SONG DA CAO CUONG JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: 893/NQ-HĐQT	*Hai Phong, July 23, 2026*

RESOLUTION OF THE BOARD OF DIRECTORS

Regarding the Approval of the plan for the allocation of unsubscribed shares in the issuance of shares under the Company's Employee Stock Ownership Plan (ESOP)

BOARD OF DIRECTORS
SONG DA CAO CUONG JOINT STOCK COMPANY

- *Pursuant to the 2020 Law on Enterprises;*
- *Pursuant to the 2019 Law on Securities;*
- *Pursuant to Law No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on November 29, 2024 on the Law 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 and guiding 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 on 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 the Resolution of the General Meeting of Shareholders No. 486/NQ-ĐHĐCĐ dated April 24, 2026;*
- *Pursuant to the Board of Directors' Resolution No. 755/NQ-HĐQT dated 23 June 2026;*
- *Pursuant to the results of the registration and payment for the subscription of shares issued under the Company's Employee Stock Ownership Plan (ESOP) as of 20 July 2026.*
- *Pursuant to the Minutes of the Board of Directors' Meeting No. 892/BB-HĐQT dated July 23, 2026.*

RESOLVES:

CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG

Digitally signed by CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG
DN: C=VN, S=HẢI DƯƠNG, L=Thành phố Chí Linh, CN=CÔNG TY CỔ PHẦN SÔNG ĐÀ CAO CƯỜNG, OID.0.9.2342.19200300.100.1.1=MST:0800376530
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Article 1. Approval of the results of the registration and payment for shares as of July 20, 2026 under the Company's Employee Stock Ownership Plan (ESOP), as follows:

- Share name	: Shares of Song Da Cao Cuong Joint Stock Company
- Type of shares	: Common shares.
- Par value	: VND 10,000 per share.
- Number of shares to be issued	: 920,000 shares.
- Issue price	: VND 10,000 per share.
- Number of shares registered and paid for by employees.	: 798,873 shares
- Number of remaining unallocated shares (Unsubscribed shares)	: 121,127 shares

Article 2. To approve the plan for the allocation of the unsubscribed shares as follows:

- Number of unsubscribed shares: 121,127 shares.
- Offering price: VND 10,000 per share.
- Eligibility criteria for employees to purchase the reallocated shares: In accordance with the criteria approved by the 2026 Annual General Meeting of Shareholders.
- List of employees eligible to purchase the reallocated shares: As attached.
- Subscription payment period: from July 24, 2026 to July 30, 2026.
- Subscription payment details:
  + Account holder: Song Da Cao Cuong Joint Stock Company
  + Blocked account No.: 4610023137
  + Bank: Joint Stock Commercial Bank for Investment and Development of Vietnam – North Hai Duong Branch.
- The reallocated shares shall be subject to a transfer restriction of two (02) years from the completion date of the offering.
- Upon the expiry of the above subscription payment period, the Company shall close the offering. Any shares remaining unsubscribed and/or any shares registered for purchase but not fully paid into the blocked account shall be cancelled.

Article 3. To authorize the General Director of the Company to implement all necessary tasks, execute relevant documents, and carry out all legal procedures required to to complete the issuance of shares under the Company's Employee Stock Ownership Plan (ESOP) and ensure that the increase of the Company's charter capital is carried out in compliance with the applicable laws.

Article 4. This Resolution shall take effect from the date of its signing. The members of the Board of Directors, the General Director, the Deputy General Director, the Chief Accountant, and other relevant individuals and departments shall be responsible for the implementation of this Resolution./.

Recipients:
- As stated in Article 4;
- The BOS;
- Filed: Office./.

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN

Kieu Van Mat

LIST OF EMPLOYEES ELIGIBLE TO PURCHASE REDISTRIBUTED SHARES ATTACHED TO RESOLUTION NO. 893/NQ-HĐQT DATED 23/07/2026

No.	Employee	Department	Position	Number of redistributed shares to purchase	Relationship with insiders/Major shareholders
1	Duong Thi Thao	Board of Supervisors	Head of Board of Supervisors	10,000	Head of the BOS
2	Vu Quoc Viet	Technical Department	Head of Department	9,000	
3	Tran Thi Loan	Offices of the manufacturing plants	Head of Department	9,000	
4	Do Thi Ngoc Hoi	Finance and Accounting Department	Deputy Head of Department	9,000	
5	Pham Van Tinh	Technology Department	Head of Department	9,000	
6	Le Van Duong	Administration and Organization Department	Head of Department	9,000	
7	Vu Thi Thu	Business Department	Deputy Head of Department	8,000	
8	Cao Duc Toan	Technology Department	Deputy Head of Department	8,000	
9	Ha Van Dung	Technology Department	Deputy Head of Department	8,000	
10	Nguyen Van Thien	Technical Department	Staff	8,000	
11	Duong Duc Lam	Autoclaved aerated concrete plant	Plant Manager	8,000	
12	Pham The Hung	Autoclaved aerated concrete plant	Deputy Plant Manager	8,000	
13	Hoang Pham Thai Son	Business Department	Regional Manager	6,000	
14	Pham Hoang Thai	Technology Department	Staff	6,000	
15	Bui Thi Thanh Ngan	Administration and Organization Department	Staff and Authorized information disclosure officer	6,127	Company Secretary
Total				**121,127**	