

RESOLUTION

Regarding the continued distribution of the remaining unsold ESOP shares.

BOARD OF DIRECTORS OF MB SECURITIES JOINT STOCK COMPANY

- *Based on the Law on Enterprises, its amendments and supplements, and its implementing guidelines;*
- *Based on the Securities Law, its amendments and supplements, and its implementing guidelines;*
- *Based on the Charter of MB Securities Joint Stock Company;*
- *Based on Resolution No. 01/NQ-MBS-ĐHĐCĐ dated April 15, 2025, of the Annual General Meeting of Shareholders of MB Securities Joint Stock Company;*
- *Based on Resolution No. 02/NQ-MBS-ĐHĐCĐ dated December 16, 2025, of the Extraordinary General Meeting of Shareholders 2025 of MB Securities Joint Stock Company;*
- *Based on Resolution No. 107/NQ-MBS-HĐQT dated December 19, 2025, of the Board of Directors of MB Securities Joint Stock Company;*
- *Based on Resolution No. 109/NQ-MBS-HĐQT dated December 26, 2025, of the Board of Directors of MB Securities Joint Stock Company;*
- *Based on Official Letter No. 9434/UBCK-QLKD dated December 30, 2025, from the State Securities Commission;*
- *Based on Notice No. 155/TB-MBS dated December 31, 2025, from MB Securities Joint Stock Company;*
- *Based on Proposal No. 08/TTr-MBS-NS dated January 16, 2026, from the General Director of MB Securities Joint Stock Company;*
- *Based on the Minutes of the Board of Directors' Consultation No. 03/BB-MBS-HĐQT dated January 19, 2026.*

RESOLUTION:

Article 1: Approving the results of the share issuance under the Employee Stock Ownership Program (ESOP) as of January 15, 2026:

- Total number of shares offered under the ESOP program: 8,592,194 shares.
- The total number of shares that have been registered and paid for is 8,386,194 shares.
- Number of remaining shares: 206,000 shares

Article 2: Approving the list of employees to be distributed the remaining shares from the ESOP issuance (details in Appendix 01 attached).

- Employees who purchase additional shares under this Article are responsible for depositing the proceeds from the additional shares distributed into the Company's escrow account: From January 20, 2026 to January 22, 2026.
- Information about the receiving account:
 - + Account name: MB Securities Joint Stock Company
 - + Account number: 082856527
 - + Opened at: Vietnam International Commercial Joint Stock Bank - Head Office

Article 3: This Resolution shall take effect from the date of signing.

The Board of Directors, the General Management Board, and all relevant parties are responsible for implementing this Resolution in accordance with the law.

Recipient:

- *Board of Directors.*
- *Supervisory Board;*
- *CEO;*
- *Board of Directors Office.*

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Le Viet Hai

APPENDIX 01: LIST OF EMPLOYEES RECEIVING ADDITIONAL ESOP SHARES

TT	Full name	Job title	Initial number of shares distributed	Additional shares distributed	Total number of shares distributed	Additional amount to be paid (VND)
(1)	(2)	(3)	(4)	(5)	(6)=(4)+(5)	(7)=(5)x10.000
1	Phung Thi Thanh Ha	Deputy General Manager	185,000	22,000	207,000	220,000,000
2	Pham Thi Kim Ngan	Deputy General Manager	190,000	27,000	217,000	270,000,000
3	Tran Duc	Business Department Director	129,000	25,000	154,000	250,000,000
4	Phan Thi Cam Thanh	Business Department Director	129,000	21,000	150,000	210,000,000
5	Tran Thi Khanh Hien	Support Department Director	124,000	13,000	137,000	130,000,000
6	Nguyen Tuan Anh	Branch Manager	114,000	14,000	128,000	140,000,000
7	Hoang Ha	Business Department Director	80,000	16,000	96,000	160,000,000
8	Tran Thi Thanh Thao	Chief of Office of the Board of Directors	79,000	11,000	90,000	110,000,000
9	Tran Thi Thanh Huyen	Head of Internal Audit	76,000	11,000	87,000	110,000,000
10	Ha Thi Tuyet Nhung	Operations Department Director	76,000	11,000	87,000	110,000,000
11	Nguyen Van Hoc	Chief Accountant	79,000	11,000	90,000	110,000,000
12	Dao Xuan Dinh	Branch Manager	82,000	11,000	93,000	110,000,000
13	Nguyen Thinh Dat	Deputy Branch Manager	76,000	13,000	89,000	130,000,000
Total			1,419,000	206,000	1,625,000	2,060,000,000