

CÔNG TY CỔ PHẦN CHỨNG
KHOÁN DNSE

*DNSE SECURITIES JOINT
STOCK COMPANY*

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Số/No: 68/2025/CV-DNSE-CBTT

Hà Nội, ngày 8. tháng 4. năm 2025

Hanoi, ... April 8, ... 2025

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi/To:

- Ủy ban Chứng khoán nhà nước

The State Securities Commission

- Sở Giao dịch chứng khoán Việt Nam

Vietnam Exchange

- Sở Giao dịch Chứng khoán Hà Nội

Hanoi Stock Exchange

- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh

Hochiminh Stock Exchange

1. Tên tổ chức

Công ty Cổ phần Chứng khoán DNSE

Organization name:

DNSE Securities Joint Stock Company

- Mã thành viên:

DNSE

Member code

DNSE

- Địa chỉ:

Tầng 6, Tòa nhà Pax Sky, số 63-65 Ngõ Thì Nhậm, phường
Phạm Đình Hổ, quận Hai Bà Trưng, thành phố Hà Nội.

Address

*Floor 6th, Pax Sky Building, No.63-65 Ngo Thi Nham, Pham
Dinh Ho Ward, Hai Ba Trung District, Hanoi*

- Điện thoại liên hệ:

024.7108.9234

Telephone

024.7108.9234

- Fax:

Không có/None

- Email:

info@dnse.com.vn



2. Nội dung thông tin công bố/ Contents of disclosure:

Công ty Cổ phần Chứng khoán DNSE (“DNSE”) công bố thông tin đối với các Nghị quyết của Hội đồng quản trị liên quan đến việc phát hành cổ phiếu thưởng theo chương trình lựa chọn cho người lao động lần 1 năm 2025 (ESOP). Cụ thể:

DNSE Securities Joint Stock Company (“DNSE”) announces information regarding the Board of Directors’ Resolutions related to the issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) – Phase 1 of 2025. Specifically:

- a. Nghị quyết của Hội đồng quản trị DNSE số **08** /2025/NQ-DNSE-HĐQT ngày **8** / **4** /2025 thông qua việc triển khai phương án phát hành cổ phiếu thưởng theo chương trình lựa chọn cho người lao động lần 1 năm 2025;

*Resolution No. **08** /2025/NQ-DNSE-HĐQT dated **8** / **4** /2025 of the DNSE Board of Directors approving the issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) – Phase 1 of 2025;*

- b. Nghị quyết của Hội đồng quản trị DNSE số **09** /2025/NQ-DNSE-HĐQT ngày **8** / **4** /2025 Thông qua Quy chế phát hành cổ phiếu theo chương trình lựa chọn cho người lao động lần 1 năm 2025 và Danh sách cán bộ nhân viên được phân phối cổ phiếu thưởng.

*Resolution No. **09** /2025/NQ-DNSE-HĐQT dated **8** / **4** /2025 of the DNSE Board of Directors approving the issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) – Phase 1 of 2025 and the list of employees eligible to receive bonus shares.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày ...**8/4**.../2025 tại đường dẫn <https://www.dnse.com.vn/tin-tuc/trang/cong-bo-thong-tin>.

*This information was published on the Company’s website on...**8/4**.../2025, as in the link <https://www.dnse.com.vn/tin-tuc/trang/cong-bo-thong-tin>.*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

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Tài liệu đính kèm/Attached documents:

- Nghị quyết của Hội đồng quản trị DNSE số 08/2025/NQ-DNSE-HĐQT ngày 8 / 4 /2025/ Resolution No. 08/2025/NQ-DNSE-HĐQT dated 8 / 4/2025;
- Nghị quyết của Hội đồng quản trị DNSE số 09/2025/NQ-DNSE-HĐQT ngày 8 / 4 /2025/ Resolution No. 09/2025/NQ-DNSE-HĐQT dated 8 / 4/2025.

Đại diện tổ chức

Organization Representative

/Người được UQ CBTT

Persons authorized to disclose information

TRƯỞNG PHÒNG PHÁP CHẾ VÀ TUÂN THỦ

HEAD OF LEGAL AND COMPLIANCE DEPARTMENT



Nguyễn Thị Hương



REGULATIONS

ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP) AT DNSE SECURITIES JOINT STOCK COMPANY – FIRST PHASE IN 2025

(Issued in accordance with Resolution No. 09/2025/NQ-DNSE-HĐQT dated 8/4/2025 of the Annual General Meeting of Shareholders of DNSE Securities Joint Stock Company)

CHAPTER I: GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

- 1.1. Scope of Application: These regulations stipulate the first issuance of shares under the Employee Stock Ownership Plan (ESOP) of DNSE Securities Joint Stock Company in 2025.
- 1.2. Subjects of Application: These regulations apply to members of the Board of Directors, the Supervisory Board, and employees who have signed a labor contract with DNSE Securities Joint Stock Company and meet the eligibility criteria set forth in these regulations.

Article 2. Definitions and Abbreviations

In these regulations, unless otherwise stated in the context, the following definitions and abbreviations shall be understood as follows:

- 2.1. **DNSE or the Company:** DNSE Securities Joint Stock Company;
- 2.2. **AGM:** The Annual General Meeting of Shareholders of DNSE;
- 2.3. **BOD:** The Board of Directors of DNSE;
- 2.4. **The Board of Management:** Includes the Chief Executive Officer/Acting Chief Executive Officer, Deputy Chief Executive Officer/Acting Deputy Chief Executive Officer, Chief Financial Officer, Branch Director, and other employees appointed by the Board of Directors.
- 2.5. **Employees:** Employees of the Company;
- 2.6. **ESOP:** Employee Stock Ownership Plan for employees of DNSE;
- 2.7. **ESOP Shares:** Shares actually issued under the ESOP 2025 program;
- 2.8. **ESOP Members:** Employees eligible to participate in the ESOP 2025 program;
- 2.9. **SSC:** The State Securities Commission;
- 2.10. **Labor Contract:** Employment contract;
- 2.11. **Labor Regulations:** Internal labor rules;
- 2.12. **ESOP Council:** Includes members with the authority, obligations, and responsibilities to formulate and implement ESOP program regulations in accordance with the ESOP Issuance Plan approved by the AGM and these regulations. Specifically:
 - Chairman of the Board – Chairman of the Council;
 - Vice Chairman of the Board – Council Member;
 - Board Member cum Chief Executive Officer – Council Member.

2.13. **End of the Issuance Period:** The date when DNSE completes the issuance and the State Securities Commission provides written confirmation of receipt of the issuance results report in accordance with regulations;

2.14. **Shares:** Shares of DNSE Securities Joint Stock Company.

Article 3. Reference Documents

- 3.1. Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- 3.2. Securities Law No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing certain provisions of the Securities Law (Securities Law 2019);
- 3.3. Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;
- 3.4. Circular No. 118/2020/TT-BTC dated December 31, 2020, providing guidance on certain matters related to securities offerings, issuance, public tender offers, share buybacks, public company registration, and cancellation of public company status;
- 3.5. Circular No. 96/2020/TT-BTC dated November 16, 2020, guiding information disclosure in the securities market, and Circular No. 68/2024/TT-BTC dated September 18, 2024, amending and supplementing certain provisions of circulars regulating securities trading on the securities trading system, securities transaction clearing and settlement, operations of securities companies, and information disclosure in the securities market;
- 3.6. Charter of Organization and Operation of DNSE Securities Joint Stock Company;
- 3.7. Resolution of the Annual General Meeting of Shareholders No. 01/2024/NQ-DNSE-ĐHĐCĐ dated 19/03/2025, of DNSE Securities Joint Stock Company;
- 3.8. Other relevant current legal documents.

Note: In case a competent State authority and/or an authorized person of the Company issues a new document that repeals/replaces or amends/supplements the contents of the referenced documents mentioned above, the new document shall automatically take effect and serve as the applicable reference for these regulations.

CHAPTER II: ESOP PROGRAM DETAILS**Article 4. Information on Shares Issued under the ESOP Program**

- 4.1. The Issuer: DNSE Securities Joint Stock Company;
- 4.2. Share Name: DNSE Securities Joint Stock Company Shares (Ticker: DSE);
- 4.3. Type of Shares: Common shares;
- 4.4. Par Value: 10,000 VND per share;
- 4.5. Number of Outstanding Shares: 330,000,000 shares (Three hundred thirty million shares);
- 4.6. Number of Shares Expected to Be Issued: 9,900,000 shares (Nine million ninehundred thousand shares), equivalent to 3.00% of the total outstanding shares;
- 4.7. Total Expected Issuance Value (at Par Value): 99,000,000,000 VND (Ninety-ninebillion Vietnam Dong);
- 4.8. Implementation Method: Issuance of bonus shares under the employee stock ownership plan within the company;
- 4.9. Funding Sources: From the surplus equity reserve as per the audited 2024 Financial Statements;
- 4.10. Implementation Timeline: Expected in Q2 of 2025, after receiving approval from the SSC.

Article 5. Eligibility and Criteria for Participation in the ESOP Program

Employees eligible to receive shares under the ESOP program under these Regulations include DNSE employees, specifically:

- 5.1. General Conditions:
 - Members of the BOD, the Supervisory Board, and employees who have signed a labor contract with DNSE.
- 5.2. Exceptional Cases:
 - Experts and senior personnel recruited by the Company: The ESOP Council will decide on a case-by-case basis;
 - Exceptional cases proposed by departments or the Board of Management and approved by the ESOP Council on a case-by-case basis.
- 5.3. Employees Not Eligible as of the Issuance Date of These Regulations:
 - Having submitted a resignation letter or unilaterally terminated their labor contract;
 - Having been subject to disciplinary action in any form within the past year before the issuance of these Regulations or are currently under disciplinary review/awaiting disciplinary review based on an official decision establishing a Disciplinary Review Council (or equivalent documents);
 - Having taken unpaid leave for six months or more before the issuance of these Regulations;
 - Being currently under temporary suspension of work/position by decision of the competent authority;

- Having temporarily suspended their labor contract (except in cases of military service obligations);
- Being absent from work without a valid reason as of the date of issuance of these Regulations;
- Other cases as proposed by the ESOP Council and approved by the BOD.

Article 6. Rights and Responsibilities of the ESOP Council

6.1. Rights of the ESOP Council

- Deciding on the selection criteria and list of employees eligible for ESOP share allocation, as well as the principles for determining the number of ESOP shares distributed to each individual;
- Establishing policies and binding requirements applicable to employees who own ESOP shares;
- Deciding on the recall/processing of ESOP share transfer requests from employees in cases specified in Articles 10 and 11 of these Regulations;
- Deciding on other matters related to the ESOP program according to these Regulations and as authorized by the BOD.

6.2. Responsibilities of the ESOP Council

- Implementing the ESOP program in accordance with Resolution No. 01/2025/NQ-DNSE-ĐHĐCĐ dated 19/03/2025, as approved by the AGM;
- Ensuring fairness, clarity, and consistency in the allocation of ESOP shares to employees;
- Preparing and adjust the list of employees eligible to participate in the ESOP program and propose the number of shares allocated to each employee for approval by the BOD;
- Proposing solutions for handling fractional shares after distribution (if any) or unallocated shares when the total number of distributed shares does not match the approved amount by the BOD;
- Ensuring that the share issuance complies with regulations on foreign ownership limits in cases where shares are issued to employees who are foreign investors, and decide on adjustments to foreign ownership limits if the ESOP program includes foreign employees;
- Performing other tasks related to the ESOP program as assigned by the BOD.

Article 7. Allocation of ESOP Shares

7.1. Distribution Principles

- Fairness: Employees who meet the same criteria at the same level will receive the same number of shares.
- Clarity: The distribution criteria are clearly defined, specific, and quantifiable to ensure distinct evaluation categories appropriate for different employee groups.
- Consistency: The share distribution aligns with the Company's objectives (capital increase, employee compensation, and retention) and employees' interests (recognition of contributions, incentives for long-term commitment to the organization).

7.2. Determination Criteria

Except for exceptional cases approved by the ESOP Council (Exceptional Approval), the number of shares allocated is determined based on the following criteria:

- **Contribution:** This criterion applies to employees who have made significant contributions to the Company's formation and development, as approved by the ESOP Council.
- **Job Level:** This criterion reflects an employee's managerial role and influence within the organization, determined based on the internal job grading system currently applied by the Company.
- **Growth Potential:** This criterion excludes mechanical factors such as job level and tenure and instead evaluates an employee's capabilities and potential future contributions, based on the Company's individual performance evaluation framework.

7.3. Distribution Method

a. General Principles:

The total number of issued shares is **9,900,000 shares**, which will be allocated into two Reward Share Funds as follows:

- General Reward Fund: 8,239,100 shares (*In words: Eight million, two hundred thirty-nine thousand one hundred shares*);
- Contribution Fund: 1,660,900 shares (*In words: One million, six hundred sixty thousand nine hundred shares*) will be allocated to employees meeting the criteria and receiving special approval under the decision of the ESOP Council.
- Calculation formula:

$$\text{Total reward shares granted} = \text{Shares from the General Reward Fund (i)} + \text{Shares from the Contribution Fund (ii)}$$

(i) Shares received from the General Reward Fund: Determined based on the Distribution Coefficient and the Standard Allocation Quantity per level, rounded to the nearest hundred.

- Distribution Coefficient: Ranges from 0.25 to 1.15, based on the employee's competency framework and potential future contribution, assessed according to the individual evaluation criteria and the ESOP Council's assessment.
- Standard Allocation Quantity per Level (The company has no employees at Level 8), specifically as follows:

Level	Standard Allocation (Shares)
Level 1	5,000
Level 2	7,700

Level	Standard Allocation (Shares)
Level 3	13,900
Level 4	39,000
Level 5	60,200
Level 6	95,000
Level 7	212,600
Level 9	1,751,400

(ii) Shares received from the Contribution Fund: The number of shares distributed and the list of employees with special contributions to the establishment and development of the company are determined by the ESOP Council.

b. Rounding Principles:

- The number of shares allocated to employees will be rounded down to the nearest whole number.
- Fractional shares resulting from rounding down will be redistributed to ESOP members within the Company who meet the eligibility criteria under these Regulations, prioritizing contributions and development potential, as determined by the ESOP Council.

Article 8. Cancellation/Refusal of the Right to Receive ESOP Shares

8.1. From the time the list of employees eligible to receive bonus shares is approved until before the Company issues the bonus shares, the following cases will result in the cancellation of the right to receive bonus shares:

- Employees who have submitted a resignation letter or unilaterally terminated their labor contract;
- Employees who have been subjected to disciplinary action in any form within one year before the issuance of bonus shares, or those currently under disciplinary review/waiting for disciplinary review based on an official decision to establish a Disciplinary Review Council (or equivalent documents) as of the date of issuance of bonus shares;
- Employees who have taken unpaid leave for six months or more as of the issuance date of the bonus shares;
- Employees who are under temporary suspension from work/position based on a decision from the competent authority;
- Employees who have temporarily suspended their labor contract (except for cases of suspension due to military service obligations).

8.2. Employees have the right to refuse part or all of the allocated shares at any time before the Company issues the bonus shares by submitting a written request.

8.3. Handling of Cancelled/Refused Bonus Shares:

- The remaining bonus shares from cancellations/refusals under this Article will be redistributed to ESOP members eligible under these Regulations.
- The principles for reallocating such shares and the list of ESOP members selected for additional distribution will be proposed by the ESOP Council and approved by the BOD.

Article 9. Transfer Restrictions

9.1. For a period of 12 months from the end of the issuance, ESOP shares cannot be transferred (including restrictions on gifting, donating, using as collateral, pledging, contributing as capital, using as a reward, or any other actions that may lead to a change in ownership).

9.2. ESOP shares are allowed to be transferred according to the following release schedule based on the total number of bonus shares:

Time Since the End of Issuance	Transferable Percentage (Released)
12 months since the end of issuance	Only 20% is transferable
24 months since the end of issuance	An additional 20% is transferable
36 months since the end of issuance	An additional 20% is transferable
48 months since the end of issuance	An additional 20% is transferable
60 months since the end of issuance	20% of the remaining shares are transferable

- Shares received from stock issuance for capital increase from equity and dividend shares arising from ESOP shares will not be subject to transfer restrictions.
- During the restricted transfer period, ESOP members are not allowed to transfer shares under any circumstances. Any transactions violating these Regulations and applicable laws will not be recognized, and the Company will not be responsible for such transactions.

Article 10. ESOP Share Recall

10.1. ESOP Members Leaving the Company

- If an ESOP member terminates their labor contract before the end of the restricted transfer period, for any reason (including voluntary resignation, contract expiration without renewal by the Company, or contract termination by the Company under internal labor regulations), all remaining ESOP shares that are still restricted from transfer will be recalled and handled as per Article 11;
- If an ESOP member leaves the Company at the Company's request due to restructuring, business model changes, or other cases, the handling of remaining restricted ESOP shares will be mutually agreed upon by the parties in compliance with these Regulations. If no agreement is reached, the shares will be handled according to Article 11.

10.2. ESOP Members Subject to Disciplinary Actions

- If an ESOP member is disciplined under the Company's Internal Labor Regulations and the current Labor Law, the ESOP shares will be handled as follows:
 - **Dismissal:** All remaining ESOP shares still under transfer restriction will be recalled and handled according to Article 11;
 - **Demotion and/or Delay in Salary Increase (up to 6 months):** Depending on the severity of the violation, the ESOP Council may decide to recall part or all of the remaining ESOP shares under transfer restriction, which will be handled according to Article 11;
- If an ESOP member violates the law and is criminally prosecuted, all remaining ESOP shares still under transfer restriction will be recalled and handled as per Article 11.

10.3. Other cases

- If an ESOP member is transferred or rotated to another internal position or assigned to work at related companies of DNSE, then according to the decision of the ESOP Council at each period, that ESOP member will have the right to continue receiving the benefits of an ESOP member;
- If an ESOP member retires as per labor law, all remaining ESOP shares under transfer restriction will be recalled and handled under Article 11 or other conditions decided by the ESOP Council;
- If an ESOP member passes away, the remaining restricted ESOP shares will be converted into unrestricted shares and transferred to their legal heirs;
- If an ESOP member suffers from illness, an accident, or an objective incident leading to permanent disability or loss of working capacity, the ESOP Council will review each case individually to decide whether the member may retain part or all of their allocated ESOP shares, subject to all existing transfer restrictions.
- Other exceptional cases will be decided by the ESOP Council.

Article 11. General Regulations on Handling ESOP Shares When Transfer Requests Occur

11.1. ESOP shares that are recalled under the cases outlined in Article 10 will be handled based on the decision of the ESOP Council, using one or a combination of the following methods:

- The ESOP member transfers the ESOP shares back to the Company at a price of 0 VND.
- The ESOP member transfers the ESOP shares to the Company's Labor Union in compliance with legal regulations. The Labor Union has the right to redistribute the shares to other eligible employees, provided that all existing transfer restrictions on those shares remain in place. The principles and list of employees selected for additional share distribution will be jointly decided by the Labor Union Executive Committee and the ESOP Council.
- The ESOP member transfers the ESOP shares to another employee eligible under the ESOP program, provided that all existing transfer restrictions remain in place. The principles for allocation and the list of employees selected for additional share distribution will be approved by the ESOP Council.

11.2 The ESOP Council is authorized by the BOD to make decisions, create a list of transferees, carry out share transfer procedures, redistribute shares, and handle any other arising cases not specified in these Regulations without requiring additional BOD's approval.

11.3. In the event that the Company makes an official written request for transfer, employees are required to complete all necessary procedures and sign required documents as requested by the Company to finalize the transfer within the timeframe specified in the Company's notice.

11.4. Regardless of whether the share transfer procedures have been completed, once the Company has issued a mandatory transfer decision regarding ESOP shares: (i) Employees will not be required to pay any custody fees (if applicable), and (ii) The Company has the right to automatically revoke any rights or benefits arising after the issuance date of the mandatory transfer decision.

Article 12. Rights and Obligations When Participating in the ESOP Program

Participation in the ESOP Program is an option for employees based on voluntary choice. If an employee chooses to participate in the ESOP Program under these Regulations, they are deemed to unconditionally and irrevocably accept all provisions of these Regulations and other related Company policies. The primary rights and obligations include the following:

12.1. Rights of ESOP Members

- The right to choose to accept or decline part or all of the allocated ESOP shares according to the provisions of these Regulations.
- Full rights and obligations as a common shareholder under the law, except for transfer restrictions stipulated in Article 9 of these Regulations.

12.2. Obligations of ESOP Members

- Following the procedures and regulations as required by DNSE.
- Providing additional information disclosures if applicable.
- Within three (03) working days from the first day of the month following an ESOP member's transfer of ESOP shares, they must declare the transfer details and submit the information to DNSE's HR department for tax reporting on income earned from stock-based bonuses. Once ESOP shares are unlocked, any transaction involving stock code DSE by an ESOP member will be considered an ESOP share transfer until all ESOP shares become freely transferable.
- Taking full responsibility for paying personal income tax or any other taxes/fees arising from receiving ESOP shares, exercising shareholder rights, or transferring ESOP shares after the transfer restriction period ends or after leaving DNSE.
- Complying with shareholding limit regulations applicable to shareholders, major shareholders, and related parties, as well as cross-ownership restrictions under the prevailing laws.
- Transferring ownership of ESOP shares upon the Company's request in cases specified in Article 11 of these Regulations.

12.3 DNSE makes no written or implied guarantees regarding the share value, stock dilution before or after the issuance under these Regulations. Employees are responsible for conducting due diligence before deciding to accept or decline their allocated ESOP shares.

CHAPTER III: IMPLEMENTATION PROVISIONS**Article 13. Amendments and Implementation Guidelines**

13.1. The BOD has the right to adjust, amend, or supplement these ESOP issuance regulations based on proposals from the ESOP Council, in alignment with the Company's actual circumstances.

13.2. The Chairman of the Board and/or the ESOP Council may issue written guidelines on transfer requests and handling arising cases during implementation.

Article 14. Effective Date

14.1. These Regulations consist of 3 chapters and 14 articles and take effect from the date of issuance.

14.2. Members of the BOD, the Chief Executive Officer, departments, and individuals are responsible for implementing these Regulations.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN


NGUYEN HOANG GIANG

**DNSE SECURITIES
JOINT STOCK COMPANY**

No.: 08/2025/NQ-DNSE-HĐQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hanoi, April 8, 2025

**THE RESOLUTION OF THE BOARD OF DIRECTORS
DNSE SECURITIES JOINT STOCK COMPANY**

(Re: Approving the implementation of the first 2025 employee stock option issuance plan.)

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 on June 17, 2020 and its guiding documents;
- The Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, amended and supplemented by the Law amending and supplementing a number of articles of the Securities Law;
- The Charter of DNSE Securities Joint Stock Company ("**Company**" or "**DNSE**");
- Resolution No. 01/2025/NQ-DNSE-ĐHĐCĐ dated March 19, 2025, of the General Meeting of Shareholders of DNSE Securities Joint Stock Company ("**Resolution No. 01**");
- The Minutes of the vote counting to get the opinion of the Board of Directors ("**BOD**") in writing No. 02/2025/BBKP-DNSE-HĐQT dated 8/4/2025 of DNSE Securities Joint Stock Company,

RESOLVED:

Article 1. Approval of the implementation of the first 2025 employee stock ownership plan ("**ESOP**") for the employees of the Company, as approved by the General Meeting of Shareholders in Resolution No. 01/2025/NQ-DNSE-ĐHĐCĐ dated March 19, 2025, with the following details:

Name of shares	Common stock of DNSE Securities Joint Stock Company
Type of shares	Common stock
Par value	10.000 VND per stock
Number of outstanding shares	330.000.000 stock
Total number of issued shares	The total number of shares issued is 9,900,000 shares (equivalent to 3.00% of total outstanding shares).
Total issuance value at	Total Issuance Value is VND 99,000,000,000 (Ninety nine billion



Par Value	VND).
Shares issued objects	Employees (including BOD members, Supervisory Board members, Executive Board members, and employees of DNSE) who have made positive contributions to the construction and development of the company, as determined by the list approved by the BOD.
Implementation Method	Issuance of bonus shares under the employee stock ownership plan for company employees, as determined by the list approved by the BOD.
Source of Funds	<p>From surplus equity according to the audited financial statements as of December 31, 2024.</p> <p>According to the Financial Statements as of December 31st, 2024, the surplus equity is 572,725,725,300 VND (<i>In words: Five hundred seventy-two billion, seven hundred twenty-five million, seven hundred twenty-five thousand, three hundred Vietnamese Dong</i>)</p>
Implementation Timeline	Expected in Quarter 2/2025, after being approved by the State Securities Commission.
Transfer Restrictions time	<p>ESOP shares may be transferred with the maximum transfer ratio based on the total number of awarded shares as follows:</p> <p>(i) Only 20% of the shares may be transferred after 12 months from the end date of the issuance; (ii) An additional 20% of the shares may be transferred after 24 months from the end date of the issuance; (iii) An additional 20% of the shares may be transferred after 36 months from the end date of the issuance; (iv) An additional 20% of the shares may be transferred after 48 months from the end date of the issuance; (v) The remaining 20% of the shares may be transferred after 60 months from the end date of the issuance.</p>
Foreign ownership ratio	The foreign investor ownership ratio in the Company is 100%. The issuance of shares under the 2025 ESOP Plan ensures compliance with the maximum foreign ownership ratio at DNSE.
Rounding and Handling of Fractional or Declined Shares	The number of shares issued to each employee will be rounded down to the nearest unit. Any fractional shares (if any) and the shares that employees decline to receive (if any) will be assigned/authorized for the BOD to decide on the share distribution to other recipients who are ESOP members, ensuring compliance with legal regulations and

	protecting the rights of employees.
Depository and Registration for Trading/Listing of Issued Shares	The shares issued under this plan will be additionally registered for centralized securities depository at the Vietnam Securities Depository and Clearing Corporation and additionally listed on the Ho Chi Minh City Stock Exchange in accordance with legal regulations.

Article 2. Assigning and authorizing the Chairman of the Board of Directors and/or the Chief Executive Officer – the Legal Representative – to decide and implement the following tasks, including but not limited to:

1. Determining the specific timeline for implementing the ESOP.
2. Carrying out the procedures for submitting documents related to the ESOP issuance to the State Securities Commission, relevant regulatory authorities, and provide explanations as required (if any).
3. Completing the procedures for additional securities depository registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing on the Ho Chi Minh Stock Exchange (HSX) for the issued shares.
4. Approving, deciding, and carrying out the necessary procedures related to changes in charter capital and amendments to the Company's Charter corresponding to the total par value of the shares actually issued upon completion of the issuance.
5. Performing the legal procedures to amend the Enterprise Registration Certificate, the Establishment and Operation License, and other related licenses and documents (if any) concerning the issuance.
6. Approving the content, signing all documents, records, annexes, and commitments related to the issuance as required by law and the guidance of competent regulatory authorities to implement and complete the matters approved by the BOD.
7. Conducting information disclosure procedures in accordance with legal regulations.
8. Performing other necessary tasks to complete the issuance in compliance with the Company's Charter and legal regulations.

The Chairman of the Board of Directors and/or the Chief Executive Officer has the right to assign/re-authorize one or more of the above tasks based on actual circumstances and in accordance with legal regulations.

Article 3. Implementation Terms

This Resolution takes effect from the date of signing. The Board members, the Board of

Management, and relevant departments and individuals are responsible for implementing its provisions./.

Recipients:

- BOM;
- Archive: L&C.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYEN HOANG GIANG



THE RESOLUTION OF THE BOARD OF DIRECTORS
DNSE SECURITIES JOINT STOCK COMPANY

(Re: Approving the Regulations on the Issuance of Shares under the Employee Stock Ownership Program Phase 1 of 2025 and the List of Employees Eligible for the Distribution of Bonus Shares)

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 on June 17, 2020 and its guiding documents;
- The Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, amended and supplemented by the Law amending and supplementing a number of articles of the Securities Law;
- The Charter of DNSE Securities Joint Stock Company ("**Company**" or "**DNSE**");
- Resolution No. 01/2025/NQ-DNSE-DHĐCĐ dated March 19, 2025, of the General Meeting of Shareholders of DNSE Securities Joint Stock Company ("**Resolution No. 01**");
- The Minutes of the vote counting to get the opinion of the Board of Directors ("**BOD**") in writing No. 02/2025/BBKP-DNSE-HĐQT dated 8.../...4.../2025 of DNSE Securities Joint Stock Company,

RESOLVED:

Article 1. Approval and issuance of the regulations on stock issuance under the first Employee Stock Ownership Plan (ESOP) of the Company in 2025. The full text of the Regulation is attached to this Resolution.

Article 2. Approval of the list of employees participating in the program under the first issuance plan of the Employee Stock Ownership Plan (ESOP) in 2025 of the Company, as attached to this Resolution.

Article 3. Implementation Terms

This Resolution takes effect from the date of signing. The Board members, the Board of Management, and relevant departments and individuals are responsible for implementing its provisions./.

Recipients:

- BOM;
- Archive: L&C.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

NGUYEN HOANG GIANG



DANH SÁCH CÁN BỘ NHÂN VIÊN ĐƯỢC PHÂN PHỐI CỔ PHIẾU THƯỜNG

STT	Tên	Phòng ban	Tổng số lượng cổ phiếu được phân bổ
1	Nguyễn Thị Duyên	Kế toán kiểm soát	95.400
2	Phạm Thị Thanh Hoa	BOD	274.500
3	Lê Anh Tuấn	BOD	2.096.550
4	Trần Mỹ Hương	Trung tâm Dịch vụ khách hàng	95.400
5	Trần Hương Quỳnh	Sản phẩm tài chính & Quản trị rủi ro	95.400
6	Phạm Hoài Phúc	Trung tâm Dịch vụ khách hàng	39.600
7	Nguyễn Thu Hằng	Nguồn vốn	60.200
8	Khổng Thanh Hòa	Khách hàng cao cấp	95.600
9	Nguyễn Thị Thanh Trà	PR	60.200
10	Đoàn Thị Kim Chi	Nghiệp vụ	39.600
11	Phạm Thị Kim Thúy	PR	39.600
12	Nguyễn Hoàng Giang	BOD	2.096.550
13	Trần Vĩnh Cửu	Công Nghệ	130.500
14	Tô Kim Thép	Công Nghệ	106.800
15	Nguyễn Đức Bình	Công Nghệ	346.400
16	Nguyễn Quang Sơn	Creative Content	119.000
17	Phạm Thu Quỳnh	Công Nghệ	169.500
18	Vũ Mạnh Hùng	Công Nghệ	149.900
19	Trịnh Văn Hiệp	Công Nghệ	130.200
20	Trịnh Quốc Tùng	Công Nghệ	130.200
21	Nguyễn Ngọc Linh	Phát triển sản phẩm và Đối tác	138.100
22	Lại Thị Khánh Ly	Khách hàng cao cấp	59.200
23	Phan Văn Dũng	Công Nghệ	60.200
24	Phạm Duy Phương	Công Nghệ	60.200
25	Trần Đức Hiếu	Công Nghệ	95.000
26	Nguyễn Kim Hưng	Công Nghệ	60.200
27	Cao Duy Hoàng	Công Nghệ	39.600
28	Nguyễn Trung Hiếu	Công Nghệ	39.600
29	Lương Tuấn Linh	Công Nghệ	39.600
30	Nguyễn Thị Hà Ninh	BOD	264.100
31	Vũ Thị Huyền Trang	Công Nghệ	60.200
32	Bùi Tiến Dũng	Công Nghệ	39.600
33	Phan Hữu Thắng	Công Nghệ	60.200
34	Nguyễn Trung Kiên	Công Nghệ	39.600
35	Trần Việt Trung	Công Nghệ	95.000
36	Nguyễn Thị Tuyền	BOD	164.700
37	Nguyễn Quỳnh Mai	Ngân hàng đầu tư	63.100
38	Lại Minh Tâm	Công Nghệ	39.600
39	Nguyễn Hoàng Việt	BOD	244.400
40	Lê Hoàng Long	Ngân hàng đầu tư	39.600
41	Nguyễn Thành Nam	Công Nghệ	39.600
42	Phan Thành Nghiệp	Khách hàng cao cấp	39.600
43	Phan Nguyễn Hữu Phương	Giám đốc Chi nhánh HCM	59.400



STT	Tên	Phòng ban	Tổng số lượng cổ phiếu được phân bổ
44	Nguyễn Văn Sùng	Khách hàng cao cấp	39.600
45	Nguyễn Mạnh Thắng	Công Nghệ	39.600
46	Nguyễn Duy Hải	Growth	60.200
47	Hồ Sỹ Hòa	Nghiên cứu và Tư vấn đầu tư	60.200
48	Phạm Chi Mai	BOD	71.200
49	Nguyễn Thị Hường	Pháp chế và Tuân thủ	18.000
50	Nguyễn Thị Thùy Linh	Pháp chế và Tuân thủ	9.900
51	Nguyễn Văn Mạnh	Công Nghệ	9.900
52	Nguyễn Thu Phương	Nghiệp vụ	18.000
53	Hồ Thị Ngọc Anh	Khách hàng cao cấp	5.000
54	Lê Mai Phương	Trung tâm Dịch vụ khách hàng	5.000
55	Ngô Hà Vi	Hành chính	5.000
56	Ninh Thị Thu Hằng	Nghiệp vụ	5.000
57	Nguyễn Thị Như Mai	Hành chính	5.000
58	Phan Thị Ngọc Mai	Trung tâm Dịch vụ khách hàng	5.000
59	Nguyễn Phương Chi	Creative Content	5.000
60	Chu Tuấn Thành	Growth	5.000
61	Nguyễn Thu Hiền	Trung tâm Dịch vụ khách hàng	5.000
62	Hoàng Quỳnh Anh	Growth	5.000
63	Nguyễn Ngọc Diệp Yến	PR	5.000
64	Đặng Anh Phương	Nghiệp vụ	5.000
65	Đào Duy Tân	Creative Content	5.000
66	Phạm Minh Ngọc	PR	5.000
67	Nguyễn Bảo Khanh	PR	5.000
68	Đinh Ngọc Trung	Hành chính	5.000
69	Trần Thị Quỳnh Như	Khách hàng cao cấp	5.000
70	Nguyễn Trung Hiếu	Công Nghệ	3.700
71	Vũ Hồng Anh	Nhân sự	5.000
72	Phạm Thị Ngọc Ánh	Growth	5.000
73	Đào Thị Thanh Hiền	Trung tâm Dịch vụ khách hàng	5.000
74	Nguyễn Thị Kiều Oanh	Nghiệp vụ	5.000
75	Dương Thu Trang	Kiểm soát nội bộ	5.000
76	Đặng Trung Anh	Nhân sự	5.000
77	Nguyễn Phương Linh	Công Nghệ	5.000
78	Trần Thanh Long	Phát triển sản phẩm và Đối tác	5.000
79	Nguyễn Mạnh Hiệp	Hành Chính	5.000
80	Nguyễn Thị Hồng Nhung	Khách hàng cao cấp	23.300
81	Lê Kim Chi	Trung tâm Dịch vụ khách hàng	23.300
82	Dương Phú Thịnh	Khách hàng cao cấp	7.700
83	Đỗ Thị Bạch Dương	Trung tâm Dịch vụ khách hàng	7.700
84	Nguyễn Thu Yến	Customer Success	7.700
85	Lê Thị Thu Trang	Trung tâm Dịch vụ khách hàng	7.700
86	Triệu Hương Ly	Nghiệp vụ	7.700
87	Khổng Thị Mai Anh	Khách hàng cao cấp	7.700

STT	Tên	Phòng ban	Tổng số lượng cổ phiếu được phân bổ
88	Phạm Thị Thảo Linh	Trung tâm Dịch vụ khách hàng	7.700
89	Đặng Thị Nhì	Kế toán kiểm soát	7.700
90	Lường Thị Linh	Nghiệp vụ	7.700
91	Hoàng Khôi Nguyên	KHTC nước ngoài	7.700
92	Hồ Nguyễn Yến Nhi	PR	7.700
93	Trần Thị Hồng Hạnh	Nguồn vốn	7.700
94	Trịnh Thanh Uyên	Công Nghệ	42.900
95	Nguyễn Quang Huy	Creative Content	7.700
96	Chu Lê Vi	PR	7.700
97	Bùi Kiên Cường	Creative Content	7.700
98	Phạm Minh Ngọc	Nhân sự	7.700
99	Phan Phương Mai	Creative Content	7.700
100	Nguyễn Hoàng Tuấn	Công Nghệ	7.700
101	Phạm Thị Phương Thảo	Sản phẩm tài chính & Quản trị rủi ro	7.700
102	Phí Trang Linh Chi	Nguồn vốn	7.700
103	Trần Thu Trang	Kế toán kiểm soát	7.700
104	Khuất Thị Phương Lâm	Công Nghệ	7.700
105	Đặng Thị Bích Ngọc	Khách hàng cao cấp	7.700
106	Võ Văn Huy	Khách hàng cao cấp	7.700
107	Nguyễn Vũ Minh Quang	Khách hàng cao cấp	7.700
108	Trần Mộng Thủy	Khách hàng cao cấp	7.700
109	Đặng Hoàng Sang	Khách hàng cao cấp	7.700
110	Vương Cao Nhật	PR	7.700
111	Lê Thị Bạch Cát	Khách hàng cao cấp	7.700
112	Bùi Trịnh Thanh	Công Nghệ	7.700
113	Dương Ánh Ngọc	Công Nghệ	7.700
114	Bùi Minh Quang	Công Nghệ	7.700
115	Nguyễn Văn Hiếu	Công Nghệ	7.700
116	Trần Nhật Quang	Khách hàng cao cấp	7.700
117	Nguyễn Văn Mạnh	Công Nghệ	10.400
118	Vũ Thị Huyền Trang	Công Nghệ	7.700
119	Hoàng Thị Lan Anh	Công Nghệ	7.700
120	Trần Trà My	Khách hàng cao cấp	7.700
121	Nguyễn Mạnh Hưng	Công Nghệ	7.700
122	Phạm Châu Long	Công Nghệ	5.700
123	Nguyễn Quốc Khánh	PR	5.700
124	Lê Trung Hiếu	Công Nghệ	5.700
125	Dư Anh Tuấn	Ngân hàng đầu tư	5.700
126	Tô Quân Đồng	Khách hàng cao cấp	5.700
127	Phạm Văn Tuyên	Công Nghệ	5.700
128	Nguyễn Thị Hải Anh	Sản phẩm tài chính & Quản trị rủi ro	5.700
129	Vũ Thị Thanh Tâm	Kế toán kiểm soát	29.500
130	Hồ Phạm Quang Phương	Khách hàng cao cấp	49.100
131	Lê Thị Thủy Linh	Nghiệp vụ	13.900



CÔNG TY

PHÂN

3 KHU

VỰC

NSE

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STT	Tên	Phòng ban	Tổng số lượng cổ phiếu được phân bổ
132	Nguyễn Thị Liêm	Kế toán kiểm soát	13.900
133	Vũ Thị Thanh Hằng	Thư ký	13.900
134	Đặng Đức Thắng	Khách hàng cao cấp	13.900
135	Lê Ánh Tuyết	Nhân sự	13.900
136	Nguyễn Hoài Nam	Khách hàng cao cấp	13.900
137	Nguyễn Hải Vân	Kế toán kiểm soát	13.900
138	Đặng Thị Huyền	Công Nghệ	13.900
139	Bùi Văn Hưng	Công Nghệ	49.100
140	Lê Hoàng Minh Hà	Creative Content	29.500
141	Vũ Nguyễn Thủy Tiên	Công Nghệ	13.900
142	Nguyễn Hồng Ngọc	Công Nghệ	13.900
143	Vũ Văn Quý	Công Nghệ	13.900
144	Nguyễn Đình Đông Đô	Công Nghệ	13.900
145	Lê Tuấn Hưng	Creative Content	13.900
146	Nguyễn Hữu Sơn	Công Nghệ	13.900
147	Đỗ Tân Nhật	Công Nghệ	13.900
148	Hoàng Mạnh Đức	Công Nghệ	13.900
149	Vũ Thị Thu Thảo	Công Nghệ	13.900
150	Nguyễn Thị Anh Thư	Công Nghệ	13.900
151	Nguyễn Bá Vương	Công Nghệ	13.900
152	Trần Xuân Bách	Công Nghệ	13.900
153	Phạm Tiến Đạt	Khách hàng cao cấp	13.900
154	Vũ Mai Linh	Công Nghệ	13.900
155	Lê Quỳnh Trang	Công Nghệ	13.900
156	Nguyễn Thùy Linh	Công Nghệ	13.900
157	Hà Thị Phương Hoa	Công Nghệ	13.900
158	Nguyễn Cảnh Hoàng	Nguồn vốn	13.900
159	Nguyễn Quốc Phi	Công Nghệ	13.900
160	Nguyễn Minh Vũ	Công Nghệ	13.900
161	Phạm Thị Thùy	Công Nghệ	13.900
162	Hoàng Tùng	Sản phẩm tài chính & Quản trị rủi ro	13.900
163	Nguyễn Văn Kha	Khách hàng cao cấp	13.900
164	Bùi Lê Văn	Khách hàng cao cấp	13.900
165	Đinh Thị Lan Chi	Nhân sự	13.900
166	Thân Văn Dương	Công Nghệ	13.900
167	Trần Duy Hưng	Công Nghệ	13.900
168	Trịnh Quốc Đạt	Công Nghệ	13.900
169	Nguyễn Phương Anh	Sản phẩm tài chính & Quản trị rủi ro	13.900
170	Nguyễn Văn Dương	Công Nghệ	13.900
171	Nguyễn Quý Dũng	PR	6.900
172	Lâm Kim Oanh	Công Nghệ	10.400
173	Phạm Thị Hồng Hạnh	Khách hàng cao cấp	10.400
174	Đào Thị Hoa	Customer Success	6.900
175	Ngô Hà Anh	Phái sinh	6.900

STT	Tên	Phòng ban	Tổng số lượng cổ phiếu được phân bổ
176	Dương Minh Trí	Công Nghệ	6.900
177	Nguyễn Thị Thanh Hà	Kế toán kiểm soát	6.900
178	Nguyễn Đình Quang	Công Nghệ	9.900
179	Lữ Phương Dung	Customer Success	9.900
180	Hoàng Đức Việt	Công Nghệ	18.000
181	Trần Diệu Linh	Khách hàng cao cấp	10.400
182	Hà Việt Hải	Công Nghệ	6.900
Tổng			9.900.000



