

**CÔNG TY CỔ
PHẦN SIAM
BROTHERS
VIỆT NAM**

Digitally signed by CÔNG TY CỔ PHẦN SIAM
BROTHERS VIET NAM
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CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

*(Ban hành kèm theo Quyết định số .../QĐ-SGDVN ngày ... của Tổng Giám đốc Sở Giao dịch
Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam)*
*(Issued with the Decision No. .../QĐ-SGDVN on ... of the CEO of Vietnam Exchange on the
Information Disclosure Regulation of Vietnam Exchange)*

**CÔNG TY CP SIAM
BROTHERS VN
SIAM BROTHERS VIETNAM
JSC**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Số: 201026-02 /SBV-HSX
No.: 201026-02 /SBV-HSX

TPHCM, ngày 20 tháng 10 năm 2026
HCMC, October 20th, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

**Kính gửi: Sở Giao dịch Chứng khoán Việt Nam/ Sở Giao dịch Chứng khoán
Hà Nội/ Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh**
To: Vietnam Exchange/ Hanoi Stock Exchange/ Hochiminh Stock Exchange

1. Tên tổ chức/Name of organization: CÔNG TY CP SIAM BROTHERS VIỆT NAM /
SIAM BROTHERS VIETNAM JOINT STOCK COMPANY

- Mã chứng khoán/Mã thành viên/ Stock code/ Broker code: SBV
- Địa chỉ/Address: Tầng 5, tòa nhà văn phòng VRG, 177 Hai Bà Trưng, P.Xuân
Hòa, TPHCM / 5th Floor, VRG Building, No.177 Hai Ba Trung, Xuan Hoa
Ward, Ho Chi Minh City, Vietnam
- Điện thoại liên hệ/Tel.: 028.38912889 Fax:
- E-mail:

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

CTCP Siam Brothers VN công bố Nghị quyết triển khai phương án phát hành cổ
phiếu theo Chương trình lựa chọn cho người lao động ESOP năm 2026 / Siam
Brothers Vietnam JSC Announces a Resolution on the Implementation of the Share
Issuance Plan under the 2026 Employee Stock Ownership Plan (ESOP).

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày
20/10/2026 tại đường dẫn <http://siambrothersvn.com>/This information was



*published on the company's website on 20/10/2026 , as in the link
<http://siambrothersvn.com>*

*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.*

***Tài liệu đính kèm/Attached
documents:***

*Tài liệu liên quan đến nội dung
thông tin công bố/Documents on
disclosed information.*

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/Người UQ CBTT

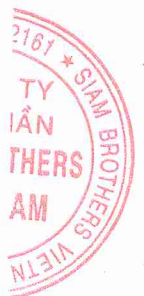
Legal representative/ Person authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)



VEERAPONG SAWATYANON



Số: 2010-02...../NQ-HĐQT-26
No. 2010-02...../NQ-HĐQT-26

Tp.HCM, ngày 20 tháng 10 năm 2026
HCMC, 20 Oct..... 2026

**NGHỊ QUYẾT
RESOLUTION**

V/v: triển khai phương án phát hành cổ phiếu theo Chương trình lựa chọn cho người lao động (ESOP) năm 2026

Re: Implementation of the 2026 Share Issuance under the Employee Stock Ownership Plan (ESOP)

**HỘI ĐỒNG QUẢN TRỊ CÔNG TY CP SIAM BROTHERS VIỆT NAM
BOARD OF DIRECTORS OF SIAM BROTHERS VIETNAM JSC**

- Căn cứ Luật Doanh nghiệp 2020;
Pursuant to the Law on Enterprises 2020;
- Căn cứ Điều lệ tổ chức và hoạt động Công ty CP Siam Brothers Việt Nam;
Pursuant to the Charter of Organization and Operation of Siam Brothers Vietnam JSC;
- Căn cứ Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 ngày 13/05/2026;
Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders dated 13 May 2026;
- Căn cứ Biên bản họp HĐQT ngày 30./.09/ 2026;
Pursuant to the Minutes of the Board of Directors' meeting dated 30 Sept 2026;

**QUYẾT NGHỊ:
DECISION**

Điều 1. Triển khai phương án phát hành cổ phiếu ESOP

1. Hội đồng quản trị thống nhất triển khai phương án phát hành cổ phiếu theo Chương trình lựa chọn cho người lao động (ESOP) đã được Đại hội đồng cổ đông thông qua.
2. Các nội dung chính của đợt phát hành:
 - Tên cổ phiếu phát hành: Cổ phiếu Công ty Cổ phần Siam Brothers Việt Nam
 - Mã chứng khoán: SBV
 - Loại cổ phiếu: Cổ phiếu phổ thông
 - Mệnh giá: 10.000 đồng/cổ phiếu
 - Số lượng cổ phiếu đã phát hành: 28.732.558 cổ phiếu
 - Số lượng cổ phiếu đang lưu hành: 28.690.058 cổ phiếu
 - Số lượng cổ phiếu quỹ: 42.500 cổ phiếu
 - Số lượng cổ phiếu phát hành: 20.000 cổ phiếu
 - Tổng giá trị phát hành theo mệnh giá: 200.000.000đ
 - Tỷ lệ phát hành: 0.07% số cổ phiếu đang lưu hành
 - Giá phát hành: 0 đồng/cổ phiếu
 - Nguồn vốn thực hiện phát hành: Lợi nhuận sau thuế chưa phân phối theo Báo cáo tài chính năm 2025 đã được kiểm toán của Công ty.

- Đối tượng phát hành: Cán bộ lãnh đạo, cán bộ quản lý chủ chốt và người lao động đang ký hợp đồng lao động chính thức với Công ty và/hoặc công ty con/
- Hạn chế chuyển nhượng: 12 tháng kể từ ngày kết thúc đợt phát hành
- Thời gian thực hiện: Trong năm 2026, sau khi hoàn tất các thủ tục theo quy định
- Phương án xử lý cổ phiếu chưa phân phối: hủy số cổ phiếu chưa phân phối, phù hợp quy định pháp luật

Article 1. Implementation of the ESOP Share Issuance Plan

1. The Board of Directors hereby resolves to implement the share issuance plan under the Employee Stock Ownership Plan (ESOP) as approved by the General Meeting of Shareholders.

2. The principal terms of the share issuance are as follows:

- Name of shares to be issued: Shares of Siam Brothers Vietnam Joint Stock Company
- Securities code: SBV
- Type of shares: Ordinary shares
- Par value: VND 10,000 per share
- Number of issued shares: 28,732,558 shares
- Number of outstanding shares: 28,690,058 shares
- Number of treasury shares: 42,500 shares
- Number of shares issued: 20,000 shares
- Total issue value at par value: VND 200,000,000
- Issuance ratio: 0.07% of the total number of outstanding shares
- Issue price: VND 0 (zero) per share
- Eligible participants: Leadership personnel, key management personnel, and employees who have entered into official employment contracts with the Company and/or its subsidiaries
- Transfer restriction period: 12 months from the completion date of the share issuance
- Implementation period: During 2026, after completion of all procedures in accordance with applicable laws
- Treatment of unallocated shares: The unallocated shares shall be cancelled in accordance with the treatment approved by the General Meeting of Shareholders and applicable laws.

Điều 2. Ban hành Quy chế ESOP

Ban hành kèm theo Nghị quyết này:

"Quy chế phát hành cổ phiếu theo Chương trình lựa chọn cho người lao động (ESOP) của Công ty Cổ phần Siam Brothers Việt Nam".

Quy chế là căn cứ để tổ chức triển khai Chương trình ESOP.

Article 2. Adoption of the ESOP Regulation

The Board of Directors hereby adopts the:

"Regulation on the Share Issuance under the Employee Stock Ownership Plan (ESOP) of Siam Brothers Vietnam Joint Stock Company."

The ESOP Regulation shall serve as the basis for the implementation of the Employee Stock Ownership Plan (ESOP).

Điều 3. Phê duyệt tiêu chí lựa chọn người lao động

Thông qua các nguyên tắc lựa chọn người lao động tham gia Chương trình ESOP trên cơ sở: Hiệu quả thực hiện công việc; Kết quả đánh giá KPI; Mức độ đóng góp cho Công ty; Chức vụ và phạm vi trách nhiệm; Thâm niên công tác; Tiềm năng phát triển; Nhu cầu giữ chân nhân sự chủ chốt; Các tiêu chí khác theo Quy chế ESOP.

Article 3. Approval of the Employee Eligibility Criteria

The Board of Directors hereby approves the eligibility criteria for employees participating in the Employee Stock Ownership Plan (ESOP), including: Work performance; KPI performance evaluation results; Contributions to the Company; Position and scope of responsibilities; Length of service; Development potential; Retention of key employees; and other criteria as stipulated in the ESOP Regulation.

Điều 4. Phê duyệt danh sách người lao động tham gia ESOP

1. Thông qua danh sách người lao động đủ điều kiện tham gia Chương trình ESOP như sau:

STT	Họ và tên	Chức vụ	Số lượng cổ phiếu
01	Trần Thanh Long	Phó Giám đốc thương mại	20.000
	TỔNG		20.000

Article 4. Approval of the List of Employees Participating in the ESOP

The Board of Directors hereby approves the list of employees eligible to participate in the Employee Stock Ownership Plan (ESOP) as follows:

No.	Full Name	Position	Number of Shares
01	Tran Thanh Long	Deputy Commercial Director	20.000
	TOTAL		20.000

Điều 5. Phê duyệt số lượng cổ phiếu phân bổ

1. Số lượng cổ phiếu dự kiến phát hành theo phương án đã được Đại hội đồng cổ đông thông qua là 100.000 cổ phiếu.
2. Căn cứ danh sách người lao động được lựa chọn tham gia Chương trình ESOP và nguyên tắc phân bổ cổ phiếu đã được Đại hội đồng cổ đông thông qua, Hội đồng quản trị phê duyệt số lượng cổ phiếu ESOP thực tế phân bổ cho người lao động là 20.000 cổ phiếu.
3. Số lượng 80.000 cổ phiếu còn lại trong tổng số 100.000 cổ phiếu dự kiến phát hành là số cổ phiếu không được phân phối trong đợt phát hành này.

Article 5. Approval of the ESOP Share Allocation

1. The number of shares expected to be issued under the share issuance plan approved by the General Meeting of Shareholders is 100,000 shares.
2. Based on the list of employees selected to participate in the Employee Stock Ownership Plan (ESOP) and the share allocation principles approved by the General Meeting of Shareholders, the Board of Directors hereby approves the actual allocation of 20,000 ESOP shares to the employees.
3. The remaining 80,000 shares out of the total 100,000 shares expected to be issued shall constitute the shares not allocated in this issuance.

Điều 6. Xử lý cổ phiếu chưa phân phối

1. Hội đồng quản trị quyết định hủy 80.000 cổ phiếu chưa được phân phối nêu tại Khoản 3 Điều 5 Nghị quyết này, phù hợp với phương án xử lý cổ phiếu không phân phối hết đã được Đại hội đồng cổ đông thông qua và quy định của pháp luật.
2. Việc hủy số cổ phiếu chưa được phân phối nêu trên không làm thay đổi số lượng 20.000 cổ phiếu được Hội đồng quản trị phê duyệt phân bổ cho người lao động theo Nghị quyết này.

Article 6. Cancellation of Unallocated Shares

1. The Board of Directors hereby resolves to cancel the 80,000 unallocated shares referred to in Clause 3, Article 5 of this Resolution, in accordance with the treatment of unallocated shares approved by the General Meeting of Shareholders and applicable laws.
2. The cancellation of the unallocated shares referred to above shall not affect the 20,000 shares approved by the Board of Directors for allocation to eligible employees under this Resolution.

Điều 7. Ủy quyền triển khai

Hội đồng quản trị giao Tổng Giám đốc tổ chức thực hiện các công việc cần thiết để triển khai và hoàn tất đợt phát hành, bao gồm việc thực hiện các thủ tục báo cáo, công bố thông tin, đăng ký chứng khoán, đăng ký lưu ký và các thủ tục liên quan khác theo quy định pháp luật.

Article 7. Authorization for Implementation

The Board of Directors authorizes the General Director to organize and carry out all necessary actions to implement and complete the share issuance, including the completion of reporting, information disclosure, securities registration, securities depository registration, and other related procedures in accordance with applicable laws.

Điều 8. Điều chỉnh trong quá trình triển khai

Trong quá trình triển khai, trường hợp phát sinh các vấn đề cần điều chỉnh nhưng không làm thay đổi các nội dung cơ bản của phương án phát hành đã được Đại hội đồng cổ đông thông qua, Chủ tịch Hội đồng quản trị được giao xem xét, xử lý trong phạm vi thẩm quyền; trường hợp vượt thẩm quyền, Chủ tịch Hội đồng quản trị báo cáo Hội đồng quản trị xem xét, quyết định.

Article 8. Adjustments During the Implementation Process

During the implementation of the ESOP share issuance, in the event that any matters arise requiring adjustment without changing the fundamental terms of the share issuance plan approved by the General Meeting of Shareholders, the Chairman of the Board of Directors is authorized to consider and handle such matters within his/her authority; matters beyond such authority shall be submitted to the Board of Directors for consideration and decision.

Điều 9. Hiệu lực thi hành

Nghị quyết này có hiệu lực kể từ ngày ký.

Thành viên Hội đồng quản trị, Tổng Giám đốc, Trưởng các đơn vị và các cá nhân có liên quan chịu trách nhiệm thi hành Nghị quyết này.

Article 9. Effectiveness

This Resolution shall take effect from the date of signing.

The members of the Board of Directors, the General Director, Heads of relevant departments and units, and other relevant individuals shall be responsible for implementing this Resolution.

Nơi nhận/ Recipients

- Như Điều 9/ As article 9
- Lưu: HDQT/ For BOD records.

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH
CHAIRMAN



ITTHAPAT SAWATYANON



REGULATIONS ON THE ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

(Issued pursuant to Board of Directors Resolution No. 2010-02/NQ-HDQT-26 dated 20 October 2026 of Siam Brothers Vietnam Joint Stock Company)

CHAPTER I. GENERAL PROVISIONS

Article 1. Purpose

The share issuance program under the Employee Stock Ownership Plan (the “ESOP Program”) is established to:

- Recognize employees’ contributions to the Company’s development.
- Align employees’ interests with those of shareholders and the Company’s sustainable development.
- Attract, retain and motivate capable managers, experts and employees.
- Encourage employees to improve productivity, work performance, innovation and accountability in carrying out their duties.
- Strengthen long-term ties between employees and the Company through share ownership.

Article 2. Scope

These Regulations govern:

- principles for issuing ESOP shares;
- criteria for selecting employees;
- principles for allocating shares;
- rights and obligations of participating employees;
- transfer restrictions;
- handling of special cases;
- the powers and responsibilities of the Board of Directors in implementing the ESOP Program.

Article 3. Applicable entities

These Regulations apply to:

- Siam Brothers Vietnam Joint Stock Company (the “Company”);
- the Board of Directors (the “BOD”);
- the General Director;
- employees selected to participate in the ESOP Program;
- organizations and individuals involved in implementing the ESOP Program.

Article 4. Legal basis

These Regulations are based on:

- Law on Enterprises No. 59/2020/QH14;
- Law on Securities No. 54/2019/QH14;
- Government Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated 11 September 2025; and the Charter of Siam Brothers Vietnam Joint Stock Company;
- the GMS resolution approving the share issuance plan under the employee stock ownership plan;
- other relevant legal instruments.

Article 5. Definitions

For the purposes of these Regulations, the following terms shall have the meanings set out below:

“Company” means Siam Brothers Vietnam Joint Stock Company.

“ESOP” means the employee stock issuance program implemented by the Company.

“Employee” means an individual who has entered into an employment contract with the Company in accordance with labour laws and meets the eligibility criteria for the ESOP Program.

“BOD” means the Company’s Board of Directors.

“GMS” means the Company’s General Meeting of Shareholders.

“ESOP Shares” means ordinary shares issued by the Company under the ESOP Program.

“Completion Date of the Issuance” means the date on which collection of payment for shares ends (for a paid issuance) or the date on which distribution of shares is completed in accordance with law.

CHAPTER II. INFORMATION ON THE EMPLOYEE STOCK OWNERSHIP PLAN

Article 6. ESOP Program information

Program name: Employee Stock Ownership Plan (ESOP) of Siam Brothers Vietnam Joint Stock Company.

Issuer: Siam Brothers Vietnam Joint Stock Company.

Type of shares: Ordinary shares.

Par value: VND 10,000 per share.

Number of shares to be issued: As set out in the ESOP issuance plan approved by the GMS. For the 2026 issuance, the maximum number is 100,000 shares; the actual number distributed shall be determined by the BOD within the authority delegated by the GMS.

Eligible recipients: Employees who satisfy the criteria in these Regulations and are approved by the BOD.

Issue price: VND 0 (zero) per share.

Employees receiving ESOP Shares are not required to pay for the shares.

Source of issuance: Undistributed after-tax profits forming part of the Company’s equity, according to the audited 2025 financial statements.

Implementation timing: As determined by a BOD resolution after completion of procedures with the competent state authorities.

Transfer restriction period: All shares issued under the ESOP Program shall be subject to a transfer restriction for twelve (12) months from completion of distribution in accordance with law.

Article 7. Issuance principles

The issuance of ESOP Shares shall be conducted in accordance with the following principles:

- Compliance with the issuance plan approved by the GMS.
- Openness, transparency and objectivity.
- No discrimination based on gender, ethnicity or economic sector.
- Employee selection shall be based on work performance, level of contribution, job position, development potential and commitment to the Company.
- An Employee who is not included in the list approved by the BOD has no right to request the purchase or allocation of shares.

Article 8. Treatment of undistributed shares

If an Employee refuses to receive shares or ceases to meet the ESOP eligibility requirements before completion of the issuance, the BOD shall decide whether to allocate the undistributed shares to other Employees who fully satisfy these Regulations.

Any reallocation must be made to eligible recipients, in accordance with the applicable principles, and must not exceed the total number of shares approved by the GMS.

The BOD may approve additional recipients without seeking further approval from the GMS.

Article 9. Authority of the BOD

Within the authority delegated by the GMS, the BOD may:

- issue the ESOP Regulations;
- issue evaluation criteria;
- approve the list of Employees;
- determine the number of shares allocated to each Employee;
- adjust the list where circumstances arise;
- deal with undistributed shares;
- decide on matters arising during implementation of the ESOP Program in accordance with law.

Article 10. Principles for determining share allocations

ESOP Shares shall be allocated to each Employee based on:

- position and scope of responsibility;
- performance evaluation results (KPIs);
- length of service;
- level of contribution to the Company's business and production activities;
- development potential and likelihood of long-term commitment;
- other criteria determined by the BOD.

The BOD shall determine the number of shares allocated to each Employee in a manner that is fair, transparent and consistent with the objectives of the ESOP Program.

CHAPTER III. ELIGIBILITY, CONDITIONS AND CRITERIA FOR PARTICIPATION

Article 11. Eligible participants

Employees eligible for consideration under the ESOP Program include individuals employed under employment contracts with the Company who fully satisfy the conditions set out in these Regulations.

Based on the Company's management needs and development orientation, priority may be given to:

- members of the Executive Management Board;
- division directors, plant directors and functional directors;
- chief accountant and Chief Financial Officer, if any;
- department heads, deputy department heads and equivalent management positions;
- experts, engineers, technical personnel, and research and product development personnel;
- key personnel in the Company's departments;
- other Employees with outstanding achievements or notable contributions to the Company's business and production activities.

Article 12. Conditions for participation

An Employee may be considered for participation in the ESOP Program only if all of the following conditions are satisfied:

The Employee has a valid employment contract with the Company when the BOD approves the list.

The Employee has completed the probationary period and has been formally employed.

The Employee is not: subject to ongoing labour disciplinary proceedings; suspended from work; under consideration for termination of the employment contract; or an individual whose resignation has been submitted and accepted by the Company before approval of the ESOP list.

The Employee undertakes to continue working for and remain committed to the Company in accordance with the ESOP Program.

The Employee agrees to fulfil all obligations under these Regulations.

Article 13. Employee evaluation criteria

Selection of Employees shall be based on a comprehensive assessment of the following criteria:

Job performance, including KPI achievement, annual performance review results, work quality and ability to meet assigned objectives. This criterion carries the highest weighting in the evaluation process.

Contribution to the Company, assessed by productivity improvements, cost savings, product quality improvements, workplace safety improvements, customer development, market expansion, process improvement, digital transformation, and employee training and development.

Position and scope of responsibility, assessed by management level, scope of management, impact on Company operations and responsibility for business results.

Length of service. Preference may be given to Employees with long-standing service; however, length of service is only one evaluation criterion and shall not be the sole basis for allocating ESOP Shares.

Development potential, including career development, ability to assume management positions, succession for key positions and long-term contribution to the Company.

Compliance awareness, including compliance with internal labour rules, production procedures, occupational safety requirements, quality requirements and professional ethics.

Article 14. Cases ineligible for participation

An Employee shall not be considered for participation if any of the following applies:

The Employee does not satisfy Article 12.

The Employee's most recent performance evaluation is unsatisfactory.

The Employee has been subject to labour discipline at or above the reprimand level within the period prescribed by the Company's internal rules.

The Employee has committed a violation of law or internal rules causing serious damage to the Company.

The Employee is no longer employed by the Company before completion of the ESOP issuance.

Other cases as decided by the BOD.

Article 15. Authority to approve the participant list

The Executive Management Board shall organize employee evaluations, prepare a proposed list and submit it to the BOD for consideration.

The BOD has the authority to approve the list of participants, determine the number of shares allocated to each Employee and adjust the list when necessary. The BOD's decision shall be final.

CHAPTER IV. PRINCIPLES FOR ALLOCATING ESOP SHARES

Article 16. Allocation principles

Allocation shall serve the ESOP Program's objectives of recognizing contributions, encouraging long-term commitment and improving the Company's operating performance.

Allocation shall be fair, transparent, objective and appropriate to the Company's business and production conditions.

The total number of shares allocated shall not exceed the number approved by the GMS.

An Employee who received shares in a previous issuance is not automatically entitled to the same number in a subsequent issuance.

Participation in the ESOP Program does not create an entitlement to participate in future ESOP programs.

Article 17. Basis for share allocation

The BOD shall determine the number of shares allocated to each Employee based on one or more of the following criteria:

- position and scope of management;
- performance evaluation results (KPIs);
- level of completion of assigned duties;
- length of service;
- contribution to business and production results;
- development potential and succession planning;
- special achievements;
- other criteria determined by the BOD.

Article 18. Determination of the number of shares

The BOD shall determine the number of shares allocated to each individual based on the total number of shares to be issued and the list of selected Employees.

Where necessary, the BOD may apply coefficients or a scoring method to determine each Employee's allocation.

The calculation method, coefficients and detailed allocation table shall be issued by BOD decision for each issuance and shall form an integral part of the ESOP Program.

The BOD may adjust allocations if personnel changes or other objective circumstances arise.

Article 19. List of Employees receiving allocations

The Executive Management Board shall compile the proposed list, review eligibility and report to the BOD. The BOD shall consider the list, the number of shares and the allocation timing. The official list shall be issued by BOD resolution or decision.

Article 20. Adjustment of the list

From approval of the list until before completion of the issuance, the BOD may adjust the list of participants in cases including resignation, disciplinary action, change of position, failure to continue meeting the ESOP conditions, or other cases decided by the BOD.

Article 21. Treatment of undistributed shares

Shares not distributed because an Employee refuses them or ceases to qualify may be allocated by the BOD to other Employees who satisfy these Regulations.

Reallocation must not exceed the total number of shares approved by the GMS and must be made to eligible recipients in accordance with the ESOP Program objectives.

The BOD shall make the final decision on the treatment of undistributed shares.

CHAPTER V. IMPLEMENTATION OF THE ESOP PROGRAM

Article 22. Notice of implementation

After the GMS approves the ESOP issuance plan and the BOD issues an implementation resolution, the Company shall notify the relevant departments and Employees eligible to participate.

The notice shall include: (a) total number of shares to be issued; (b) list of participating Employees; (c) number of shares allocated to each Employee; (d) issue price; (e) transfer restriction period; (f) time and procedures for confirming participation; and (g) other necessary information.

The notice may be delivered in writing, by email or through the Company's internal information system.

Article 23. Confirmation of participation

Employees on the list approved by the BOD must confirm their participation using the form issued by the Company.

Confirmation shall constitute acknowledgement that the Employee has read, understood and agreed to comply with these Regulations in full.

An Employee who fails to confirm within the period notified by the Company shall be deemed to have declined participation, unless the BOD decides otherwise.

Article 24. Issue price

The issue price under the ESOP Program is VND 0 (zero) per share.

Employees receiving allocated shares are not required to pay for the shares.

The issue price specified above shall be implemented in accordance with the issuance plan approved by the GMS.

Article 25. Issuance and recognition of share ownership

After completing the procedures required by law, the Company shall issue shares to Employees in accordance with the list approved by the BOD.

Share ownership shall be established in accordance with securities laws and the regulations of the Vietnam Securities Depository and Clearing Corporation (VSDC).

Employees shall become shareholders of the Company from the time ownership registration is completed in accordance with law.

Article 26. Employee rights in respect of ESOP Shares

While holding ESOP Shares, Employees shall enjoy all shareholder rights under the Law on Enterprises, the Law on Securities, the Company's Charter and other applicable laws, except for restrictions on transfer under these Regulations.

Article 27. Transfer restrictions

All shares issued under the ESOP Program shall be subject to a transfer restriction for twelve (12) months from the end of the issuance in accordance with law.

During the restriction period, Employees may not transfer or gift the shares, contribute the shares as capital, or conduct transactions that change ownership of ESOP Shares, except as otherwise provided by law.

After the restriction period expires, Employees may exercise their rights in respect of the shares in accordance with law.

Article 28. Dividends and other rights

During the transfer restriction period, Employees shall continue to enjoy shareholder rights in respect of ESOP Shares, including:

- the right to receive cash dividends;
- the right to receive share dividends;
- the right to subscribe for additional shares;
- other lawful rights under applicable law and the Company's Charter.

Rights arising from ESOP Shares shall be exercised in accordance with securities laws and the Company's Charter.

Article 29. Employee responsibilities

Employees participating in the ESOP Program shall:

- comply with these Regulations;
- refrain from transactions that violate transfer restrictions;
- provide all documents required by the Company;
- cooperate with the Company in completing issuance procedures;
- fulfil tax and other financial obligations, if any, in accordance with law.

CHAPTER VI. TREATMENT OF ESOP SHARES IN SPECIAL CASES

Article 30. General principles

During the transfer restriction period, Employees must continue to satisfy the ESOP Program conditions under these Regulations.

When a case covered by this Chapter arises, the BOD may consider and decide on an appropriate treatment consistent with these Regulations, the issuance plan approved by the GMS and applicable law.

The treatment of ESOP Shares must be fair and transparent and protect the lawful interests of the Company, its shareholders and Employees.

Article 31. Voluntary termination of employment

If an Employee unilaterally terminates or mutually agrees to terminate their employment contract while the ESOP Shares remain subject to transfer restrictions, the BOD shall consider one of the following options:

- (a) Allow the Employee to continue holding the ESOP Shares already issued until the transfer restriction period expires;
- (b) The Company repurchases all or part of the ESOP Shares in accordance with the issuance plan approved by the GMS; or
- (c) Apply another treatment under a BOD resolution, in compliance with law.

If the Company repurchases ESOP Shares, the repurchase price and procedures shall be determined by the BOD in accordance with the issuance plan approved by the GMS and applicable law.

Article 32. Employees subject to disciplinary action

An Employee who is dismissed or whose employment contract is terminated due to a serious violation of labour rules may be considered for withdrawal of benefits under the ESOP Program in accordance with the issuance plan and these Regulations.

The BOD shall decide how to handle each case based on the nature of the violation, the extent of damage and the Company's interests.

Article 33. Retirement

An Employee who retires at the statutory retirement age may continue to hold ESOP Shares already issued. The shares shall remain subject to transfer restrictions until the end of the twelve-month period under these Regulations.

Article 34. Termination of employment due to incapacity or death

If an Employee loses civil capacity, becomes unable to work as determined by a competent authority, or dies, ownership of ESOP Shares shall be dealt with in accordance with the Civil Code, inheritance laws and relevant regulations.

The BOD shall guide the lawful representative or heirs through the necessary procedures.

Article 35. Transfer, appointment or change of position

Internal transfer, reassignment, appointment or removal from office within the Company shall not affect ownership of ESOP Shares already issued, unless the BOD decides otherwise under the issuance plan.

Article 36. Company's right to repurchase ESOP Shares

In cases specified in the issuance plan approved by the GMS, the Company may repurchase all or part of an Employee's ESOP Shares.

Any repurchase must comply with the issuance plan, these Regulations, the BOD resolution and securities and enterprise laws.

The repurchase price, timing, sequence and procedures shall be determined by the BOD in accordance with the issuance plan.

Article 37. Rights arising from ESOP Shares

During the transfer restriction period, Employees shall continue to enjoy shareholder rights in respect of ESOP Shares under law and the Company's Charter, except the right to transfer the shares.

If the Company repurchases ESOP Shares under these Regulations, the treatment of rights arising from those shares (including cash dividends, share dividends and rights to subscribe for additional shares) shall be governed by the issuance plan and the ESOP Regulations approved by the GMS/BOD.

CHAPTER VII. RIGHTS, OBLIGATIONS AND RESPONSIBILITIES OF THE PARTIES

Article 38. Rights of Employees participating in the ESOP Program

Participating Employees shall have the following rights:

- to receive ESOP Shares in accordance with the list approved by the BOD;
- to enjoy all rights of ordinary shareholders under the Law on Enterprises, the Law on Securities, the Company's Charter and these Regulations, subject to transfer restrictions;
- to receive rights arising from ESOP Shares in accordance with law;
- to receive information from the Company concerning the ESOP Program;
- to submit complaints or recommendations regarding implementation of the ESOP Program in accordance with the Company's internal rules.

Article 39. Employee obligations

Employees shall:

- comply with these Regulations and BOD decisions relating to the ESOP Program;
- not transfer shares during the transfer restriction period;
- complete all procedures required by the Company;
- keep the Company's internal information confidential as required;
- fulfil tax and other financial obligations, if any, in accordance with law.

Article 40. Responsibilities of the Executive Management Board

The Executive Management Board shall:

- organize implementation of the ESOP Program in accordance with GMS and BOD resolutions;
- direct relevant units to prepare the list of eligible Employees;
- propose the list and allocation of shares to the BOD for approval;
- supervise implementation of these Regulations;
- report implementation progress and arising issues to the BOD.

Article 41. Responsibilities of departments

1. Human Resources Department

- Review eligibility for ESOP participation.
- Prepare the proposed list.
- Maintain employee records.
- Monitor resignations, transfers and disciplinary cases.

2. Finance and Accounting Department

- Coordinate financial procedures, if any.
- Record transactions in accordance with accounting regulations.
- Coordinate the fulfilment of tax obligations.

3. Legal Department / Company BOD Secretariat

- Prepare dossiers for submission to the BOD and GMS.
 - Carry out information disclosure.
 - Coordinate with VSDC and competent authorities to complete issuance procedures.
4. Other units shall coordinate as requested by the Executive Management Board and the BOD.

Article 42. Authority of the BOD

Within the authority delegated by the GMS, the BOD may:

- issue and amend the ESOP Regulations;
- issue annual evaluation criteria;
- approve the list of Employees;
- determine share allocations;
- adjust the list when circumstances arise;
- decide on the treatment of special cases;
- decide on other matters within its authority under law and the Company's Charter.

CHAPTER VIII. IMPLEMENTING PROVISIONS

Article 43. Effectiveness

These Regulations shall take effect from the date of issuance by the BOD.

These Regulations shall apply to all share issuances under the Company's ESOP Program, unless the GMS or BOD decides otherwise.

Article 44. Amendments and supplements

The BOD may amend or supplement these Regulations within the authority delegated by the GMS and in accordance with law.

If changes in law render these Regulations inappropriate, the BOD shall review and amend them or submit them to the GMS for consideration and decision within its authority.

Article 45. Resolution of issues

If an issue not addressed in these Regulations arises during implementation, the BOD shall consider and decide on the matter based on the Company's Charter, the ESOP issuance plan approved by the GMS and applicable law.

A BOD decision duly issued within its authority shall serve as the basis for implementation.

Article 46. Implementation

The BOD, Executive Management Board, functional departments and Employees participating in the ESOP Program shall be responsible for implementing these Regulations.

Relevant units shall coordinate to ensure that the ESOP Program is implemented in accordance with applicable law, the Company's Charter and these Regulations.

**FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS**

(Signed and sealed)

ITTHAPAT SAWATYANON