M.S.D.N: 0800376530 CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG THÀNH PHỐ HẢI PHÒNG

SONG DA CAO CUONG JOINT STOCK COMPANY
No.: 1465/NQ-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Hải Phòng, November 23, 2026

RESOLUTION OF THE BOARD OF DIRECTORS

Re: Approval of the implementation of the plan to issue bonus shares under the employee stock ownership plan (ESOP) for the Company's employees

THE BOARD OF DIRECTORS OF SONG DA CAO CUONG JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises of 2020;*
- *Pursuant to the Law on Securities of 2019;*
- *Pursuant to Law No. 56/2024/QH15, passed on November 29, 2024, amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;*
- *Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Song Da Cao Cuong Joint Stock Company;*
- *Pursuant to Resolution No. 486/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders dated April 24, 2026;*
- *Pursuant to the Minutes of the meeting of the Board of Directors of Song Da Cao Cuong Joint Stock Company dated November 23, 2026.*

RESOLVES:

Article 1. To approve the implementation of the plan to issue bonus shares under the employee stock ownership plan (ESOP) pursuant to Resolution No. 486/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders (AGM), as follows:

1.	Name of shares	: Shares of Song Da Cao Cuong Joint Stock Company.
2.	Type of shares	: Common shares.
3.	Par value	: VND 10,000 per share.
4.	Total shares outstanding	: 38,836,815 shares.

CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG
Digitally signed by CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG
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5.	Number of shares expected to be issued	: 680,000 shares.
6.	Total issuance value at par value	: VND 6,800,000,000.
7.	Issuance ratio	: 1.75%.
8.	Issue price	: VND 10,000 per share.
9.	Source of funds	: Undistributed post-tax profit as shown in the audited consolidated financial statements for the first nine months of 2026.
10.	Eligible participants	: Managers of the Company, comprising: members of the Board of Directors, the Board of Management, and the Chief Accountant.
11.	Eligibility criteria for participating employees	: Members of the Board of Directors, the Board of Management, and the Chief Accountant who have been involved in the Company's executive operations as of December 31, 2025 and are working at the Company at the time of issuance.
12.	Principles for determining the number of shares allocated to each participant	: In accordance with Submission No. 359/TTr-HĐQT dated April 2, 2026, as approved by the 2026 Annual General Meeting of Shareholders under Resolution No. 486/NQ-ĐHĐCĐ dated April 24, 2026.
13.	Restrictions on transfer	: Bonus shares issued under the ESOP are subject to a transfer restriction of two (02) years from the end date of the issuance.
14.	Timing of issuance	: Expected in Q4 2026 – January 2027, after the State Securities Commission (SSC) notifies the Company that it has received the complete set of documents reporting the issuance of shares under the Company's employee stock ownership plan.
15.	Issuances under the employee stock ownership plan in the most recent 12 months	: From July 3, 2026 to July 30, 2026: 920,000 shares were issued to the Company's employees at an issue price of VND 10,000 per share.
16.	Cases in which the Company repurchases ESOP shares	: In accordance with the cases specified in the Company's Regulation on the Issuance of Shares under the Employee Stock Ownership Plan and relevant legal provisions.

17. Plan for resale of repurchased shares : ESOP bonus shares repurchased by the Company (if any) will be resold in accordance with the law following a decision of the Board of Directors, unless otherwise provided by law. When repurchasing ESOP shares and reselling the repurchased ESOP shares, the Company will make information disclosures as required by law.

18. Purpose of the issuance

The Company issues shares under the employee stock ownership plan for the Company's employees in order to recognize the leadership of the management team in the Company's development and to retain talented employees who have made significant contributions to the Company's development.

19. Depository registration and additional trading registration of all newly issued shares

All newly issued shares will be additionally registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally registered for trading on the Hanoi Stock Exchange (HNX) in accordance with the law.

Article 2. To approve the Regulation on the Issuance of Bonus Shares under the Employee Stock Ownership Plan of the Company for 2026 (the "ESOP Bonus Regulation"), as attached to this Resolution.

Article 3. To implement the issuance of bonus shares to employees in accordance with the list and number of shares approved by the General Meeting of Shareholders under Resolution No. 486/NQ-ĐHĐCĐ dated April 24, 2026 (together with Submission No. 359/TTr-HĐQT):

No.	Name	Position	Number of bonus shares to be received
1	Kieu Van Mat	Chairman of the Board of Directors	180,000
2	Kieu Quang Vong	Member of the Board of Directors	30,000
3	Nguyen Anh Dung	Member of the Board of Directors	30,000
4	Nguyen Hong Quyen	Member of the Board of Directors	20,000
5	Nguyen Anh Hong	Member of the Board of Directors	20,000
6	Vu Van Chien	General Director	160,000
7	Pham Van Thu	Deputy General Director	100,000
8	Dao Xuan Quynh	Deputy General Director	80,000
9	Tran Van Hoan	Chief Accountant	60,000
	Total		**680,000**

Article 4. To approve the plan to ensure the foreign ownership ratio

Pursuant to Official Letter No. 1963/UBCK-PTTT dated May 27, 2025 of the State Securities Commission, the maximum foreign ownership ratio at the Company is 49%. In this issuance, the Company will issue shares only to domestic employees. Accordingly, this issuance will not increase the foreign ownership ratio at the Company.

Article 5. Authorization

The Board of Directors authorizes the Chairman of the Board of Directors and/or the General Director to carry out the work relating to the issuance of shares under the employee stock ownership plan, including but not limited to the following:

- Proactively prepare, amend, supplement, and provide explanations for the share issuance dossier as required by the State Securities Commission;
- Select an appropriate time to carry out the issuance after receiving the written notice from the State Securities Commission confirming that it has received the complete set of documents reporting the issuance;
- Make information disclosures on the issuance and report the issuance results to the State Securities Commission in accordance with regulations;
- Carry out the necessary procedures to amend the Enterprise Registration Certificate and the Charter in line with the new charter capital after completion of the issuance;
- Carry out the necessary procedures and prepare the necessary dossiers for the additional registration of shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the additional trading registration on the Hanoi Stock Exchange (HNX) in accordance with the law; and
- Carry out other work and procedures relating to the issuance.

Article 6. Effectiveness and implementation

- This Resolution takes effect from the date of signing.
- Members of the Board of Directors, the General Director, the Chief Accountant, and relevant individuals and departments are responsible for implementing this Resolution.

Recipients:
- As per Article 6;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Kieu Van Mat

SONG DA CAO CUONG
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hai Phong, November 23, 2026

REGULATION ON THE ISSUANCE OF BONUS SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP) FOR 2026

(Issued together with Resolution No. 1465/NQ-HĐQT dated November 23, 2026 of the Board of Directors of Song Da Cao Cuong Joint Stock Company)

Article 1. Purpose

The Company issues shares under the employee stock ownership plan for the Company's employees in order to recognize the leadership of the management team in the Company's development and to retain talented employees who have made significant contributions to the Company's development.

Article 2. Scope of application

This Regulation applies to the bonus shares issued under the Company's 2026 employee stock ownership plan (ESOP Bonus) pursuant to Resolution No. 486/NQ-ĐHĐCĐ of the 2026 Annual General Meeting of Shareholders dated April 24, 2026.

Article 3. Subjects of application

Managers of the Company, comprising: the Board of Directors, the Board of Management, and the Chief Accountant.

Article 4. Information on the shares to be issued

- Type of shares issued: Common shares
- Par value: VND 10,000 per share
- Number of shares to be issued: 680,000 shares
- Issue price: VND 10,000 per share
- Source of funds for the issuance: Undistributed post-tax profit as shown in the audited consolidated financial statements for the first nine months of 2026.
- Transfer restrictions: Bonus shares issued under the ESOP are subject to a transfer restriction of two (02) years from the end date of the issuance.
- Implementation timing: Expected in Q4 2026 – January 2027, after the State Securities Commission notifies the Company that it has received the complete set of documents reporting the issuance of bonus shares under the Company's employee stock ownership plan.

Article 5. Criteria for selecting employees to participate in the plan and principles for determining the number of shares allocated to each participant

5.1. Criteria for selecting employees

Eligible participants include: members of the Board of Directors, the Board of Management, and the Chief Accountant who have been involved in the Company's executive operations as of December 31, 2025 and are working at the Company at the time of issuance.

5.2. Principles for determining the number of shares allocated to each participant

Pursuant to Resolution No. 486/NQ-ĐHĐCĐ of the 2026 Annual General Meeting of Shareholders dated April 24, 2026, the number of bonus shares allocated to each participant is determined according to the following principle:

Number of bonus shares received	=	***Bonus shares by position***	+	***Bonus shares by level of contribution***

Where:

- **Bonus shares by position:** The number of shares by position is determined according to the following table:

No.	Position	Bonus shares by position
I	**Board of Directors**	
1	Chairman	80,000
2	Member of the Board of Directors	20,000
II	**Board of Management**	
1	General Director	100,000
2	Deputy General Director	60,000
III	**Chief Accountant**	**40,000**

- **Bonus shares by level of contribution:** The number of shares by level of contribution is determined based on each employee's length of service in his/her position and the day-to-day work he/she performs in the Company's business operations. Specifically:

No.	Level of contribution	Bonus shares by level of contribution
I	**Board of Directors**	
1	Member assigned to be in charge of and manage all areas of the Company's operations	100,000
2	Member assigned to manage part of the Company's operations	10,000

No.	Level of contribution	Bonus shares by level of contribution
3	Member not directly involved in the Company's operations	0
II	**Board of Management**	
1	General Director	60,000
2	Deputy General Director with more than 3 years of service	40,000
3	Deputy General Director with less than 3 years of service	20,000
III	**Chief Accountant**	**20,000**

Article 6. Principles for rounding, handling fractional shares (if any), and handling shares not fully awarded

Principles for rounding and handling fractional shares (if any): Not applicable.

Principles for handling shares not fully awarded: If any employee is unable to participate in the above issuance because he/she is no longer a member of the Board of Directors, the Board of Management, or the Chief Accountant at the time of issuance, the number of shares expected to be issued to that employee will be cancelled and not issued. The Company will issue bonus shares to the remaining employees on the list in the exact number of shares expected to be issued to them. At the same time, the Company will reduce the total number of shares to be issued to match the number of shares actually issued.

Article 7. Related conditions

- Shares issued to employees are subject to a transfer restriction of two (02) years from the end date of the issuance. The transfer restriction includes restrictions on buying, selling, gifting, donating, contributing as capital, using as a reward, or any other form that may result in a change of the owner of the shares (except in the case of inheritance).
- During the transfer restriction period, employees holding ESOP bonus shares are entitled to all rights and benefits arising from the shares issued under this Regulation, in the same manner as other common shareholders. Rights and benefits arising from ESOP bonus shares, including the right to purchase additional shares offered to existing shareholders, are not subject to the transfer restriction. Shares received from share issuances to increase charter capital from owners' equity, and shares paid as dividends, arising from ESOP bonus shares that are within the transfer restriction period, are likewise not subject to the transfer restriction.
- Individuals participating in the plan are solely responsible for paying personal income tax and any other taxes or fees arising from receiving the bonus shares, exercising the rights

arising from the bonus shares, and transferring the shares after the transfer restriction period expires.

- The Company makes no commitment, whether in writing or by implication, guaranteeing the value of the shares or protecting against share dilution occurring before or after the issuance of shares under this Regulation.

Article 8. Plan for handling cases where employees leave employment

- An employee who leaves employment before the end of the transfer restriction period for the ESOP bonus shares may continue to own the shares, but the transfer restriction remains in effect in accordance with the provisions of the ESOP bonus program.
- In the event of an employee's death, the shares already awarded under the ESOP bonus program will be handled in accordance with the provisions of law.

Article 9. Plan for resale of repurchased ESOP bonus shares

ESOP bonus shares repurchased by the Company (if any) will be resold in accordance with the law following a decision of the Board of Directors, unless otherwise provided by law. When repurchasing ESOP bonus shares and reselling the repurchased ESOP bonus shares, the Company will make information disclosures as required by law.

Article 10. Effectiveness

- This Regulation consists of 10 Articles and takes effect from the date of issuance.
- All members of the Board of Directors, the Board of Management, and all participants in the plan are responsible for implementing this Regulation.

ON BEHALF OF THE BOD
CHAIRMAN

(Signed)

Kieu Van Mat