member of the Board of Directors.
- Term of appointment: 03 years (2026-2028).
- Effective date: May 12, 2026.

1.2. Ms. Nguyen Thi Bich Hue

- Previous position: None
- Appointed position: Member of the Supervisory Board.
- Term of appointment: 03 years (2026-2028).
- Effective date: May 12, 2026.

2. Resignation:

- Mr. Dinh Van Nghiem
- Position before resignation/dismissal: Member of the Supervisory Board.
- Position after resignation/dismissal: None.
- Effective date: May 12, 2026.

This information was disclosed on the Company's website on May 13, 2026 at the link: <http://sachquangninh.vn/new/index.php/quan-he-co-dong-qni>

Recipients:

- As above.
- Information disclosure, Company's website posting.
- Archives.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Vu The Hoa

Attached documents:

- Resolution No. 33-NQ/ĐHĐCĐ-2026 dated May 12, 2026 of the 2026 Annual General Meeting of Shareholders.
- Information Disclosure Form for Internal Persons and Affiliated Persons (Appendix III, Circular 96) of Mr. Pham Minh Quy and Ms. Nguyen Thi Bich Hue.

No: 33 -NQ/ĐHĐCĐ-2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
QUANG NINH EDUCATION EQUIPMENT AND BOOKS JSC

- Pursuant to the Law on Enterprises.
- Pursuant to the Charter on Organization and Operation of Quang Ninh Education Equipment and Books Joint Stock Company.
- Pursuant to Resolution No. 22/NQ/ĐHĐCĐ-2025 dated April 29, 2025, of the 2025 Annual General Meeting of Shareholders of the Company.
- Pursuant to the audit results of the 2025 Financial Statements of the Company prepared by AAC Auditing and Accounting Limited Company.
- Pursuant to the Minutes of the General Meeting of Shareholders, the Minutes of the vote counting at the General Meeting of Shareholders of Quang Ninh Education Equipment and Books JSC On 12 of May 2025.

At 8:00 AM on 12 of May 2026, at the Lecture Hall of Van Lang Primary, Secondary & High School; Address: Hong Gai Ward, Quang Ninh Province; the Annual General Meeting of Shareholders of Quang Ninh Education Equipment and Books JSC was held with the participation of 70 shareholders attending in person holding 1.515.306 shares and 44 shareholders by proxy, representing 1,557,120 shares, the total number of shares attending: 3.072.426 shares, equivalent to 94,8% of the Charter capital and meeting the conditions for organizing the General Meeting according to the provisions of law.

The General Meeting focused on listening to and discussing the agenda items and unanimously:

RESOLVES:

Article 1: Approving the report summarizing the work of 2025 and the work plan for 2026 of the Board of Directors:

I. Approving the business results and the plan for distribution of after-tax profit, remuneration of the Board of Directors and the Supervisory Board in 2025:

1.1. Business performance in 2025:

- Revenue from sales and service provision: VND 188.114.337.193
- Profit after corporate income tax: VND 11.992.634.522

1.2. Profit Distribution Plan After Corporate Income Tax (CIT) in 2025:

- Cash dividend payment, at a rate of 20% of charter capital: VND 6,480,000,000
- Appropriation for investment and development fund, 15% of after-tax profit: VND 1.798.895.178

- Board of Directors to be rewarded 5% of post-tax profit for exceeding the 2025 Annual General Meeting's profit target: VND 599.632.000

- Appropriation for bonus and welfare fund: VND 1,500,000,000

- The remaining after-tax profit after deducting the above expenses is: VND 1.614.107.334 which will be retained as undistributed after-tax profit for 2025.

1.3. Remuneration for the Board of Directors and Supervisory Board:

Equivalent to 12% of after-tax profit: VND 1.439.116.143 and is a reasonable expense of the Company.

1.4. Dividend Payment in 2025:

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the procedures according to regulations to pay dividends for 2025 to shareholders in May 2026.

II. Approval of Business Plan Targets and Profit Distribution Plan After Tax, Remuneration for the Board of Directors and Supervisory Board in 2026.

2.1. Specific Targets:

- Revenue from sales and service provision: VND 170,000,000,000

- Profit after corporate income tax: VND 9,500,000,000

- Dividend payment: Minimum 18% of charter capital.

2.2. Profit Distribution Plan After Tax in 2026:

- Dividend payment at the rate minimum 18% of charter capital. In the event that there are sufficient conditions to balance the advance payment of dividends before a Resolution on dividend payment for 2025 is issued, the Company's Board of Directors is authorized to pay an advance dividend not exceeding 18% of charter capital.

- Appropriation for investment and development fund: Up to 25% of after-tax profit.

- Bonus for the Board of Directors: 5% of after-tax profit if the Company exceeds the revenue and after-tax profit targets.

- Appropriation for bonus and welfare fund: Not lower than in 2024.

- The remaining amount of after-tax profit after deducting the above amounts will be allocated as the Company's after-tax profit.

2.3. Remuneration for the Board of Directors and Supervisory Board: From 10% to 12% of after-tax profit and is a reasonable business expense of the Company.

III/ Approve the authorization for the Board of Directors (BOD) to decide on the following contents:

3.1. Proactively adjust the 2026 business plan to align with market developments and legal regulations.

3.2. Decide on the structure and organization of the management and executive apparatus in accordance with legal regulations, scale of operations, and to ensure efficiency for each business stage of the Company in different periods.

3.3. Decide on salary schemes for departments involved in business operations, consistent with the actual contribution of each department to the production and business process.

3.4. Continue seeking joint venture and partnership opportunities, expanding business and production models, and diversifying activities to ensure the Company's sustainable development.

3.5. Execute the tasks approved by the General Meeting of Shareholders' votes.

Article 2. Supplementing business lines based on actual needs.

2.1. Addition of the following business lines:

No.	Business Line Name	Industry Code
1	Printing	1811
2	Wholesale of tobacco and water pipe tobacco products	4634
3	Wholesale of beds, wardrobes, tables, chairs, and similar household, office, and shop furniture; carpets, mattresses, and lighting equipment	4642
4	Wholesale of computers, peripheral equipment, and software	4651
5	Other retail sale in non-specialized stores	4719
6	Retail sale of food (staple foods)	4721
7	Retail sale of food products	4722
8	Retail sale of beverages	4723
9	Retail sale of tobacco and water pipe tobacco products	4724
10	Retail sale of household electrical appliances, furniture, lighting equipment, and other household articles not elsewhere classified	4759
11	Retail sale of books, newspapers, magazines, and stationery	4761
12	Retail sale of gym and sports equipment	4762
13	Retail sale of games and toys	4763
14	Other retail sale of new goods (excluding automobiles, motorcycles, and parts)	4773
15	Retail sale via mail order or via internet	4791
16	Other retail sale not elsewhere classified	4799
17	Hotels and similar accommodation services	5510
18	Support activities for road transportation	5225
19	Freight transport by road	4933
20	Other support activities related to transportation	5229
21	Freight forwarding and intermediary services for transportation	5231
22	Other short-term accommodation services	5520
23	Other accommodation establishments	5590
24	Event catering and irregular food service activities	5621
25	Beverage serving services	5630

26	Real estate activities with own or leased land/property	6810
27	Travel agencies	7911
28	Other business support service activities not elsewhere classified	8299
29	Nursery education	8511
30	Kindergarten education	8512
31	Other educational support activities	8569

2.2. Removal of Business Lines (due to updates in State nomenclature)

No.	Business Line Name to be Removed	Industry Code
1	Retail sale of books, newspapers, magazines, and stationery in specialized stores	4761
2	Retail sale of audio and video recordings (including blank tapes/discs) in specialized stores	4762
3	Retail sale of gym and sports equipment in specialized stores	4763
4	Retail sale of games and toys in specialized stores	4764
5	Mobile retail sale of food, beverages, and tobacco products or in markets	4781
6	Short-term accommodation services	5510
7	Travel agencies	7911
8	Educational support services	8560

Article 3: Approval of the audited Summary Financial Statements and the Report on Remuneration Settlement for the Board of Directors and the Supervisory Board for the year 2025 as presented by the Chief Accountant.

Article 4: Approval of the Supervisory Board's Report on the 2025 performance results and 2026 orientations as presented by the Head of the Supervisory Board.

Article 5: Selection of AAC Auditing and Accounting Company Limited as the auditing firm for the Company's 2026 financial statements.

Article 6: Approval of the election results for additional Independent Member of the Board of Directors for the 2023-2028 term.

Mr Pham Minh Quy is elected as an Independent Member of the Board of Directors effective from May 12, 2026.

Article 7: Approval of the resignation and additional election of members of the Supervisory Board for the 2023-2028 term.

Approval of the resignation letter of Mr. Dinh Van Nghiem from the position of member of the Supervisory Board starting May 12, 2026, as his new job is no longer suitable for the position.

Ms. Nguyen Thi Bich Hue is elected as an additional member of the Supervisory Board starting May 12, 2026.

Article 8: This Resolution was approved by the General Meeting of Shareholders and takes effect from May 12, 2026. The General Meeting of Shareholders authorizes the Company's Board of Directors to direct and organize the implementation of this Resolution in accordance with the Law and the Charter of Quang Ninh School Book & Equipment Joint Stock Company. The Resolution is posted on the website: www.sachquangninh.vn and submitted for reporting and information disclosure as prescribed.

**GENERAL MEETING OF SHAREHOLDERS
QUANG NINH SCHOOL BOOK & EQUIPMENT
JOINT STOCK COMPANY
ON BEHALF OF THE PRESIDIUM**



Vu The Hoa