**VDN: Board Resolution**

On August 27, 2024, VINATEX Danang JSC announced Resolution No. 06/2024/NQ-HDQT on determining the Standards and Principles for determining the number of shares distributed to each subject and the Implementation time - List of eligible employees to attend the Employee Stock Ownership Plan as follows:

Article 1: Approve the standards of eligible employees of the Company to attend the Employee Stock Ownership Plan:

* Employees contributing to the development of VINATEX Danang JSC according to the list approved by the Board of Directors.
* Members participating in the Employee Stock Ownership Plan submitting the resignation before the end of the payment collection period will not be allowed to continue participating in the Employee Stock Ownership Plan, regardless of the employee's payment period.

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

|  |  |  |
| --- | --- | --- |
| No. | Position | Number of shares (share/person) |
| 1 | Member of the Board of Directors-cum-the General Manager | 10,600 |
| 2 | Member of the Board of Directors-cum-the Deputy General Manager-cum-the Chair of the Trade Union | 10,600 |
| 3 | The Supervisor | 2,600 |
| 4 | The Deputy General Manager; the Executive Manager-cum-the Secretariat of the Board of Directors; the Chief Accountant | 8,000 |
| 5 | The Executive Manager, the First-level Heads of Departments | 6,500 |
| 6 | The Second-level Heads of Departments | 6,000 |
| 7 | The Heads of Divisions; the Manager of the factory; the First-level Deputy Heads of Departments | 5,200 |
| 8 | The Second-level Deputy Heads of Departments | 3,900 |
| 9 | The Deputy Manager of the factory, the Manager of the factory, the Vice Chair of the Trade Union | 2,600 |

Notes:

* The First-level Heads of Departments includes: The Organization - Administration Department, the Marketing Department, the Planning and Scheduling Department.
* The First-level Deputy Heads of Departments includes: The Organization - Administration Department, the Marketing Department, the Planning and Scheduling Department, the Finance and Accounting Department.
* The Second-level Deputy Heads/the Heads of Departments includes: The Engineering and Technology Department, the Quality Management Department

Article 3: The list of eligible employees to attend the Employee Stock Ownership Plan and the number of shares distributed

Article 4: Expected exercise time: After being notified by the State Securities Commission of receiving full issuance Report documents, it is expected to be implemented in Q3, Q4/2024.

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

This Resolution takes effect from the date of its signing.