**TTG: Board Resolution**

On December 28, 2023, Thanh Tri Garment JSC announced Resolution No. 16/2023/NQ-HDQT on implementing the share issuance plan under the Employee Stock Ownership Plan as follows:

‎‎Article 1. Approve implementing the issuance plan under the Employee Stock Ownership Plan of the Company as per Extraordinary General Mandate 2023 No. 02/2023/NQ-DHCD dated November 9, 2023 of Thanh Tri Garment JSC.

Share issuance plan under the Employee Stock Ownership Plan:

1. Name of Issuer: Thanh Tri Garment JSC
2. Name of shares to be issued: Shares of Thanh Tri Garment JSC
3. Securities code: TTG
4. Type of shares to be issued: Common share
5. Par value: VND 10,000/ share
6. Number of issued shares: 2,000,000 shares
7. Number of treasury shares: 0 shares
8. Number of outstanding shares: 2,000,000 shares
9. Maximum number of shares expected to be issued: 100,000 shares
10. Total value of shares expected to be issued based on par value: VND 1,000,000,000.
11. Issuance purpose:

* Attract highly qualified and specialized managers and workers, fostering the bond between employees and the Company;
* Supplement working capital for business activities.

1. Issuance form: Share issuance under the Employee Stock Ownership Plan. The distributed subjects do not have to pay money.
2. Eligible buyers: The ESOP Plan applies to members of the Board of Directors, the Supervisory Board, the Board of Management, key officers of the Company, and employees with outstanding contributions, especially for TTG.
3. Source of the issuance: investment and development fund as of December 31, 2022, according to the Audited Financial Statements 2022.
4. Conditions of transfer restriction: The shares to be issued will be restricted from being transferred within at least 01 year from the end date of the issuance.
5. Expected implementation time: In Q1/2024 or another period as decided by the Board of Directors, after receiving written notice from the State Securities Commission on receiving report documents on share issuance under the Employee Stock Ownership Plan of the Company.
6. Additional securities registration and trading registration of issued shares:

The Board of Directors authorizes and assigns the Chair of the Board of Directors to direct the Board of Management and relevant departments to carry out necessary procedures to register for additional depository at Vietnam Securities Depository and Clearing Corporation and register for trading on the Hanoi Stock Exchange all successfully issued shares after the end of the issuance, in accordance with current legal regulations.

‎‎Article 2. Promulgate the Regulations on share issuance under the Employee Stock Ownership Plan to implement the share issuance plan for employees approved in General Mandate No. 02/2023/NQ-DHCD dated November 9, 2023 of the Company.

Regulation on the share issuance under the Employee Stock Ownership Plan is attached.

‎‎Article 3. Approve the issuance criteria and list of employees eligible for participating in the ESOP plan, the principles to determine the number of shares to be distributed to each subject.

1. Criteria of employees eligible for participating in the plan, principles of determining the number of shares to be distributed to each subject: According to the Regulations on the share issuance under the Employee Stock Ownership Plan.
2. The Board of Directors approves the list of employees eligible for receiving shares in the ESOP plan: The list of employees eligible for receiving shares is attached.

‎‎Article 4. The Board of Directors assigns and authorizes Ms. Nguyen Thi Ngoc Oanh - General Manager and legal representative of the Company to direct relevant departments to complete share issuance registration dossiers according to the provisions of law; distribute shares to subjects after receiving notice from the State Securities Commission, report on issuance results and necessary work according to the provisions of law to complete the issuance according to the provisions of law; complete the necessary procedures to change the Business Registration Certificate, sign and promulgate the amended Company's Charter according to the new charter capital after completing the share issuance for capital increase.

‎‎Article 5. This Resolution takes effect from the date of its signing.

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