THANH THANH CONG - BIEN HOA JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: 27 /2025/NQ-HDQT	*Tay Ninh, October 27, 2025*

RESOLUTION

Re: Approval of the Report on the Results of the Employee Stock Ownership Plan Issuance

BOARD OF DIRECTORS
OF THANH THANH CONG JOINT STOCK COMPANY - BIEN HOA

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, the Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises and its guiding documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019 and its guiding documents;*
- *Pursuant to the Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company;*
- *Pursuant to the Resolution of the General Meeting of Shareholders No. 22/2025/NQ-ĐHĐCĐ dated June 24, 2025, on the approval of the share issuance plan under the Company's employee stock ownership plan (“**Resolution No. 22/2025/NQ-ĐHĐCĐ”**);*
- *Pursuant to the Resolution of the Board of Directors No. 13/2025/NQ-HĐQT dated August 15th, 2025, on the approval of the implementation of the share issuance plan under the Company's employee stock ownership plan; the approval of the Regulations on the share issuance under the employee stock ownership plan; the approval of to the list of eligible participants; and the approval of the plan to ensure the foreign ownership ratio **(“Resolution No. 13/2025/NQ-HĐQT**”);*
- *Pursuant to the Resolution of the Board of Directors No. 14/2025/NQ-HĐQT dated August 28th, 2025, on the approval of the amendments to the Regulations on the share issuance under the employee stock ownership plan and to the list of eligible participants (**“Resolution No. 14/2025/NQ-HĐQT”)**;*
- *Pursuant to the Resolution of the Board of Directors No. 23/2025/NQ-HĐQT dated October 16th, 2025, on the approval of the handling of unallocated shares under the Share Issuance Plan under the Employee Stock Ownership Plan* ("***Resolution 23/2025/NQ-HDQT***");
- *Pursuant to the results of payment for the purchase of shares of the employee from September 15th, 2025 to October 20th, 2025;*
- *Pursuant to the Minutes of Meeting No. 26/2025/BBH-HĐQT dated October 27, 2025 of the Board of Directors of Thanh Thanh Cong - Bien Hoa Joint Stock Company.*

RESOLUTION

Article 1. Approval of the results of the issuance of shares under the Company's Employee Stock Ownership Plan ("**ESOP**"). Specifically, as follows:

A. Issuance plan

1. Stock name: Shares of Thanh Thanh Cong – Bien Hoa Joint Stock Company.
2. Stock type: Common shares.
3. Number of shares prior to the issuance:
    - Total issued shares: 836,156,371 shares.
    - Total outstanding shares: 836,156,371 shares.
    - Treasury shares: 0 shares.
4. Number of shares to be issued: 40,727,251 shares, equivalent to 4.87% of the total outstanding shares.
5. Transfer restriction period:
    - 50% of ESOP shares shall be restricted from transfer for 12 months from the completion date of the issuance; and
    - 50% of ESOP shares shall be restricted from transfer for 24 months from the completion date of the issuance.
6. Issue price: VND 10,000 per share.
7. Source of capital for issuance (in case of bonus shares): Not applicable.
8. Issuance completion date: October 20, 2025.
9. Expected share transfer date: November 2025.

B. Results of the share issuance

1. Number of shares distributed: 40,567,551 shares, equivalent to 99.61% of the total number of shares expected to be issued.
2. Number of employees distributed: 890 people (details according to the attached list)
3. Total number of shares after the issuance (October 20th, 2025): 876,723,922 shares, of which:
    - Number of shares outstanding: 876,723,922 shares;
    - Number of treasury shares: 0 shares.

C. Plan to handle shares that have not been fully distributed

1. Number of Unallocated shares: 159,700 shares ("**Unallocated Shares**")

    Reason: Certain employees did not make payment for their allocated shares.
2. Plan to handle Unallocated Shares: The Unallocated Shares shall be cancelled and will not continue to be issued.

Article 2. Approval of the registration for depository and additional listing of all ordinary shares issued at the Vietnam Securities Depository and Clearing Corporation and the Ho Chi Minh Stock Exchange. Specifically, as follows:

1. Stock name: Shares of Thanh Thanh Cong – Bien Hoa Joint Stock Company
2. Stock Type: Common shares
3. Ticker: SBT
4. Par value: VND 10,000 per share
5. Number of shares registered for depository and additional listing: 40,567,551 shares
6. Value of shares registered for depository and additional listing: VND 405,675,510,000

Article 3. To assign Mrs. Dang Huynh Uc My – Chairlady of the Board of Directors and Legal Representative of the Company to perform the following tasks:

1. Carry out procedures and sign relevant documents to report on the issuance results, depository registration, and additional listing of the Company's shares to the competent authorities;
2. Perform other relevant procedures and tasks to complete the above-mentioned matters.

Article 4. Implementation provisions

1. This Resolution shall take effect from the signing date.
2. Members of Board of Directors, and relevant units/individuals are responsible to execute this Resolution./.

FOB. THE BOARD OF DIRECTORS
CHAIRLADY OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN THÀNH THÀNH CÔNG - BIÊN HÒA
M.S.D.N: 3900244389 - C.T.C.P - H. TÂN CHÂU - T. TÂY NINH

DANG HUYNH UC MY

Recipients::

- *As Article 4 (for implementation);*
- *Audit Committee (for acknowledgement);*
- *Archived: Corporate Secretary.*