**SBD: Board Resolution**

On September 30, 2024, Sao Bac Dau Technologies Corporation announced Resolution No. 14/2024/NQ-HDQT on determining the Standards and Principles for determining the number of shares distributed to each subject and the List of employees eligible to participate in the Employee Stock Ownership Plan - Implementation time as follows:

Article 1: Approve the standards for employees to participate in the Employee Stock Ownership Plan, specifically as follows:

* Employees of Sao Bac Dau Technologies Corporation according to the list approved by the Board of Directors.
* Members participating in the Employee Stock Ownership Plan who submit a resignation application before the end of the payment collection time will not be allowed to continue participating in the Employee Stock Ownership Plan, regardless of the employee's payment time.

Article 2: Approve the criteria and principles to determine the number of shares distributed to each subject at the Company, specifically determined as follows:

* Distribution criteria:

ESOP purchasers include:

* The General Manager;
* The Department Managers, the Chief Accountant of the Company, and the Deputy Head of the Accounting Department signed the Labor Contracts at the Company before January 1, 2019;
* Have a desire to stay long-term and make practical contributions to the results of production and business activities;
* Distribution principles:

The number of shares distributed to each member under the ESOP specifically as follows:

Shares = (Total individual points of each employee/Total points of all employees) \* Total number of shares expected to be issued + B (if any)

= N\*C\*K/ ΣN\*C\*K \* Total number of shares expected to be issued + B (if any)

In which:

* Shares: Number of shares distributed to each employee
* Total individual points of each employee = N \* C \* K
* N: Seniority coefficient

|  |  |
| --- | --- |
| Years of service (\*) | N coefficient |
| 15 years or more | 3.10 |
| From 4 years to under 15 years | 1.00 |

(\*): Not applicable to the position of the General Manager

* C: Position coefficient

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| --- | --- |
| Position | C coefficient |
| The General Manager | 11.51 |
| The Deputy General Manager | 10.00 |
| The Department Manager | 3.78 |
| The Chief Accountant | 2.01 |
| The Deputy Chief of the Accounting Department | 2.01 |

* K: Plan completion coefficient

|  |  |
| --- | --- |
| Plan Completion (KPI) | K coefficient |
| Over 150% KPI | 6.81 |
| Over 100% to 150% KPI | 2.09 |
| 100% KPI | 1.00 |

* Total points of all employees: ΣN \* C \* K
* B: The number of remaining fractional shares after calculating the number of shares allocated to each employee. To ensure the distribution of all 662,219 shares, the Board of Directors decided to distribute all fractional shares to the employee with the highest individual points in the ESOP List.
* The rounding principle when calculating the number of shares per ESOP member is calculated to the hundreds, as follows:
* If the fractional number after the hundreds place has a value <50 (rounded down), the hundreds place is kept the same, for example, if the number of allocated shares is 15,149 shares, it is rounded to 15,100 shares.
* If the fractional number after the hundreds place has a value ≥ 50 (rounded up), the hundreds place is added one unit, for example, if the number of allocated shares is 15,550 shares, it is rounded to 15,600 shares.

Article 3: Approve the List of employees participating in the Program and the number of distributed shares.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Full name | Distribution principles | | | | | | | Number of distributed shares (shares/person) | Number of distributed shares rounded (shares/person) | Number of remaining fractional distributed shares (B) | Number of distributed shares (shares/person) |
| Position | C coefficient | Seniority | N coefficient | Completed  Plan | K coefficient | Total points |
| 1 | Nguyen Hong Minh | The General Manager | 11.51 |  | 1.00 | 100%  KPI | 1.00 | 11.5100 | 76,251 | 76,300 |  | 76,300 |
| 2 | Nguyen Xuan Truong | The Deputy General Manager | 10.00 | 15 years or more | 1.41 | 100%  KPI | 1.00 | 14.1000 | 93,409 | 93,400 |  | 93,400 |
| 3 | Tran Tuyen Duc | The Deputy General Manager | 10.00 | 15 years or more | 1.41 | Over 100% to 150%  KPI | 2.09 | 29.4690 | 195,226 | 195,200 | 219 | 195,419 |
| 4 | Dinh Quang Tan | The Manager of Business Center | 3.78 | From 4 years to under 15 years | 1.00 | Over 150%  KPI | 6.81 | 25.7418 | 170,534 | 170,500 |  | 170,500 |
| 5 | Ta Thi Hong Dao | The Supply Manager | 3.78 | From 4 years to under 15 years | 1.00 | 100%  KPI | 1.00 | 3.7800 | 25,042 | 25,000 |  | 25,000 |
| 6 | Nguyen Thi Bich Lien | The Project Management Manager | 3.78 | From 4 years to under 15 years | 1.00 | 100%  KPI | 1.00 | 3.7800 | 25,042 | 25,000 |  | 25,000 |
| 7 | Hoang Manh Cuong | The Technical Manager | 3.78 | From 4 years to under 15 years | 1.00 | 100% KPI | 1.00 | 3.7800 | 25,042 | 25,000 |  | 25,000 |
| 8 | Nguyen Viet Ha | The Business Manager | 3.78 | From 4 years to under 15 years | 1.00 | 100%  KPI | 1.00 | 3.7800 | 25,042 | 25,000 |  | 25,000 |
| 9 | Ngo Tien Manh | The Chief Accountant | 2.01 | From 4 years to under 15 years | 1.00 | 100%  KPI | 1.00 | 2.0100 | 13,316 | 13,300 |  | 13,300 |
| 10 | Nguyen Tuan Khoi | The Deputy Chief of the Accounting Department | 2.01 | From 4 years to under 15 years | 1.00 | 100%  KPI | 1.00 | 2.0100 | 13,316 | 13,300 |  | 13,300 |
| Total | | |  |  |  | - |  | 99.9608 | 234,219 | 662,000 | 219 | 662,219 |

Article 4: Expected implementation time plan: From Q3/2024, after being noticed by the State Securities Commission of receiving full issuance reporting documents of the Company.

Article 5: The Board of Directors, the Supervisory Board, the Legal Representative of the Company, the Chair of the Board of Directors, the General Manager, Branches, the Representative Offices, and departments of the Company are responsible for implementing this Resolution.

Article 6: This Resolution replaces Resolution No. 11/2024/NQ-HDQT dated August 12, 2024. This Resolution takes effect from the date of its signing.