**MNB: Board Resolution**

On April 5, 2024, Nhabe Garment Corporation Joint Stock Company announced Resolution No. 12/2024/NQ-HDQT on the determination of the Principles for Determining the Number of Shares distributed to each group and the List of Employees participating in the Employee Stock Ownership Plan - The implementation time, as follows:

‎‎Article 1. Approve the criteria for employees to participate in the Employee Stock Ownership Plan, with the specific details as follows:

* Members of the Board of Directors, Members of the Supervisory Board, the Board of Management. Chief Accountant, key management positions, and key employees of Nhabe Garment Corporation Joint Stock Company according to the list approved by the Board of Directors.
* Members participating in the share issuance under the Employee Stock Ownership Plan who submit their resignation letter before the end of payment time will not be allowed to continue participating in the issuance regardless of the time of payment of the employee.

‎‎Article 2. Approve the principles for determining the number of shares distributed to each group within the Company, with the specific details as follows:

* Distribution by position:

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| --- | --- | --- |
| No. | Position | Number of distributed shares: |
| 1 | The Chair of the Board of Directors | 90,000 shares/person |
| 2 | General Manager | 85,000 shares/person |
| 3 | Chief of the Supervisory Board | 80,000 shares/person |
| 4 | Executive member of the Supervisory Board | 25,000 shares/person |
| 5 | Member of the Board of Directors (Non-executive) | 10,000 shares/person |
| 6 | Deputy General Manager | 35,000 shares/person |
| 7 | Executive Manager Type 1 | 30,000 shares/person |
| 8 | Executive Manager Type 2 | 25,000 shares/person |
| 9 | Chief accountant | 25,000 shares/person |
| 10 | Regional Manager | 15,000 shares/person |
| 11 | Head of Department type 1 | 15,000 shares/person |
| 12 | Head of Department type 2 | 10,000 shares/person |
| 13 | Head of Department type 3 | 9,000 shares/person |
| 14 | Deputy Head of Department type 1 | 9,000 shares/person |
| 15 | Deputy Head of Department type 2 | 6,000 shares/person |
| 16 | Deputy Head of Department type 3 | 5,000 shares/person |
| 17 | Deputy Head of Department type 4 | 4,000 shares/person |
| 18 | Deputy Head of Department type 5 | 3,000 shares/person |
| 19 | Deputy Head of Department type 6 | 2,000 shares/person |
| 20 | The Secretariat of the Board of Directors | 4,000 shares/person |
| 21 | Members of the Supervisory Board | 3,000 shares/person |

Notes:

* Heads of Department type 1: Department Heads in: Production Department, Information Technology System Center.
* Heads of Department type 2: Department Heads in: Processing Department. Technical Center. Labor Salary Department, Import-Export Department. Quality Management Department.
* Heads of Department type 3: Department Heads in: Laboratory and Evaluation Department, Youth Union Department, Health Center, Mechanical and Electrical Department.
* Deputy Heads of Department type 1: Deputy Heads of Export Market Development Centers appointed before 2023. Deputy Department Heads in: Information Technology System Center, Accounting Department.
* Deputy Heads of Department Type 2: Deputy Heads of Export Market Development Centers appointed from 2023, and Deputy Department Heads in: Technical Center. Labor Salary Department, Mattana Center.
* Deputy Department Heads Type 3: Deputy Department Heads in: Brand Communication Center, Warehouse Department, HR Administration Department.
* Deputy Department Heads Type 4: Deputy Department Heads appointed from 2022 in the following departments: Import-Export Department, Labor Salary Department, Security Department, Technology Innovation and Development Center, Mechanical and Electrical Department.
* Deputy Department Heads Type 5: Deputy Department Heads appointed from 2023 in the following departments: Mattana Center, Novelty Center, and Finance-Investment Board.
* Deputy Department Heads Type 6: Deputy Department Heads appointed from 2024 in the following departments: Export Market Development Center.

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

‎‎Article 4. Expected implementation time: Q2/2024, after receiving notification from the State Securities Commission regarding the acceptance of the issuance report documents from the Company.

‎‎Article 5. Members of the Board of Directors supervises and inspects the implementation; The General Manager of the Company is responsible for directing relevant departments and individuals based on this Resolution to implement.