

**COTECCONS CONSTRUCTION
JOINT STOCK COMPANY**

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

No.: 13/2026/NQ-HDQT

Ho Chi Minh City, 29 October 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS OF COTECCONS CONSTRUCTION JOINT STOCK
COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the Law on Enterprises
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities ("Decree 155/2020/ND-CP");
- Pursuant to Decree No. 245/2025/ND-CP dated 11 September 2025 of the Government amending and supplementing a number of articles of Decree 155/2020 ("Decree 245/2025/ND-CP");
- Pursuant to the Charter of Coteccons Construction Joint Stock Company (the "Charter");
- Pursuant to Resolution No. 09/2026/NQ-DHCD dated 20 October 2026 of the Annual General Meeting of Shareholders for the fiscal year 2026 of Coteccons Construction Joint Stock Company;
- Pursuant to the BOD Meeting Minutes No. 13/2026/BBH-HDQT dated 29/10/2026 of Coteccons Construction Joint Stock Company.

RESOLVES:

Article 1. Approval of the implementation of the plan to sell treasury shares to employees pursuant to Resolution of the Annual General Meeting of Shareholders for fiscal year 2026 No. 09/2026/NQ-DHCD dated 20 October 2026 (the "ESOP 2025 Program")

I. GENERAL INFORMATION

1. Name of the issuer: Coteccons Construction Joint Stock Company.
2. Name of shares: Shares of Coteccons Construction Joint Stock Company.
3. Type of shares: Common shares.
4. Stock code: CTD
5. Par value: VND 10,000/share.
6. Total number of issued shares at present: 114,026,467 shares, of which:
 - a. Number of outstanding shares: 111,823,220 shares.
 - b. Number of treasury shares: 2,203,247 shares.

II. PLAN FOR THE SALE OF TREASURY SHARES TO EMPLOYEES

1. Number of issued shares prior to implementation: 114,026,467 shares.

Of which:

 - a. Number of outstanding shares: 111,823,220 shares.
 - b. Number of treasury shares: 2,203,247 shares.



2. Purpose: To retain talent, foster the long-term commitment of key personnel, and recognize long-serving personnel who have made sustained contributions to the development of the Company and its subsidiaries.
3. Expected number of treasury shares to be sold to Employees: 1,153,847 shares* (representing 1.03% of the total number of outstanding shares at the time of implementation).
**The above shares are treasury shares repurchased by the Company before the effective date of the Law on Securities No. 54/2019/QH14 (January 1, 2021). The Company is permitted to sell these treasury shares to employees pursuant to Article 310 of Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Law on Securities, as amended and supplemented by Clause 89, Article 1 of Decree No. 245/2025/ND-CP.*
4. Selling price: VND 10,000/share.
5. Expected total value of treasury shares to be sold: VND 11,538,470,000.
6. Eligible participants in the ESOP 2025 Program: Members of the Board of Directors (excluding independent members of the BOD), members of the Board of Management, key managers and other employees of the Company and its subsidiaries (hereinafter referred to as "Employees").
7. Eligibility criteria for Employees participating in the ESOP 2025 Program:
 - a. Having signed an official labor contract with the Company or a subsidiary, which remains in effect at the time the State Securities Commission (the "SSC") issues its official letter acknowledging receipt of the Company's report on the ESOP 2025 Program (this requirement shall not apply to BOD members).
 - b. Not falling into any of the following cases:
 - i. The Employee has submitted a resignation letter or unilaterally terminated the labor contract; has been subject to labor disciplinary action, or is pending disciplinary action or consideration of disciplinary action during the implementation of the ESOP 2025 Program;
 - ii. The Employee's labor contract is suspended, or the Employee is absent from work without reason.
8. Principles for determining the number of shares allocated to Employees participating in the ESOP 2025 Program:

The number of shares allocated to each Employee shall be determined based on the following Criteria:

- **Criterion 01:** Level/Position (K1);
- **Criterion 02:** Strategic role coefficient (K2);
- **Criterion 03:** KPI coefficient of the Department/Unit/Project (K3);
- **Criterion 04:** Position importance coefficient (K4);
- **Criterion 05:** Individual KPI coefficient (K5);
- **Criterion 06:** Individual contribution coefficient (K6).

The Criteria are specified as follows:

a. Criterion 01 - Level/Position (K1)

The maximum allocation is the maximum total number of shares that may be allocated to each Employee. Where an Employee holds more than one position concurrently, the maximum allocation shall be determined based on the highest Level/Position.

Level	Maximum allocation (K1)
Level 8 - Strategic Lead (Chairman of the BOD)	100,000
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	60,000

Level	Maximum allocation (K1)
Level 7 (Project Directors / Department Directors / Senior Site Managers / Chief Accountant / General Directors of subsidiaries with charter capital of less than VND 200 billion / Executive Assistants)	32,000
Level 6 (Acting Project Directors / Site Managers / Heads of Department / Heads of Division)	10,000
Level 4 - 5 (Heads of Section / Acting Site Managers / Deputy Site Managers / Acting Deputy Site Managers / Team Leaders / Lead Supervisors)	6,500
Level 1 - 2 - 3 (Project Security Staff)	500

b. Criterion 02 - Strategic role coefficient (K2)

This Criterion applies only to Level 8 - Strategic Lead, who plays the role of leading the strategy and long-term development direction of the Company and leading the senior leadership team.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	1
Other Levels	Not applicable (Coefficient = 0)

c. Criterion 03 - KPI coefficient of the Department/Unit/Project (K3)

This Criterion is determined based on the fiscal year 2025 KPI evaluation results of the Department/Unit/Project where the Employee works.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	Not applicable
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	0.90
Level 7 (Project Directors / Department Directors / Senior Site Managers / Chief Accountant / General Directors of subsidiaries with charter capital of less than VND 200 billion / Executive Assistants)	0.80
Level 6 (Acting Project Directors / Site Managers / Heads of Department / Heads of Division)	0.70
Level 4 - 5 (Heads of Section / Acting Site Managers / Deputy Site Managers / Acting Deputy Site Managers / Team Leaders / Lead Supervisors)	0.60
Level 1 - 2 - 3 (Project Security Staff)	0.50

d. Criterion 04 - Position importance coefficient (K4)

The position importance coefficient is determined based on the level of expertise, experience or specific skills required for the position, taking into account the scarcity of such human resources in the labor market and the difficulty of replacing the position.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	Not applicable
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	6
Level 7 (Project Directors / Department Directors / Senior Site Managers / Chief Accountant / General Directors of subsidiaries with charter capital of less than VND 200 billion / Executive Assistants)	5
Level 6 (Acting Project Directors / Site Managers / Heads of Department / Heads of Division)	4
Level 4 - 5 (Heads of Section / Acting Site Managers / Deputy Site Managers / Acting Deputy Site Managers / Team Leaders / Lead Supervisors)	3
Level 1 - 2 - 3 (Project Security Staff)	2

e. Criterion 05 - Individual KPI coefficient (K5)*

The coefficient is determined based on the Employee's fiscal year 2025 performance (KPI) evaluation results.

Performance rating	Coefficient
Satisfactory	0.90 - 0.95
Good	1.00 - 1.19
Excellent	1.20 - 1.30

f. Criterion 06 - Individual contribution coefficient (K6)*

This Criterion is intended to evaluate specific factors or outstanding contributions.

Nature of work and level of contribution	Coefficient
Less important	0.0173 - 0.2000
Important	0.2001 - 0.2958
Very important	0.2959 - 1

** For Criterion 5 and Criterion 6: The BOD is assigned to decide the actual coefficient of each Employee based on the individual contribution of each Employee.*

On the basis of the above Criteria, the number of shares allocated to each Employee shall be determined according to the following formula:

$$\text{Number of allocated shares} = (K1 \times K2) + (K1 \times K3 \times K4 \times K5 \times K6).$$

9. Implementation period: From the date of approval by the Annual General Meeting of Shareholders for the fiscal year 2026 until the end of the fiscal year 2027 (30 June 2027), or such other time as decided by the BOD, and after the SSC issues its official letter acknowledging receipt of the Company's complete report on the sale of treasury shares to employees.
10. Implementation sequence:
 - a. Carry out the sale of treasury shares to Employees under the ESOP 2025 Program;
 - b. Pay dividends pursuant to Resolution of the General Meeting of Shareholders No. 04/2026/NQ-DHCD dated 20 October 2026 after the completion of the sale of treasury shares to Employees under the ESOP 2025 Program. The end date of the treasury share sale shall be the date on which the Company completes the collection of share purchase payments from Employees.
 - c. Implement the ESOP 2026 Program after the completion of the dividend payment referred to in point b of this Section.
11. Transfer restriction: Within two (02) years from the end date of the offering. The end date of the offering shall be the date on which the Company completes the collection of share purchase payments from Employees.

This provision shall not apply to shares repurchased by the Company under Section II.14 of Article 1 of this Resolution.
12. Rights and benefits arising from shares allocated under the ESOP 2025 Program:
 - a. During the transfer restriction period, Employees shall remain fully entitled to all shareholder rights and benefits arising from the shares allocated under the ESOP 2025 Program, including the right to receive cash dividends, stock dividends, additional shares issued to increase charter capital from owners' equity, and other rights in accordance with the law and the Company's Charter (hereinafter referred to as the "New Shares"), provided that the Employee is the lawful owner of such shares on the record date for the exercise of rights as announced by the Company.
 - b. New Shares are not subject to the transfer restriction under the ESOP 2025 Program and may be freely transferred in accordance with the law.
13. Handling of undistributed shares: Any remaining shares resulting from Employees not registering to purchase, or registering but failing to pay or paying less than the full amount within the prescribed period, or from Employees no longer being eligible and/or no longer meeting the criteria to participate in the ESOP 2025 Program during the period from the BOD's approval of the list of participating Employees until the SSC announces receipt of the complete ESOP 2025 Program dossier, shall be redistributed, at the BOD's full discretion, to other Employees on the initially selected list of Employees at the same selling price. Redistributed shares shall be subject to the transfer restriction set out in Section II.11 of Article 1 of this Resolution.
14. Plan for the repurchase of shares from Employees who leave the Company during the transfer restriction period: As specifically provided in the ESOP 2025 Program Regulations on the repurchase plan, including but not limited to the method of repurchase, the number of shares to be repurchased, the repurchase price, the implementation timeline and other related procedures in the course of implementing the share repurchase. The repurchased shares shall be recorded as treasury shares of the Company and resold in accordance with Section II.15 of Article 1 of this Resolution.
15. Plan for the resale of shares repurchased by the Company under Section II.14 of Article 1 of this Resolution: The Company may resell the repurchased shares in accordance with the laws in effect at the time of implementation. Details of this matter are provided in the ESOP 2025 Program Regulations.
16. Use of proceeds: To supplement the Company's working capital.

17. Source of funds: The Company shall use treasury shares for sale to Employees at a preferential price of VND 10,000/share.
18. Method of handling the difference between the purchase price of the treasury shares and the selling price under the ESOP 2025 Program: The difference between the weighted average cost of the treasury shares and the selling price to Employees (VND 10,000/share) shall be offset against the share premium, which has a balance of VND 2,714,397,074,105 according to the Company's audited separate financial statements for the fiscal year 2026, and shall be accounted for in accordance with the prevailing accounting laws.
19. Plan to ensure compliance with foreign ownership limit regulations: The Company's maximum foreign ownership limit is 50%.
- a. Pursuant to Notice No. 6549/2026/CV-CTD dated 19 August 2026 of Cotecons Construction Joint Stock Company on its maximum foreign ownership limit of 50%, and Official Letter No. 8349/2026/UBCK-PTTT dated 25 August 2026 of the SSC acknowledging receipt of the complete Notice on the maximum foreign ownership limit of Cotecons.
 - b. According to the Consolidated List of Securities Holders provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) on October 22, 2026 (record date: October 21, 2026), foreign investors held 52,887,882 shares, representing 47.30% of the Company's 111,823,220 outstanding shares.
 - c. Under the List of Employees eligible to participate in the ESOP 2025 Program approved by the Board of Directors pursuant to Resolution No. 14/2026/NQ-HDQT dated 29/10/2026, 100,000 treasury shares will be sold to foreign Employees, representing 8.67% of the total treasury shares proposed to be sold under the ESOP 2025 Program.
Assuming foreign shareholdings remain unchanged and all 1,153,847 treasury shares are sold, the Company's outstanding shares will increase to 112,977,067, of which foreign investors will hold 52,987,882 shares, representing 46.90%. Accordingly, the sale will not exceed the Company's 50% foreign ownership limit.
The Company shall coordinate with VSDC during the sale of treasury shares under the ESOP 2025 Program to ensure compliance with the Company's maximum foreign ownership limit of 50%.
20. Transaction method: Transfer of ownership through Vietnam Securities Depository and Clearing Corporation (VSDC).
21. Payment method: Bank transfer.
22. Information on the bank at which the blocked account for receipt of share purchase payments is opened:
- a. Account name: Cotecons Construction Joint Stock Company
 - b. Account number: 19020059508034
 - c. Bank name: Vietnam Technological and Commercial Joint Stock Bank

Article 2. Authorization of the Chairman of the Board of Directors

The Chairman of the BOD of the Company is hereby assigned to carry out all necessary procedures to implement the ESOP 2025 Program in accordance with the above plan for the sale of treasury shares; and to sign all documents, materials and records related to the above plan for the sale of treasury shares in accordance with the contents of the BOD Resolution and applicable laws.

Article 3. Effectiveness

This Resolution shall take effect from the date of signing.

The members of the Board of Directors, the Board of Management, the relevant members/ departments/ divisions of the Company and the above-mentioned individuals shall be responsible for implementing this Resolution.

The members of the Board of Directors, the Board of Management, the relevant members/departments/divisions of the Company and the above-mentioned individuals shall be responsible for implementing this Resolution.

Recipients:

- *As stated in Article 3;*
- *Archives.*

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



BOLAT DUSENOV



No.: 14/2026/NQ-HDQT

Ho Chi Minh City, 29 October 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS OF COTECCONS CONSTRUCTION JOINT STOCK
COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of Coteccons Construction Joint Stock Company (the "Charter");
- Pursuant to Resolution No. 09/2026/NQ-DHCD dated October 20, 2026 of the Annual General Meeting of Shareholders for fiscal year 2026 of Coteccons Construction Joint Stock Company;
- Pursuant to the Board of Directors' Resolution No. 13/2026/NQ-DHCD dated 29/10 /2026 of Coteccons Construction Joint Stock Company
- Pursuant to BOD Meeting minutes No. 13/2026/BBH-HDQT dated 29/10 /2026 of Coteccons Construction Joint Stock Company.

DECIDES:

Article 1. Approval of the Regulation on the sale of treasury shares to employees pursuant to Resolution No. 09/2026/NQ-DHCD dated October 20, 2026 of the Annual General Meeting of Shareholders for fiscal year 2026 (the "ESOP 2025 Program") (attached).

Article 2. Approval of the list of employees eligible to participate in the ESOP 2025 Program and the number of shares allocated (attached).

Article 3. Approval of the entire dossier of the ESOP 2025 Program and its submission to the State Securities Commission of Vietnam

The Board of Directors assigns the Chairman of the Board of Directors to organize the implementation of the ESOP 2025 Program in accordance with the Regulation approved under Article 1, including carrying out the necessary procedures with competent authorities in accordance with the law.

Article 4. Effectiveness

This Resolution takes effect from the date of signing.

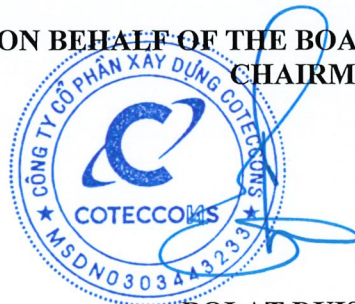
The members of the Board of Directors, the Board of Management, relevant members/ departments/ divisions of the Company, and the employees named in the attached list shall be responsible for implementing this Resolution.

Recipients:

- As in Article 4;
- Archived at the Company.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



BOLAT DUSENOV

REGULATION

**On the issuance of treasury shares under the employee stock option program pursuant to Resolution No. 09/2026/NQ-DHCD of the Annual General Meeting of Shareholders for the fiscal year 2026 dated 20 October 2026
(the “ESOP 2025 Program”)**

(Issued together with Resolution No. 14/2026/NQ-HDQT dated 29/10/2026 of the Board of Directors of Coteccons Construction Joint Stock Company)



Chapter I

GENERAL PROVISIONS

Article 1. SCOPE OF REGULATION AND SUBJECTS OF APPLICATION

This Regulation on the issuance of treasury shares under the employee stock option program of the Company apply to members of the Board of Directors (excluding independent members of the BOD) and Employees of Cotecons Construction Joint Stock Company and its subsidiaries.

Article 2. DEFINITIONS AND ABBREVIATIONS

In this Regulations, unless the context otherwise requires, the following terms and abbreviations shall be construed as follows:

1. Company	:	Cotecons Construction Joint Stock Company
2. Shares	:	Shares of the Company
3. ESOP Shares	:	Treasury shares issued to Employees under the employee stock option program of the Company
4. ESOP 2025 Program	:	The program for the issuance of treasury shares under the employee stock option program of the Company and its subsidiaries
5. Labor Contract	:	Labor contract
6. BOD	:	Board of Directors of the Company
7. Regulation, ESOP Regulation	:	Regulation on the issuance of treasury shares under the employee stock option program of the Company
8. SSC	:	State Securities Commission

Article 3. PURPOSE OF THE ISSUANCE

The ESOP 2025 Program aims to retain talent, foster the long-term commitment of key personnel, and recognize long-serving personnel who have made sustained contributions to the development of the Company and its subsidiaries.

Article 4. SIGNIFICANCE OF THE PROGRAM

1. The ESOP 2025 Program enables Employees to share in the added value created by the Company, while achieving the following objectives:
 - a. Recognizing the contributions of Employees to the Company;
 - b. Attracting and retaining, over the long term, dedicated, highly capable and experienced Employees and talented staff;
 - c. Encouraging and enhancing the roles, responsibilities and benefits of key officers and talented staff of the Company;
 - d. Aligning the interests of staff with those of the Company; motivating staff to strive together and share in the Company's success;
 - e. Rewarding staff appropriately.
2. For Employees
 - a. Being motivated to work, to accompany the Company and to remain committed to its development;
 - b. Enjoying benefits as the Company grows;
3. For the Company
 - a. Building a team of talented, experienced and highly qualified Employees and leaders committed to the Company over the long term;
 - b. Limiting the amount of cash to be spent on welfare programs;
 - c. The increased value of the Company will attract more major investors to invest in the Company, meeting its long-term strategic and development objectives;
 - d. The Company's image will be increasingly enhanced, creating a positive impact in society;
4. For shareholders

- a. The value of shareholders' assets increases as a result of the Company's strong growth;
- b. Reducing cash payments from the Company's profits for Employee bonuses, thereby increasing benefits for shareholders;
- c. Creating stability in personnel, thereby contributing to stability in the Company's operations.

Chapter II

PROVISIONS ON THE ISSUANCE AND ATTACHED CONDITIONS

Article 5. INFORMATION ON TREASURY SHARES ISSUED TO EMPLOYEES

1. Name of shares: Shares of Coteccons Construction Joint Stock Company
2. Total number of treasury shares expected to be sold: 1,153,847 shares* (representing 1.03% of the total number of outstanding shares at the time of implementation).

The above shares are treasury shares repurchased by the Company before the effective date of the Law on Securities No. 54/2019/QH14 (January 1, 2021). The Company is permitted to sell these treasury shares to employees pursuant to Article 310 of Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Law on Securities, as amended and supplemented by Clause 89, Article 1 of Decree No. 245/2025/ND-CP.

3. Type of shares: Common shares
4. Par value: VND 10,000/share
5. Selling price: VND 10,000/share
6. Total expected sale value at par value: VND 11,538,470,000
7. Participants eligible for the ESOP 2025 Program: Members of the Board of Directors (excluding independent members of the BOD), members of the Board of Management, key managers and other employees of the Company and its subsidiaries.
8. Transfer restriction: Within two (02) years from the end date of the offering. The end date of the offering is determined as the date on which the Company completes the collection of payment for the share purchase from Employees. This provision shall not apply to shares repurchased by the Company under Article 9 of this Regulation.

Article 6. CONDITIONS ATTACHED TO THE TREASURY SHARES ISSUED TO EMPLOYEES

Employees who receive share allocations under the ESOP Regulation shall be deemed to have agreed to the attached conditions and all other relevant regulations of the Company, which mainly include:

1. The transfer restriction period set out in Clause 8, Article 5. The transfer restriction also covers gifting, donating, contributing as capital, using as rewards, or any other form that may result in a change in the ownership of the shares.
2. Paying the full amount for the share purchase within the time limit notified by the BOD.
3. Being solely responsible for paying personal income tax or any other taxes and fees arising from the ESOP Shares purchased under the Program; exercising the rights arising from the shares and transferring the shares after the expiry of the restriction period.
4. The Company makes no commitment, whether written or implied, guaranteeing the value of the shares or regarding share dilution occurring before and after the issuance of treasury shares under this ESOP Regulation. Employees are responsible for obtaining information and have the right to decline all or part of the ESOP Shares allocated to them.

Chapter III

CRITERIA AND PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES ALLOCATED TO EMPLOYEES PARTICIPATING IN THE ESOP 2025 PROGRAM

The criteria and principles for determining the number of shares allocated to Employees participating in the ESOP 2025 Program set out below were approved by the Annual General Meeting of Shareholders for the fiscal year 2026 under Resolution No. 09/2026/NQ-DHCD dated 20 October 2026.

Article 7. ELIGIBILITY CRITERIA FOR EMPLOYEES PARTICIPATING IN THE ESOP 2025 PROGRAM

1. Having signed an official labor contract with the Company or a subsidiary, which remains in effect at the time the State Securities Commission (the “SSC”) issues its official letter acknowledging receipt of the Company’s report on the ESOP 2025 Program (this requirement shall not apply to members BOD members).
2. Not falling into any of the following cases:
 - a. The Employee has submitted a resignation letter or unilaterally terminated the labor contract; has been subject to labor disciplinary action, or is pending disciplinary action or consideration of disciplinary action during the implementation of the ESOP 2025 Program.
 - b. The Employee’s labor contract is suspended, or the Employee is absent from work without reason.

Article 8. PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES ALLOCATED TO EMPLOYEES PARTICIPATING IN THE ESOP 2025 PROGRAM

The number of shares allocated to each Employee shall be determined based on the following Criteria:

- **Criterion 01:** Level/Position (K1)
- **Criterion 02:** Strategic role coefficient (K2)
- **Criterion 03:** KPI coefficient of the Department/Unit/Project (K3)
- **Criterion 04:** Position importance coefficient (K4)
- **Criterion 05:** Individual KPI coefficient (K5)
- **Criterion 06:** Individual contribution coefficient (K6)

The Criteria are detailed as follows:

a. Criterion 01 - Level/Position (K1)

The Maximum Allocation is the maximum total number of shares that may be allocated to each Employee. Where an Employee holds more than one position concurrently, the Maximum Allocation shall be determined based on the highest Level/Position.

Level	Maximum Allocation (K1)
Level 8 - Strategic Lead (Chairman of the BOD)	100,000
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	60,000
Level 7 (Project Directors/ Department Directors/ Senior Construction Managers/ Chief Accountant/ General Directors of subsidiaries with charter capital below VND 200 billion/ Executive Assistants)	32,000
Level 6 (Acting Project Directors/ Construction Managers/ Heads of Department/ Heads of Division)	10,000
Level 4 - 5 (Heads of Section/ Acting Construction Managers/ Deputy Construction Managers/ Acting Deputy Construction Managers/ Team Leaders/ Chief Supervisors)	6,500
Level 1 - 2 - 3 (Project Security Staff)	500

b. Criterion 02 - Strategic role coefficient (K2)

This Criterion applies only to Level 8 - Strategic Lead, which plays the role of leading the strategy and long-term development direction of the Company and leading the senior leadership team.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	1
Other Levels	Not applicable (Coefficient = 0)

c. Criterion 03 - KPI coefficient of the Department/Unit/Project (K3)

This Criterion is determined based on the fiscal year 2025 KPI assessment results of the Department/Unit/Project where the Employee works.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	Not applicable
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	0.90
Level 7 (Project Directors/ Department Directors/ Senior Construction Managers/ Chief Accountant/ General Directors of subsidiaries with charter capital below VND 200 billion/ Executive Assistants)	0.80
Level 6 (Acting Project Directors/ Construction Managers/ Heads of Department/ Heads of Division)	0.70
Level 4 - 5 (Heads of Section/ Acting Construction Managers/ Deputy Construction Managers/ Acting Deputy Construction Managers/ Team Leaders/ Chief Supervisors)	0.60
Level 1 - 2 - 3 (Project Security Staff)	0.50

d. Criterion 04 - Position importance coefficient (K4)

The position importance coefficient is determined based on the level of expertise, experience or specialized skills required for the position, taking into account the scarcity of such human resources in the labor market and the difficulty of replacing the position.

Level	Coefficient
Level 8 - Strategic Lead (Chairman of the BOD)	Not applicable
Level 8 - Operations Lead (BOD members involved in management, Deputy General Directors, Executive Directors, Operations Directors, General Directors of subsidiaries)	6
Level 7 (Project Directors/ Department Directors/ Senior Construction	5

Level	Coefficient
Managers/ Chief Accountant/ General Directors of subsidiaries with charter capital below VND 200 billion/ Executive Assistants)	
Level 6 (Acting Project Directors/ Construction Managers/ Heads of Department/ Heads of Division)	4
Level 4 - 5 (Heads of Section/ Acting Construction Managers/ Deputy Construction Managers/ Acting Deputy Construction Managers/ Team Leaders/ Chief Supervisors)	3
Level 1 - 2 - 3 (Project Security Staff)	2

e. Criterion 05 - Individual KPI coefficient (K5)*

This coefficient is determined based on the Employee's fiscal year 2025 performance (KPI) assessment results.

Performance rating	Coefficient
Satisfactory	0.90 - 0.95
Good	1.00 - 1.19
Excellent	1.20 - 1.30

f. Criterion 06 - Individual contribution coefficient (K6)*

This Criterion assesses specific factors or outstanding contributions.

Nature of work and level of contribution	Coefficient
Less important	0.0173 - 0.2000
Important	0.2001 - 0.2958
Very important	0.2959 - 1

** For Criterion 05 and Criterion 06: The actual coefficient of each Employee shall be decided by the BOD based on each Employee's individual contribution.*

Based on the above Criteria, the number of shares allocated to each Employee shall be determined according to the following formula:

$$\text{Number of shares allocated} = (\text{K1} * \text{K2}) + (\text{K1} * \text{K3} * \text{K4} * \text{K5} * \text{K6}).$$

Chapter IV

HANDLING OF ESOP SHARES WHERE EMPLOYEES NO LONGER WORK FOR THE COMPANY

Article 9. HANDLING OF ESOP SHARES WHERE EMPLOYEES NO LONGER WORK FOR THE COMPANY

1. The Company shall repurchase the Employee's shares that remain subject to the transfer restriction in the following cases:
 - a. The Employee terminates the labor contract before the end of the transfer restriction period for any reason (including where the labor contract expires and is not renewed by the Company/subsidiary), except for the cases specified in Clause 4 of this Article.

- b. The Employee is subject to labor disciplinary action or dismissal in accordance with the regulations of the Company or its subsidiary and the prevailing Labor Code.
 - c. The Employee transfers shares subject to the transfer restriction in breach of this Regulation or relevant laws.
2. Repurchase price of ESOP Shares
- a. The Company shall repurchase the shares under Clause 1 of this Article at a price of VND 10,000/share.
 - b. For shares arising from the shares allocated under the ESOP 2025 Program that are still within the transfer restriction period, as a result of the Company paying stock dividends and/or issuing shares to increase charter capital from owners' equity, the Company shall not repurchase such arising shares.
3. Form of repurchase of ESOP Shares
- a. All repurchased ESOP Shares shall be recorded as treasury shares of the Company.
 - b. Employees shall be responsible for paying the related taxes and fees (if any).
4. Cases in which the Company shall not repurchase ESOP Shares under Clause 1 of this Article
- Employees who retire in accordance with the applicable regime, or who suffer an accident or illness to the extent that they are unable to continue performing the labor contract, shall not have their shares repurchased, but such shares shall remain subject to the transfer restriction under this Regulation, unless otherwise decided in writing by the BOD.
5. Plan for the resale of shares repurchased by the Company under Clause 1 of this Article: The Company may resell the repurchased shares at least 24 hours after submitting the report on the results of the share repurchase transaction to the SSC and making information disclosure in accordance with applicable regulations.
6. Where the Company has decided to repurchase ESOP Shares under Clause 1 of this Article and the Employee has received full payment but has not yet completed the ownership transfer procedures, the Company shall have the right to automatically revoke the rights and benefits arising after the date of the repurchase decision.

Chapter V

PROCEDURES AND IMPLEMENTATION PROVISIONS

Article 10. IMPLEMENTATION PROCEDURES

- 1. The Company shall carry out the procedures for registering the issuance of treasury shares in accordance with the law.
- 2. Employees shall read and fully understand the provisions of this Regulation.
- 3. Employees shall register to purchase shares and strictly follow the procedures and requirements set out in the Company's notice.
- 4. The Company shall report the results of the issuance of treasury shares in accordance with the law.
- 5. Employees who fail to comply with the sequence and procedures for purchasing treasury shares set out in the Company's notice shall be deemed to have voluntarily waived their right to purchase the allocated shares.

Article 11. SETTLEMENT OF COMPLAINTS

The BOD assigns the Chairman of the BOD to resolve complaints arising from the implementation of this Regulation. The decision of the Chairman of the BOD shall be final.

Article 12. AMENDMENTS TO THE REGULATIONS AND IMPLEMENTATION GUIDANCE

- 1. The BOD has full authority to amend and supplement this Regulation, including the conditions

attached to the treasury shares issued, on the principle that no amendment shall be less favorable to Employees who have purchased shares.

2. The Chairman of the BOD is authorized to issue guidance on the share repurchase procedures and the handling of arising cases (if any).

Article 13. EFFECTIVENESS

1. This Regulation consist of 5 Chapters and 13 Articles and shall take effect from the date of signing.
2. Subsidiaries and all Employees participating in the program for the issuance of treasury shares under the employee stock option program of the Company shall be responsible for implementing this Regulation.

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



BOLAT DUSENOV



**DANH SÁCH NGƯỜI LAO ĐỘNG ĐƯỢC THAM GIA
CHƯƠNG TRÌNH ESOP 2025 VÀ SỐ LƯỢNG CỔ PHIẾU ĐƯỢC PHÂN BỐ
LIST OF EMPLOYEES AND SHARE ALLOCATION UNDER THE 2025 ESOP**

(Ban hành kèm theo Nghị quyết Hội đồng quản trị số 14/2026/NQ-HDQT ngày 29/10/2026)
(Attached to Resolution of Board of Directors No. 14 /2026/NQ-HDQT date 29 /10/2026)

STT. No.	Họ và tên	Full Name	Level	Nguyên tắc xác định số lượng cổ phiếu phân bổ cho Người lao động tham gia Chương trình ESOP 2025 Principles for Determining the Number of Shares to Be Allocated to Employees Participating in the 2025 Employee Stock Ownership Plan (ESOP)						
				Tổng số ESOP tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/ Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient K5(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
1	Ông	Bolat Duisenov	Level 8	100,000	1.00	-	-	-	-	100,000
2	Ông	Văn Vĩ Thiện	Level 8	60,000	-	0.90	6.0	0.95	0.0259	7,972
3	Ông	Nguyễn Chí Thiện	Level 8	60,000	-	0.90	6.0	1.25	0.1481	59,981
4	Ông	Võ Hoàng Lâm	Level 8	60,000	-	0.90	6.0	1.05	0.0470	15,989
5	Ông	Trần Ngọc Hải	Level 8	60,000	-	0.90	6.0	1.05	0.0470	15,989
6	Ông	Nguyễn Tấn Tiến	Level 8	60,000	-	0.90	6.0	1.05	0.0470	15,989
7	Bà	Nguyễn Trinh Thủy Trang	Level 8	60,000	-	0.90	6.0	1.20	0.0779	59,188
8	Ông	Vũ Thanh Hà	Level 8	60,000	-	0.90	6.0	0.90	0.0205	59,188
9	Ông	Hồ Văn Chí Thành	Level 8	60,000	-	0.90	6.0	1.00	0.0308	59,188
10	Bà	Nguyễn Thị Thanh Hương	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
11	Bà	Đinh Thị Hồng Thắm	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
12	Ông	Nguyễn Ngọc Tài	Level 7	32,000	-	0.80	5.0	1.00	0.0468	5,990
13	Ông	Dương Trọng Nghĩa	Level 7	32,000	-	0.80	5.0	1.00	0.0468	5,990
14	Ông	Nguyễn Văn Kỳ Trân	Level 7	32,000	-	0.80	5.0	0.90	0.0260	2,995
15	Ông	Nguyễn Văn Sa	Level 7	32,000	-	0.80	5.0	0.90	0.0173	1,993
16	Ông	Lê Quốc Việt	Level 7	32,000	-	0.80	5.0	0.95	0.0328	3,988
17	Ông	Lê Doãn Thành	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
18	Ông	Lê Minh Hoàng	Level 7	32,000	-	0.80	5.0	1.30	0.1923	31,999
19	Ông	Trương Quang Trọng	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
20	Ông	Vũ Hoàng	Level 7	32,000	-	0.80	5.0	1.00	0.0468	5,990
21	Ông	Vũ Hoàng Pháp	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
22	Ông	Dương Xuân Tốt	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
23	Ông	Hoàng Thanh Bình	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
24	Ông	Hoàng Quốc Vinh	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
25	Ông	Hồ Đức Vinh	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
26	Ông	Nguyễn Tri Thông	Level 7	32,000	-	0.80	5.0	1.00	0.0469	5,999
27	Ông	Phạm Ngọc Bình	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
28	Ông	Lê Minh Tiến	Level 7	32,000	-	0.80	5.0	1.00	0.0547	6,999
29	Bà	Đinh Minh Đoàn Trinh	Level 7	32,000	-	0.80	5.0	1.20	0.0651	9,999
30	Bà	Trần Thị Thanh Vân	Level 7	32,000	-	0.80	5.0	1.00	0.0468	5,990
31	Ông	Nguyễn Hồng Sơn	Level 7	32,000	-	0.80	5.0	1.00	0.0468	5,990
32	Ông	Trần Duy Thanh	Level 7	32,000	-	0.80	5.0	1.05	0.0595	7,997
33	Ông	Phạm Đức Quang	Level 7	32,000	-	0.80	5.0	0.90	0.0260	2,995
34	Ông	Phạm Minh Toàn	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
35	Ông	Vũ Hoàng Nam	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
36	Ông	Phạm Thanh Sang	Level 6	10,000	-	0.70	4.0	0.90	0.0793	1,998
37	Bà	Nguyễn Thị Việt Nga	Level 6	10,000	-	0.70	4.0	0.90	0.0595	1,499
38	Ông	Trương Thanh Hải	Level 6	10,000	-	0.70	4.0	0.90	0.0595	1,499
39	Ông	Nguyễn Đỗ Nhật Nguyễn	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
40	Ông	Võ Minh Hoàng	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
41	Ông	Nguyễn Văn Tài	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
42	Ông	Nguyễn Ngọc Tân	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
43	Ông	Nguyễn Hữu Lộc	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
44	Ông	Huỳnh Tấn Mạnh	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
45	Ông	Nguyễn Quốc Huy	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
46	Ông	Lưu Nguyễn Lương	Level 6	10,000	-	0.70	4.0	1.25	0.1428	4,998
47	Ông	Trần Nga Hoàng	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
48	Ông	Nguyễn Tú Anh	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
49	Ông	Lê Công Trọng	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
50	Ông	Vũ Hồng Quân	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
51	Ông	Trần Thanh Bình	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
52	Ông	Phạm Minh Tú	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
53	Ông	Nguyễn Tấn Hợp	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999

				Tổng số ESOP tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược Strategic leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient K5(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
54	Ông	Trần Mạnh Cường	Level 6	10,000	-	0.70	4.0	1.20	0.1041	3,498
55	Ông	Ngô Văn Thường	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
56	Ông	Trần Mạnh Long	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
57	Ông	Hà Văn Vương	Level 6	10,000	-	0.70	4.0	1.25	0.1428	4,998
58	Ông	Lê Ngọc Huy	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
59	Ông	Phạm Quý Nhật	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
60	Ông	Nguyễn Quốc Thái	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
61	Ông	Trịnh Xuân Hương	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
62	Ông	Nguyễn Tùng Lâm	Level 6	10,000	-	0.70	4.0	1.30	0.1923	7,000
63	Ông	Lê Hồng Quân	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
64	Ông	Nguyễn Văn Ngọc	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
65	Ông	Hoàng Văn Quỳnh	Level 6	10,000	-	0.70	4.0	1.05	0.1190	3,499
66	Ông	Đào Duy Khánh	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
67	Ông	Cao Văn Huy	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
68	Ông	Ngô Xuân Lục	Level 6	10,000	-	0.70	4.0	1.30	0.2747	9,999
69	Ông	Nguyễn Văn Hòa	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
70	Ông	Đoàn Thành An	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
71	Ông	Nguyễn Văn Tâm	Level 6	10,000	-	0.70	4.0	1.25	0.1428	4,998
72	Ông	Phùng Văn Biển	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
73	Ông	Nguyễn Hữu Hợp	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
74	Ông	Nguyễn Công Trung	Level 6	10,000	-	0.70	4.0	1.05	0.1190	3,499
75	Ông	Chu Minh Thành	Level 6	10,000	-	0.70	4.0	1.25	0.1428	4,998
76	Ông	Đặng Công Thiệp	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
77	Ông	Nguyễn Kim Sinh	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
78	Ông	Nguyễn Văn Toàn	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
79	Ông	Bùi Việt Dũng	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
80	Ông	Nguyễn Thom	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
81	Ông	Lê Xuân Đồng	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
82	Ông	Phạm Ngọc Thành	Level 6	10,000	-	0.70	4.0	1.25	0.1428	4,998
83	Ông	Đỗ Xuân Chiến	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
84	Ông	Vũ Văn Hanh	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
85	Ông	Đào Đức Linh	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
86	Ông	Nguyễn Quốc Hữu	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
87	Ông	Nguyễn Toàn Thắng	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
88	Ông	Nguyễn Hoài Phương	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
89	Ông	Vương Dũng Trí	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
90	Ông	Nguyễn Cơ Doanh	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
91	Ông	Nguyễn Tuấn An	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
92	Ông	Nguyễn Phi Long	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
93	Ông	Huỳnh Lục	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
94	Ông	Nguyễn Văn Hùng Cường	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
95	Ông	Nguyễn Văn Phong	Level 6	10,000	-	0.70	4.0	1.30	0.1923	7,000
96	Ông	Đào Quang Đức	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
97	Ông	Nguyễn Bảo Toàn	Level 6	10,000	-	0.70	4.0	0.90	0.0992	2,500
98	Ông	Võ Đại Nhân	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
99	Ông	Võ Đại Trí	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
100	Ông	Nguyễn Hoàng Lâm	Level 6	10,000	-	0.70	4.0	0.90	0.0793	1,998
101	Ông	Lâm Phan Nghĩa Thi	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
102	Ông	Lê Duy Tuấn	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
103	Ông	Nguyễn Minh Sang	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
104	Ông	Phạm Anh Tuấn	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
105	Ông	Nguyễn Ngọc Lâm	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
106	Ông	Võ Quốc Thanh	Level 6	10,000	-	0.70	4.0	1.10	0.1298	3,998
107	Ông	Võ Quốc Tùng	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
108	Ông	Mạc Khắc Vũ	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
109	Ông	Nguyễn Văn Bình	Level 6	10,000	-	0.70	4.0	1.05	0.1190	3,499
110	Ông	Trần Sơn Bình	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
111	Ông	Bùi Ngọc Huân	Level 6	10,000	-	0.70	4.0	1.00	0.1071	3,000
112	Ông	Nguyễn Quốc Hùng	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
113	Ông	Trần Trung Kiên	Level 6	10,000	-	0.70	4.0	1.00	0.1071	2,999
114	Ông	Phạm Trung Đức	Level 5	6,500	-	0.60	3.0	1.30	0.2629	3,999
115	Bà	Nguyễn Kim Ngân	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
116	Ông	Nguyễn Chí Trung	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
117	Ông	Bùi Đức Duy	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000

				Tổng số ESOP tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược Strategic leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient K5(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
118	Ông	Trương Thanh Cường	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
119	Ông	Hoàng Thế Thắng	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
120	Ông	Nguyễn Quốc Hà	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
121	Ông	Lê Nguyễn Vũ	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
122	Ông	Lê Trường Giang	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
123	Ông	Mai Thanh Toàn	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
124	Ông	Phạm Văn Văn	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
125	Ông	Nguyễn Đình Phương	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
126	Ông	Lê Danh Duyệt	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
127	Ông	Đinh Văn Hợp	Level 5	6,500	-	0.60	3.0	1.30	0.2301	3,500
128	Ông	Vũ Đặng Thương	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
129	Ông	Ngô Vĩnh Phước	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
130	Ông	Võ Lê Tiến Đạt	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
131	Ông	Võ Văn Sơn	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
132	Ông	Vũ Văn Thắng	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
133	Ông	Lê Anh Duy	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
134	Ông	Nguyễn Văn Tiến	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
135	Ông	Trần Duy Thanh	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
136	Ông	Nguyễn Việt Cường	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
137	Ông	Võ Thành Long	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
138	Ông	Nguyễn Thế Long	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
139	Ông	Nguyễn Minh Cường	Level 5	6,500	-	0.60	3.0	1.30	0.2958	4,499
140	Ông	Lê Trung Ân	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
141	Ông	Phạm Văn Tuấn	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
142	Ông	Đỗ Đức Vụ	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
143	Ông	Đặng Văn Nam	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
144	Ông	Nguyễn Văn Tiến	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
145	Ông	Nguyễn Huy Chung	Level 5	6,500	-	0.60	3.0	1.30	0.4273	6,499
146	Ông	Nguyễn Văn Long	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
147	Ông	Phạm Văn Phú	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
148	Ông	Trần Vương Nền	Level 5	6,500	-	0.60	3.0	1.30	0.3616	5,500
149	Ông	Hồ Tấn Thịnh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
150	Ông	Mai Trung Sơn	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
151	Ông	Nguyễn Văn Thục	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
152	Ông	Lương Văn Biên	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
153	Ông	Đoàn Tôn Minh Phú	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
154	Ông	Nguyễn Văn Hải	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
155	Ông	Lê Văn Linh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
156	Ông	Ngô Văn Lâm	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
157	Ông	Nguyễn Văn Bá	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
158	Ông	Nguyễn Trọng Hiếu	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
159	Ông	Lê Thạc Luận	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
160	Ông	Nguyễn Công Danh	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
161	Ông	Trần Văn Kinh	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
162	Ông	Lê Văn Tường	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
163	Ông	Phạm Xuân Sinh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
164	Ông	Trần Nguyễn Nhựt Hùng	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
165	Ông	Vũ Duy Khánh	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
166	Ông	Trần Phước Quang	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
167	Ông	Vũ Hoàng	Level 3	6,500	-	0.60	3.0	1.20	0.2136	2,999
168	Ông	Phan Văn Bằng	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
169	Ông	Hồ Ngọc Thắng	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
170	Ông	Nguyễn Duy Kiên	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
171	Ông	Vũ Hải Cường	Level 4	6,500	-	0.60	3.0	1.05	0.2035	2,500
172	Ông	Nguyễn Duy Khánh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
173	Ông	Trương Văn Lân	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
174	Ông	Lê Văn Hải	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
175	Ông	Bùi Anh Tuấn	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
176	Ông	Hà Nguyễn Tuấn Bình	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
177	Ông	Phan Trần Anh Tuấn	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
178	Ông	Trần Quang Thanh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
179	Ông	Đào Như Khánh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
180	Ông	Nguyễn Văn Hải	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
181	Ông	Trương Chí Nhân	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999

				Tổng số ESOP tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient K5(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP (tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
182	Ông	Phan Thế Hoàng	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
183	Ông	Phạm Thanh Tuấn	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
184	Ông	Đoàn Quốc Ân	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
185	Ông	Nguyễn Văn Hải	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
186	Ông	Nguyễn Cù Long Hải	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
187	Ông	Ngô Quang Huy	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
188	Ông	Nguyễn Đình Hiệp	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
189	Ông	Trịnh Ngọc Thiện	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
190	Ông	Nguyễn Kim Du	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
191	Ông	Nguyễn Thành Huy	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
192	Ông	Đặng Đình Nguyễn Hoàng	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
193	Ông	Nguyễn Thanh Lâm	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
194	Ông	Huỳnh Minh Thành	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
195	Ông	Đoàn Quang Đức	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
196	Ông	Ngô Thái Vũ	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
197	Ông	Tăng Hữu Thuận	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
198	Ông	Huỳnh Ngọc Đức	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
199	Ông	Nguyễn Tấn Quốc	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
200	Ông	Lưu Hữu Phước	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
201	Ông	Lưu Anh Tín	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
202	Ông	Nguyễn Lương Trung Hiền	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
203	Ông	Trần Văn Trường	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
204	Ông	Đậu Hùng Cường	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
205	Ông	Lê Sơn Khánh Tùng	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
206	Ông	Nguyễn Quang Tuấn	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
207	Ông	Nguyễn Thanh Tùng	Level 5	6,500	-	0.60	3.0	1.30	0.2629	3,999
208	Ông	Phạm Tấn Thành	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
209	Ông	Nguyễn Văn Long	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
210	Ông	Nguyễn Thanh Quang	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
211	Ông	Trần Trường Giang	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
212	Ông	Mai Xuân Sự	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
213	Ông	Nguyễn Công Phong	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
214	Ông	Huỳnh Đình Muội	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
215	Ông	Nguyễn Thành Bửu Thạch	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
216	Ông	Đào Xuân Tuấn	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
217	Ông	Nguyễn Công Ngợi	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
218	Ông	Phạm Thanh Nhựt	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
219	Ông	Nguyễn Việt Hùng	Level 5	6,500	-	0.60	3.0	1.20	0.2136	2,999
220	Ông	Dương Chí Nguyễn	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
221	Ông	Huỳnh Mạnh Khương	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
222	Ông	Nguyễn Văn Từ	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
223	Ông	Đặng Nhật Trường	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
224	Ông	Nguyễn Thành Luân	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
225	Ông	Lương Duy Thao	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
226	Ông	Nguyễn Văn Mạnh	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
227	Ông	Trương Ngọc Hào	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
228	Ông	Nguyễn Trung Quân	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
229	Ông	Vũ Hữu Tuấn	Level 5	6,500	-	0.60	3.0	0.95	0.1799	2,000
230	Ông	Nguyễn Văn Trắc	Level 5	6,500	-	0.60	3.0	1.05	0.2035	2,500
231	Ông	Khương Chí Hằng	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
232	Bà	Nguyễn Thu Hiền	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
233	Ông	Chung Ngọc Thành Long	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
234	Ông	Nguyễn Văn Lai	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
235	Ông	Nguyễn Văn Khoa	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
236	Ông	Nguyễn Văn Thuận	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
237	Bà	Thiếu Yến Nhi	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
238	Ông	Nguyễn Phạm Khánh Duy	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
239	Ông	Trần Quốc Minh	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
240	Ông	Văn Quang Nhật Thành	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
241	Ông	Lê Hữu Tài	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
242	Ông	Nguyễn Bá Châu	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
243	Ông	Trương Như Sơn	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
244	Ông	Nguyễn Minh Toàn	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
245	Ông	Nguyễn Trung Hậu	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999

				Tổng số ESOP tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược Strategic leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient K5(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
246	Ông	Lê Hữu Nhân	Level 4	6,500	-	0.60	3.0	1.30	0.1643	2,499
247	Ông	Phạm Văn Tuyên	Level 4	6,500	-	0.60	3.0	1.30	0.1972	2,999
248	Ông	Lê Hữu Linh	Level 4	6,500	-	0.60	3.0	1.10	0.1166	1,500
249	Ông	Vũ Văn Nam	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
250	Ông	Nguyễn Đức Thắng	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
251	Ông	Ngô Văn Nhanh	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
252	Ông	Hà Công Quyền	Level 4	6,500	-	0.60	3.0	1.30	0.1643	2,499
253	Ông	Nguyễn Quang Vũ	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
254	Ông	Lê Tấn Phú	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
255	Ông	Lê Hữu Chung	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
256	Ông	Nguyễn Minh Lộc	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
257	Ông	Huỳnh Minh Đức	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
258	Ông	Phùng Minh Nguyễn	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
259	Ông	Trần Thanh Tùng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
260	Ông	Đỗ Đức Thịnh	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
261	Ông	Lê Quang Khang	Level 4	6,500	-	0.60	3.0	0.95	0.0900	1,000
262	Ông	Nguyễn Anh Cường	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
263	Ông	Vũ Văn Pháp	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
264	Ông	Nguyễn Văn Quốc	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
265	Ông	Nguyễn Tiến Dũng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
266	Ông	Nguyễn Mạnh Cường	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
267	Ông	Nguyễn Xuân Quân	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
268	Ông	Dương Văn Thao	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
269	Ông	Trịnh Khánh Huân	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
270	Ông	Chu Hoài Nam	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
271	Ông	Dương Văn Thanh	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
272	Ông	Lê Tiến Thắng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
273	Ông	Đỗ Hữu Tùng	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
274	Ông	Vũ Minh Thành	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
275	Ông	Vũ Hoàng Thành	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
276	Ông	Đinh Xuân Thành	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
277	Ông	Vũ Văn Uy	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
278	Ông	Nguyễn Xuân Mai	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
279	Ông	Phạm Trường Sinh	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
280	Ông	Trương Quốc Đại	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
281	Ông	Lê Ngọc Quý	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
282	Ông	Lương Vĩnh Tây	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
283	Bà	Trần Thị Lành	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
284	Ông	Trần Linh Khánh	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
285	Ông	Lê Mạnh Tài	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
286	Ông	Phạm Hồng Thái	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
287	Ông	Trần Đức Sáng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
288	Ông	Nguyễn Mạnh Thắng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
289	Ông	Huỳnh Tấn Thiện	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
290	Ông	Nguyễn Thanh Hoài	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
291	Ông	Nguyễn Đình Khánh	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
292	Ông	Lê Vĩnh Tú	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
293	Ông	Linh Hoàng Thuận	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
294	Ông	Trương Như Tuấn	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
295	Ông	Đàm Minh Hưng	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
296	Ông	Phạm Công Minh	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
297	Bà	Nguyễn Thị Mộng Diệp	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
298	Ông	Đinh Xuân Thái	Level 4	6,500	-	0.60	3.0	1.25	0.1367	1,999
299	Ông	Lê Hoài Văn	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
300	Ông	Nguyễn Văn Diện	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
301	Ông	Võ Quốc Cường	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
302	Ông	Phan Hồng Nhật	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
303	Ông	Nguyễn Hoàng Tú	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
304	Bà	Tô Thị Tuyết Linh	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
305	Ông	Võ Đức Lợi	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
306	Ông	Phạm Trần Sin	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
307	Ông	Trịnh Thúc Mạnh	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
308	Ông	Nguyễn Đức Tin	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
309	Ông	Lê Từ Khút	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499

				Tổng số ESOP (tối đa theo level Grade, Position (Level) K1	Hệ số vai trò chiến lược Strategic leadership role coefficient K2	Hệ số KPI phòng ban KPI coefficient of the Department/Unit/Project K3	Hệ số mức độ quan trọng của vị trí Position criticality coefficient K4	Hệ số KPI cá nhân Individual KPI coefficient KS(*)	Hệ số đóng góp cá nhân Nature of work and level of contribution coefficient K6(*)	Số lượng ESOP (tối đa được mua Maximum Number of ESOP Shares Eligible for Purchase (K1 * K2) + (K1 * K3 * K4 * K5 * K6)
310	Ông	Nguyễn Hoàng Anh Khoa	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
311	Ông	Phan Bảo Ngọc	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
312	Ông	Nguyễn Trung Sơn	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
313	Ông	Nguyễn Thanh Tùng	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
314	Ông	Nguyễn Đức An Bình	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
315	Ông	Nguyễn Ngọc Hà	Level 4	6,500	-	0.60	3.0	0.95	0.0899	999
316	Ông	Nguyễn Tấn Duy	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
317	Ông	Đinh Đức Đạt	Level 4	6,500	-	0.60	3.0	1.10	0.1165	1,499
318	Ông	Nguyễn Văn Huân	Level 1	500	-	0.50	2.0	1.00	1.0000	500
319	Ông	Nguyễn Văn Hải Quan	Level 1	500	-	0.50	2.0	1.00	1.0000	500
320	Ông	Hà Quang Yên	Level 1	500	-	0.50	2.0	1.00	1.0000	500
321	Ông	Phạm Văn Đàm	Level 1	500	-	0.50	2.0	1.00	1.0000	500
322	Ông	Nguyễn Văn Tăng	Level 1	500	-	0.50	2.0	1.00	1.0000	500
323	Ông	Phạm Văn Long	Level 1	500	-	0.50	2.0	1.00	1.0000	500
324	Ông	Vũ Ngọc Quyền	Level 1	500	-	0.50	2.0	1.00	1.0000	500
325	Ông	Vũ Văn Hồng	Level 1	500	-	0.50	2.0	1.00	1.0000	500
326	Ông	Nguyễn Văn Thực	Level 1	500	-	0.50	2.0	1.00	1.0000	500
327	Ông	Nguyễn Văn Tuấn	Level 1	500	-	0.50	2.0	1.00	1.0000	500
328	Ông	Nguyễn Văn Anh	Level 1	500	-	0.50	2.0	1.00	1.0000	500
329	Ông	Nguyễn Văn Tiến	Level 1	500	-	0.50	2.0	1.00	1.0000	500
330	Ông	Nguyễn Văn Hoàn	Level 1	500	-	0.50	2.0	1.00	1.0000	500
331	Ông	Huỳnh Thanh Bình	Level 1	500	-	0.50	2.0	1.00	1.0000	500
332	Ông	Nguyễn Văn Sỹ	Level 1	500	-	0.50	2.0	1.00	1.0000	500
333	Ông	Nguyễn Văn Đường	Level 1	500	-	0.50	2.0	1.00	1.0000	500
334	Ông	Hà Xuân Hương	Level 1	500	-	0.50	2.0	1.00	1.0000	500
335	Ông	Nguyễn Phạm Duy Ân	Level 1	500	-	0.50	2.0	1.00	1.0000	500
336	Ông	Đặng Quang Vinh	Level 1	500	-	0.50	2.0	1.00	1.0000	500
337	Ông	Nguyễn Văn Tiến	Level 1	500	-	0.50	2.0	1.00	1.0000	500
338	Ông	Đỗ Văn Thành	Level 1	500	-	0.50	2.0	1.00	1.0000	500
339	Ông	Vũ Văn Hiệp	Level 1	500	-	0.50	2.0	1.00	1.0000	500
340	Ông	Nguyễn Văn Hán	Level 1	500	-	0.50	2.0	1.00	1.0000	500
341	Ông	Nguyễn Đức Hòa	Level 1	500	-	0.50	2.0	1.00	1.0000	500
TỔNG CỘNG/TOTAL										1,153,847

TM. HỘI ĐỒNG QUẢN TRỊ
ON BEHALF OF THE BOARD OF DIRECTORS
CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ/ CHAIRMAN



BOLAT DUSENOV