

Hanoi, day 06 month 01 year 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS
OF ART DESIGN & COMMUNICATION JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;*
- *The Charter of Art Design & Communication Joint Stock Company;*
- *The Minutes of the Board of Directors' Meeting No. 01-2026/BB-BOD of Art Design & Communication Joint Stock Company*

RESOLVES

Article 1: Approval of the 2025 business performance results

No.	Indicator	2025 Plan (billion VND)	2025 Actual (billion VND)	Actual/Plan (%)
1	Revenue	390	365,7	93,7%
2	Profit	15,3	14,08	92,0%

Article 2: Key tasks for the first quarter of 2026

- Implement the 2026 project plan.
- Intensify the development of new business opportunities for the Design – Fine Arts Department.
- Continue the recovery of outstanding receivables from 2025; implement the 2026 product marketing plan.
- Prepare and submit reports in accordance with State regulations, regulations of Vietnam Education Publishing House, and requirements of relevant authorities.
- Strengthen retail business activities, communication activities, and e-commerce; seek premises to expand the retail store system.



- Ensure stability in administrative, accounting, management, and human resources functions.

Article 3: Approval of the appointment policy for the Deputy Director of Art Design & Communication Joint Stock Company, as follows:

- Proposed appointee: **Mr. Kieu Anh Tuan**
- Current positions held at the Company: Director of the Book & Educational Equipment Center; Head of Sales & Distribution Department.
- Proposed new position: Deputy Director of Art Design & Communication Joint Stock Company.
- Term of office: 05 years from the effective date of the appointment decision.
- The Company's Executive Board is assigned to carry out procedures related to the appointment in accordance with legal regulations and the direction of Vietnam Education Publishing House.

Article 4: Approval of the Company's payroll fund for 2025

- Approval is granted for the 2025 payroll fund: The payroll fund is determined at a rate equivalent to 450% of profit before tax.

Article 5: Implementation

This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Executive Board, and relevant departments of Art Design & Communication Joint Stock Company shall be responsible for the implementation of this Resolution.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- Hanoi Stock Exchange (HNX)
- State Securities Commission of Viet Nam (SSC)
- Information disclosure on the website: adc.net.vn
- Filed: Administration Department.

(signed)

Dang Viet Manh

