**VC2: Board Resolution**

On June 20, 2024, VINA2 Investment and Construction Joint Stock Company announced Resolution No. 72/2024/NQ-HDQT on implementing the plan on issuing bonus shares to employees in the Company and approving the list of eligible staff to participate in the program, number of shares distributed to each person as follows:

Article 1: Implement the plan on issuing bonus shares to employees in the Company approved by the Annual General Meeting 2024 according to the General Mandate No. 02/2024/NQ-DHDCD dated June 10, 2024, specifically as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| - | Share name | : | Shares of VINA2 Investment and Construction Joint Stock Company |
| - | Type of issued share | : | Common shares |
| - | Par value | : | VND10,000/share |
| - | Issue rate | : | The issue rate is 2.34% of the Company's total outstanding shares |
| - | Expected number of issued shares | : | 1,570,000 shares |
| - | Total value of issued shares at par value | : | VND15,700,000,000 |
| - | Source of the issue | : | Investment and Development fund according to the Audited Financial Statements 2023 |
| - | Criteria for eligible employees to participate in the program | : | Key staff of the Company: The Managing Director, Deputy Managing Director and Chief Accountant.  Have a long-term commitment to the Company, have signed an indefinite-term labor contract, and have worked at the Company for 6 months or more.  The number of shares distributed to each person is determined based on: The position held and seniority at the Company, or other standards set by the Board of Directors for the purpose of incentives and retaining highly qualified staff. |
| - | Distribution method | : | Distributed at the Company's Headquarters according to the list approved by the Board of Directors. |
| - | Transfer conditions: | : | All ESOP shares are 100% restricted from transfer within 12 months from the date of the issue completion. |
|  | Redeem treasury shares | : | Employees resigning within 12 months from the date of completion of the issue will have the Company retrieve 100% of the shares awarded to employees.  In case employees resign after 12 months from the date of completion of the issue, the number of shares awarded to the employee will not be retrieved. |
| - | Expected issue time | : | Expected in Q3/2024, after receiving written notice from the State Securities Commission on receiving full issue report documents of the Company. |
| - | Ensuring the rate of foreign investors | : | The list of staff selected to participate in the program does not contain foreigners, so the issue ensures the foreign investor ownership rate in the Company is in accordance with the provisions of the law. |

Article 2: Approve on the specific criteria and the list of eligible staff to participate in the program, the number of shares distributed to each person in accordance with the authorities of the Annual General Meeting 2024. Specifically:

1. Criteria to participate in the program according to the plan on issuing bonus shares to employees in 2024 was approved in the Annual General Meeting 2024 including: The General Manager, the Deputy General Manager, and the Chief Accountant.
2. Approve the specific criteria according to the position held and seniority to determine the number of shares distributed to each eligible staff to participate in the program as follows:

* Distribute bonus shares according to the position held:
* The General Manager: 250,000 shares
* The Deputy General Manager: 200,000 shares
* The Chief Accountant: 180,000 shares.
* Distribute bonus shares according to seniority as of the approval time of this Resolution as follows:
* Staff who have worked and contributed to the Company for 6 months to less than 1 year are distributed: 20,000 shares
* Staff who have worked and contributed to the Company for 1 year to less than 2 years are distributed: 40,000 shares
* Staff who have worked and contributed to the Company for 2 years to less than 3 years are distributed: 60,000 shares.
* Staff who have worked and contributed to the Company for more than 3 years are distributed: 80,000 shares.

3. The list of staff selected to participate in the program and the number of shares distributed to each person are as follows:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Full name | Position | Number of bonus shares according to the position held | Working seniority as of June 20, 2024 | Number of bonus shares according to seniority | Total bonus shares |
| 1 | Vu Trong Hung | General Manager | 250,000 | 1 year to less than 2 years (Starting from July 28, 2022) | 40,000 | 290,000 |
| 2 | Nguyen Dang Go Ganh | Deputy General Manager | 200,000 | More than 3 years (Starting from January 11, 2019) | 80,000 | 280,000 |
| 3 | Nguyen Quang Nguyen | Deputy General Manager | 200,000 | 2 years to less than 3 years (Starting from September 15, 2021) | 60,000 | 260,000 |
| 4 | Trinh Van Hung | Deputy General Manager | 200,000 | 2 years to less than 3 years (Starting from September 1, 2021) | 60,000 | 260,000 |
| 5 | Quach Ba Vuong | Deputy General Manager | 200,000 | 1 year to less than 2 years (Starting from June 13, 2023) | 40,000 | 240,000 |
| 6 | Hoang Viet Thanh | Chief Accountant | 180,000 | 2 years to less than 3 years (Starting from April 21, 2022) | 60,000 | 240,000 |
| Total | | | 1,230,000 |  | 340,000 | 1,570,000 |

Article 3: The Board of Directors assigned the Chair of the Board of Directors to direct relevant individuals to submit dossiers for permission from the State Securities Commission to approve the issue plan, implement necessary tasks to supplement documents to complete the dossier and other relevant documents required by the Securities Commission (if any) during the dossier appraisal process, and report the results to the Company's Board of Directors after completion of the issue.

Article 4: This Board Resolution takes effect from the date of its signing.

The Board of Directors, Executive Board and relevant departments and individuals of VINA2 Investment and Construction Joint Stock Company are responsible for implementing this Resolution.