
No: 1118/2024/NQ-HĐQT

RESOLUTION

V/v: Approval of the implementation of the share issuance plan under the Employee Stock Ownership Program (ESOP) of the Bank in 2024

BOARD OF DIRECTORS OF SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK

- Pursuant to the Law on Credit Institutions 2024 and implementing guiding documents;
- Pursuant to the Enterprise Law 2020 and implementation guiding documents;
- Pursuant to the Securities Law 2019 and implementation guiding documents;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (hereinafter referred to as "SeABank");
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the minutes of vote counting for opinions of the Board of Directors ("Board of Directors") written on 06/12/2024.

RESOLUTION:

Article 1. Approving the implementation of the plan to issue 10,000,000 shares under SeABank's Employee Stock Ownership Plan (ESOP) for 2024 ("2024 ESOP Issuance Plan"), according to the details outlined in Section 2 of the Capital Increase Plan approved by the 2024 Annual General Meeting of Shareholders as follows:

- a. Issuance Timeline: The Chairman of the Board of Directors (BOD) and/or the Permanent Vice Chairman of the BOD is authorized to decide on the specific issuance time, in accordance with actual conditions and approval from the competent government authority.
- b. Eligible Participants: Management staff and employees who meet the criteria and conditions set out in the Regulations on Share Issuance under SeABank's Employee Stock Ownership Plan for 2024.
- c. Issuance Price: VND 10,000 per share, applicable to all management staff and employees selected to participate in the 2024 ESOP.
- d. Foreign Ownership Ratio: The issuance of shares under the 2024 ESOP must comply with the maximum foreign ownership ratio at SeABank during each period. The Board of Directors assigns the Chairman of the BOD or the Permanent Vice Chairman of the BOD to decide on amendments and additions to the eligibility criteria and list of employees eligible to participate in the Program to ensure compliance with the maximum foreign ownership ratio at SeABank during each period.

Article 2. Approval of the attached Regulation on "Share Issuance under the Employee Stock Ownership Plan of SeABank in 2024.

Article 3. Approval of the list of employees eligible to participate in the 2024 ESOP.

Article 4. The Board of Directors delegates and authorizes the Chairman of the BOD and/or the Permanent Vice Chairman of the BOD and/or the Vice Chairman of the BOD, Lê Thu Thủy, to make decisions/approvals, execute/organize all necessary tasks/actions, take all necessary steps, sign all documents and other materials, along with any amendments, additions, or replacements deemed necessary or required to implement the 2024 ESOP approved by the General Assembly of Shareholders and the Board of Directors in

accordance with the law or requests from competent government authorities. This includes but is not limited to the following.

- a. Perform procedures to seek approval from the competent government authorities to execute the 2024 ESOP Issuance Plan.
- b. Decide on the timeline for payment for shares and implement procedures for notification, guidance on the detailed registration process, payment, and other procedures for employees to purchase shares under the 2024 ESOP.
- c. Summarize the results of share payments after the payment deadline.
- d. Summarize and approve the results of the issuance and report the issuance results to the State Securities Commission (“SSC”) after the completion of the issuance period.
- e. Decide on and execute the procedures for registering the depository of additional shares with the Vietnam Securities Depository (VSD) and registering the listing of additional shares at the Ho Chi Minh City Stock Exchange after the completion of the 2024 ESOP Issuance Plan.
- f. Decide and organize the buyback of shares from employees who leave before fulfilling their commitment when participating in the 2024 ESOP or not implementing the buyback policy according to SeABank's human resources policies in each period.

Article 5. The resolutions passed are effective from the date they are approved until the tasks outlined above are completed and/or replaced by another resolution from the Board of Directors.

The members of the Board of Directors, the Board of Management, the Human Resources Management & Development Division, the BOD’s Office, the consulting unit, and other relevant individuals and units are responsible for implementing these resolutions.

BOARD OF DIRECTORS

PRESIDENT

Recipients:

- As Article 5 (for implementation);
- Board of Supervisors (for supervision);
- Save: VPHD.

Le Van Tan