THANH THANH CONG – BIEN HOA JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
/No.: 24/2021/NQ-DHDCD	*Ho Chi Minh City, date 20 October 2021*

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2020 - 2021

(Regarding issuing share under employee share ownership plan)

- *Pursuant to the Law on Enterprise No. 59/2020/QH14 and guiding documents;*
- *Pursuant to the Law on Secutrities No. 54/2019/QH14 and guiding documents;*
- *Pursuant to the Charter of Thanh Thanh Cong - Bien Hoa Joint Stock Company,*
- *Pursuant to The Minute of General Meeting of Shareholders No. 10/2021/BB-DHDCD dated 20/10/2021,*

RESOLVE

Article 1. Approval on the plan to issue shares in accordance with the employees share option scheme of the Company as follows:

1. **Issuance Method:**
   - Name of shares: The Shares of Thanh Thanh Cong – Bien Hoa Joint Stock Company (securities code: SBT)
   - Class of issuing shares: Ordinary shares
   - Par value: VND 10,000 per share
   - Subjects to be offerred of shares: members of the Board of Directors, General Director Board, Members of Execution Board, Key employees of the departments of the Company. Under the authorization content in Section 5 below, the Board of Directors shall determine the standards and list of employees participating the program, the principles to determine the number of shares to be distributed to each subject and the timeline to implement the program.
   - Proposed number of shares to be issued: 32,538,111 shares (equivalent to 5% of total number of circulating shares of the Company).
   - Issuing price: VND 10,000 per share
   - Lock-up conditions:
     - 50% of total amount of issued shares in accordance with employee share ownership plan shall be restricted from transfer within 12 months from the ending date of the issuance.
     - 30% of total amount of issued shares in accordance with employee share ownership plan shall be restricted from transfer within 24 months from the ending date of the issuance.
     - 20% of total amount of issued shares in accordance with employee share ownership plan shall be restricted from transfer within 36 months from the ending date of the issuance.

2. **Time of issuance**: During the fiscal year 2021-2022 when appropriate.
3. **Plan of using increased capital:** Supplementing the working capital demand for annual business and manufacture activities.
4. **Appoving other contents related to the Charter Capital and change of the number of circulating shares of the Company as per issuance result**:
   - To amend the Charter Capital in the Company Charter in accordance with the new charter capital increased following the issuance;
   - To register of changing the Enterprise Registration Certificate in accordance with the new charter capital increased following the issuance;
   - To register of changing depositing, listing information (additional deposting and listing) for the new issued shares at Vietnam Securities Depository Centre and Ho Chi Minh City Stock Exchange.

Article 2. Approval on the authorizing to BOD to perform the following tasks:

a. To set out the standards and and list of employees participating the program, the principles to determine the number of shares to be distributed to each subject and the timeline to implement the program;

b. To decide the method of dealing with the shares which are not registered to purchase or make payment of purchase proceeds; dealing with odd lot shares.

c. To amend, supplement or change the method of using the proceeds received as a result of the issuance in accordance with the actual operational capital demand of the Company

d. To conduct legal procedures related to the increase of Charter Capital and amending the Company's Charter regarding the Charter Capital according to the issuance results;

e. To carry out all issuance procedures in accordance with the laws (including procedures for depository registration and additional listing of additional issued shares at the Vietnam Securities Depository Centre and the Stock Exchange).

Article 3. The Resolution validates since the date signed.

The Board of Directors, the Board of Management take responsibility to execute, monitor and report the implementation this Resolution.

FOR AND ON BEHALF OF GMS
THE CHAIRWOMAN

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

HUYNH BICH NGOC

<u>Recipient:</u>

- *Member of BOD;*
- *Member of BOM;*
- *Archived: Secretary & Assistant department.*