
No.: 166/2024/NQ-HĐQT

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Ha Noi, February 20, 2025

RESOLUTION

Re: Approving the results of the 1st phase of stock distribution and the plan for the 2nd phase of stock distribution under the 2024 ESOP

THE BOARD OF DIRECTORS OF SEABANK

- Pursuant to the Law on Credit Institutions 2024 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (“SeABank”);
- Pursuant to the Resolution of the Annual General Meeting of Shareholders of Southeast Asia Commercial Joint Stock Bank dated April 17, 2024;
- Pursuant to Resolution No. 02/2025/NQ-HĐQT dated January 2, 2025 of the Board of Directors on the implementation of the stock issuance plan under the 2024 Employee Stock Ownership Plan (ESOP) of SeABank;
- Pursuant to Regulation No. 03/2025/QĐ-HĐQT dated January 2, 2025 on the stock issuance under the 2024 ESOP of SeABank;
- Pursuant to Official Letter No. 5373/NHNN-TTGSNH dated June 28, 2024 of the State Bank of Vietnam regarding the charter capital increase of SeABank;
- Pursuant to Official Letter No. 232/UBCK-QLCB dated January 13, 2025 of the State Securities Commission on the reporting document for stock issuance under the ESOP of SeABank;
- Pursuant to the list of employees who successfully made payments to purchase stocks under SeABank's 2024 ESOP from January 20, 2025 to the end of February 18, 2025, provided by the advisory unit – Asean Securities Joint Stock Company on February 19, 2025;
- Pursuant to the Vote Counting Minutes of the written ballot collection to approve the Resolution of the Board of Directors dated February 20, 2025;
- Considering the actual situation,

RESOLVED:

Article 1. To approve the results of the stock issuance to employees under the 2024 Employee Stock Ownership Plan (ESOP) cumulative up to the end of February 18, 2025 (“1st phase of stock distribution”) as follows:

1. Maximum number of shares authorized for issuance: **10,000,000 shares.**
2. Rounding method: Based on the total valid amount paid by employees and the issuance price, the number of shares distributed to each employee shall be determined on the principle of rounding down to the nearest whole unit.

3. Number of shares for which payments have been made up to the end of February 18, 2025: **9,075,000 shares**, corresponding to a total valid proceeds of: **90,750,000,000 VND**.
4. Remaining undistributed shares: **925,000 shares**.
5. Total invalid or excess payments made by employees up to the end of February 18, 2025: **0 VND**.

Article 2. To approve the plan to handle undistributed shares ("2nd phase of stock distribution"):

1. Number of shares to be distributed: **925,000 shares**.
2. Target participants and conditions for the 2nd phase of stock distribution: Managers and employees of the bank who meet the following conditions: (i) participating in the 2024 ESOP; and (ii) having an application to subscribe for additional shares.
3. Issuance price: 10,000 VND/share.
4. Distribution list for the 2nd phase: according to the attached Appendix list.
5. Deadline for subscription and payment to purchase distributed shares in the 2nd phase under the 2024 ESOP: No later than the end of February 26, 2025.
6. Employees purchasing distributed shares in the 2nd phase must comply with the Regulations of the 2024 ESOP and other relevant regulations from time to time.
7. Any remaining undistributed shares after the end of the 2nd phase of stock distribution (if any) will not be distributed further.

Article 3. To authorize the Chairman of the Board of Directors to decide and organize the implementation of necessary tasks to complete the 2024 ESOP issuance, and to carry out procedures to refund invalid or excess payments to employees (if any) in accordance with regulations after the conclusion of the issuance and upon the State Securities Commission's written acknowledgement of receipt of SeABank's 2024 ESOP issuance result report.

Article 4. These Resolutions shall take effect from the date of signing until the completion of the tasks stated in Articles 1, 2, and 3 above, or until replaced by another resolution of the Board of Directors. The Board of Management, the Office of the Board of Directors, SeABank Head Office Trade Union, the Finance & Planning Division, and relevant Divisions/Departments/Boards/Units, and individuals shall be responsible for implementing this Resolution.

Recipients:

- As Article 4 (to perform)
- PR (to disclosure)
- Save: BODO

ON BEHALF OF THE BODs

CHAIRMAN

(signed)

LÊ VĂN TÂN

**APPENDIX: LIST OF STOCK DISTRIBUTION IN THE 2ND PHASE UNDER
SEABANK'S 2024 ESOP**

(Attached to Resolution No. 166/2025/NQ-HDQT dated February 20, 2025)

No.	Full name	Employee ID	ID Card/Citizen ID No.	Number of shares distributed in the 2nd phase	Issuance price (VND/share)	Amount to be paid (VND)
1	Vũ Thị Ngọc Quỳnh			870,000	10,000	8,700,000,000
2	Thành Việt Thắng			55,000	10,000	550,000,000
Total				925,000		9,250,000,000