**ANT: Board Resolution No. 23**

On September 18, 2024, An Giang Fruit - Vegetables & Foodstuff Joint Stock Company announced Resolution No. 23/2024/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 and criteria for the Company's employees to participate in the ESOP, the specific contents are as follows:

* Standards for employees selected to participate in the ESOP:
* Members on the list selected to participate in the Employee Stock Ownership Plan (ESOP);
* Members of the Board of Directors, the Executive Board, the Supervisory Board, and key personnel of An Giang Fruit - Vegetables & Foodstuff Joint Stock Company.
* Members who submit a resignation before the end of the issuance period under the ESOP will not be allowed to continue participating in the ESOP.
* Criteria for employees selected to participate in the ESOP:
* Members of the Board of Directors, the Executive Board, the Supervisory Board and key personnel of An Giang Fruit - Vegetables & Foodstuff Joint Stock Company appointed/working before January 1, 2023.
* Have contributions to the Company's production and business results in 2022.
* Have a desire to stay long-term, and voluntarily participate in the ESOP according to the set standards and criteria.

‎‎Article 2. Approve the principle of determining the number of shares distributed to each subject at the Company, the specific content is as follows:

|  |  |  |
| --- | --- | --- |
| Subjects | Quantity (shares) | Rate |
| Group of the Board of Directors, the Supervisory Board, the Secretariat of the Board of Directors | 72,000 | 30% |
| Group of the Executive Board and key personnel | 168,000 | 70% |
| Total | 240,000 | 100% |

* The number of shares distributed is calculated for each group according to the formula:

The number of shares distributed to each employee = (Total individual score of each employee / Total score of employees participating in the program of each group) \* the number of shares expected to be issued under the ESOP of each group.

* In which:

Total individual score of each employee is determined = Rank coefficient score \* Contribution coefficient score

• Rank coefficient

|  |  |  |
| --- | --- | --- |
| Position | Rank | Rank coefficient score |
| The Board of Directors, the Supervisory Board, the Secretariat of the Board of Directors |  |  |
| The Chair of the Board of Directors | 1 | 16.60 |
| The Chief of the Supervisory Board | 2 | 14.80 |
| Members of the Board of Directors | 2.5 | 6.80 |
| Members of the Supervisory Board | 3 | 6.00 |
| The Secretariat of the Board of Directors | 4 | 3.00 |
| The Executive Board and key personnel |  |  |
| The General Manager | 1 | 6.50 |
| The Deputy General Manager/the Chief Accountant | 1.5 | 6.00 |
| The Heads of Department/ the Manager of the factory/the Assistant of the General Manager | 2 | 4.35 |
| The Deputy Head of Department/ the Deputy Manager of the factory | 3 | 3.90 |
| Team leader | 4 | 2.00 |

* Contribution level

|  |  |  |
| --- | --- | --- |
| Criteria | Rank | Contribution coefficient score |
| The Board of Directors, the Supervisory Board: |  |  |
| + Appointed before June 2022 | 1 | 5.00 |
| + Appointed before October 2022 | 2 | 4.00 |
| The Secretariat of the Board of Directors | 3 | 3.00 |
| The Executive Board and key personnel |  |  |
| Work completion rate from 150% or more | 1 | 4.53 |
| Work completion rate from 140% to less than 150% | 2 | 4.00 |
| Work completion rate from 130% to less than 140% | 3 | 3.72 |
| Work completion rate from 120% to less than 130% | 4 | 2.80 |
| Work completion rate from 110% to less than 120% | 5 | 2.75 |
| Work completion rate from 100% to less than 110% | 6 | 2.30 |

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

‎‎Article 4. Expected implementation time: From Q3/2024 to Q4/2024, after the State Securities Commission notifies of receiving full issuance report documents. Approve on selecting an appropriate issuance time to ensure the rights of shareholders and in accordance with the provisions of law.

‎‎Article 5. Members of the Board of Directors, the Board of Management, departments/divisions and relevant individuals are responsible for implementing this Resolution.

‎‎Article 6. This Resolution takes effect from the date of its signing.