

**CÔNG TY CỔ PHẦN SCI**  
**SCI JOINT STOCK COMPANY**

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**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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Số: 51.../2026/SCI-CBTT  
No.: 54.../2026/SCI-CBTT

Hà Nội, ngày 08 tháng 06 năm 2026  
Hanoi, day 08 month 06 year 2026

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
**EXTRAORDINARY INFORMATION DISCLOSURE**

**Kính gửi: Sở Giao dịch Chứng khoán Việt Nam/ Sở Giao dịch Chứng khoán Hà Nội/ Sở**  
**Giao dịch Chứng khoán thành phố Hồ Chí Minh**  
**To: Vietnam Exchange/ Hanoi Stock Exchange/ Hochiminh Stock Exchange**

1. Tên tổ chức/*Name of organization*: Công ty cổ phần SCI / *SCI Joint Stock Company*

- Mã chứng khoán/Mã thành viên/ *Stock code/ Broker code*: S99

- Địa chỉ/*Address*: Tầng 3, tháp C, tòa nhà Golden Palace, đường Mỹ Trì, phường Mỹ Trì, quận Nam Từ Liêm, Tp Hà Nội / *3<sup>rd</sup> Floor, Tower C, Golden Palace Building, Me Tri Road, Me Tri Ward, Nam Tu Liem Distric, Hanoi City.*

- Điện thoại liên hệ/*Tel.*: (+84-24) 3768 4495

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- E-mail: sci@scigroup.vn

2. Nội dung thông tin công bố/*Contents of disclosure*:

- Nghị quyết số 08/2026/NQ-SCI-HĐQT ngày 08/06/2026 của Hội đồng quản trị về việc triển khai phương án phát hành cổ phiếu theo chương trình lựa chọn cho người lao động trong Công ty năm 2026 theo Nghị quyết Đại hội đồng cổ đông thường niên năm 2026/  
*Resolution No. 08/2026/NQ-SCI-BOD Dated June 08, 2026 of the Board of Directors on the Implementation of the Plan to Issue Shares Under the Employee Stock Ownership Plan (ESOP) of the Company in 2026 Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 08/06/2026 tại đường dẫn <https://scigroup.vn/quan-he-co-dong#thong-tin-cong-bo>

*/This information was published on the company's website on 08/06/2026 (date), as in the link: <https://scigroup.vn/en/quan-he-co-dong#information-disclosure>*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

**Tài liệu đính kèm/Attached documents:**

Tài liệu liên quan đến nội dung thông tin công bố/ *Documents on disclosed information.*

**Đại diện tổ chức**

**Organization representative**

Người UQ CBTT  
*/ Person authorized to disclose information*



*Phan Dương Mạnh*

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Website: www.scigroup.vn

No: 08 /2026/NQ-SCI-BOD

Hanoi, June 08, 2026

**RESOLUTION**

*Re: Implementation of the Share Issuance Plan under the Employee Stock Ownership Plan (ESOP) 2026 pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders*

**THE BOARD OF DIRECTORS OF SCI JOINT STOCK COMPANY****Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam, as amended by Law No. 03/2022/QH15 passed by the National Assembly on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly on June 17, 2025, and their guiding implementation documents;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019, passed by the National Assembly of the Socialist Republic of Vietnam, as amended by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and their guiding implementation documents;*
- *Decree No. 155/2020/NĐ-CP of the Government dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/NĐ-CP of the Government dated September 11, 2026, and their guiding implementation documents;*
- *The Charter on Organization and Operation of SCI Joint Stock Company;*
- *The Resolution of the 2026 Annual General Meeting of Shareholders No. 01/2026/NQ-SCI-ĐHĐCĐ dated April 20, 2026;*
- *The Minutes of the Board of Directors Meeting of SCI Joint Stock Company dated .../06/2026, which was unanimously approved.*

**HEREBY DECIDES**

**Article 1:** To approve the detailed implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP) 2026 pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders as follows:

Item	Details
Name of Issued Shares	Shares of SCI Joint Stock Company
Share Class	Common stock (or: Ordinary shares)
Stock Symbol	S99
Par Value	VND 10,000 (Ten thousand) / share
Charter Capital Prior to Issuance	VND 1,040,889,920,000





Total Number of Issued Shares	104,088,992 shares
Number of Treasury Shares	0 shares
Number of Outstanding Shares	104,088,992 shares
Expected Number of Shares to be Issued	630,000 shares
Issuance Method	Issuance of bonus shares under the Employee Stock Ownership Plan (ESOP) sourced from retained earnings after tax ( <i>or: net profit after tax</i> )
Total Expected Value of Issued Shares at Par Value	VND 6,300,000,000
Issuance Rate	The ratio of expected number of shares to be issued to the number of outstanding shares is 0.6%
Sourcing of Funds for Bonus Share Issuance to Employees	Sourced from retained earnings after tax based on the audited 2025 Separate Financial Statements of the Company
Eligible Participants	<p>Individuals appointed to the position of Chairman of the Board of Directors, members of the Executive Management Team, and other management personnel of the Company and of SCI E&amp;C Joint Stock Company (a subsidiary that makes the largest contribution to the revenue structure and growth of the group in 2025), specifically:</p> <p><b>a. For SCI Joint Stock Company:</b> Applicable to management personnel holding positions of Chairman of the Board of Directors, members of the Board of Management, and the Chief Accountant.</p> <p><b>b. For SCI E&amp;C Joint Stock Company:</b> Applicable to management personnel holding positions of Chairman of the Board of Directors and members of the Board of Directors.</p> <p>Eligible participants must concurrently meet the eligibility criteria for employees participating in the ESOP program below.</p>
Employee Eligibility Criteria	<p>Employees of the Company eligible to participate in the ESOP program include:</p> <p><b>1. Management personnel meeting the following conditions:</b></p> <p>a. Currently working and receiving salaries and/or remunerations at the Company as of December 31, 2025, and continuing to work up to the time the State</p>

	<p>Securities Commission (SSC) announces the receipt of full disclosure documents for the Company's ESOP share issuance;</p> <p>b. Having made practical contributions to the management, production, and business performance of the Company and its Subsidiary in 2025;</p> <p>c. Demonstrating high growth potential and capability to contribute to the future development of the Company;</p> <p>d. Being a domestic investor.</p> <p><b>2. Management personnel and employees who do not fall into the following cases:</b></p> <p>a. Employees who have submitted a resignation letter/notice of retirement/notice of resignation or unilaterally terminated their Labor Contract shall not be eligible to participate in the ESOP program, regardless of whether the official date of resignation/termination occurs before or after the date the SSC announces the receipt of full ESOP issuance reporting documents;</p> <p>b. Employees subject to labor disciplinary actions or currently awaiting disciplinary review/actions during the implementation of the ESOP program;</p> <p>c. Taking unpaid leave or receiving no remuneration for a continuous period of 6 months or more from the effective date of the ESOP Regulations;</p> <p>d. Being under suspension of labor contracts or taking unexcused absences;</p> <p>e. Being employees of foreign nationality (to ensure that the ESOP share issuance complies with the regulation on the maximum foreign ownership limit at the Company, which is 0%).</p>
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The number of shares distributed to each employee shall be determined according to the following formula:

$$\text{Number of shares distributed to each person} = \frac{\text{Total number of ESOP shares to be issued}}{\text{Total composite score}} \times \text{Composite score}$$

In which: The Composite score is determined by the product of the seniority coefficient based on the length of service and the position coefficient of the employee participating in the ESOP program:

- + Seniority coefficient based on the length of service of the employee calculated from the time of appointment to the position up to December 31, 2025, specifically:

No	Seniority (Years of service)	Seniority coefficient
1	Under 01 year	1
2	From 01 year and above	1,5

- + Position coefficient based on the management level of the employee participating in the ESOP program at the Company and SCI E&C.

No	Position	Position coefficient
<b>At SCI Joint Stock Company</b>		
1	Chairman of the BOD	1
2	General Director	0,7
3	Deputy General Director	0,6
4	Chief Accountant	0,6
<b>At SCI E&amp;C Joint Stock Company</b>		
1	Chairman of the BOD	0,8
2	Director	0,7
3	Vice Director	0,6

List of Participating Employees and Allocation Details	Pursuant to the list of employees participating in the ESOP 2026 program attached to this Resolution.
Handling of Unallocated Shares	For the number of shares remaining unallocated due to employees resigning during the distribution period, voluntarily declining to participate, or no longer meeting the eligibility criteria, the Board of Directors resolves to redistribute them to other eligible

	employees, ensuring strict compliance with the criteria approved by the General Meeting of Shareholders and the provisions of the ESOP Issuance Regulations.
Handling Mechanism in Event of Disqualification	In the event that an employee no longer meets the eligibility criteria to hold bonus shares under the ESOP, handling shall be executed in accordance with the ESOP Issuance Regulations attached to this Resolution.
Plan for Reselling Repurchased Shares	The resale of repurchased ESOP shares shall be executed by the Board of Directors in accordance with the ESOP Issuance Regulations attached to this Resolution.
Lock-up Period (Transfer Restrictions)	Issued shares are subject to a 1-year transfer restriction (lock-up period) from the completion date of the issuance, except for cases where shares are repurchased in accordance with the company's ESOP issuance regulations. Shares under transfer restrictions that are repurchased by the company under the ESOP regulations (if any) shall be released from transfer restrictions; the company is permitted to resell such repurchased shares in accordance with the guidelines of the Minister of Finance.
Expected Timeline of Implementation	Within Quarter II and Quarter III of 2026, following the written notification from the State Securities Commission (SSC) confirming receipt of full disclosure documents for the Company's ESOP share issuance.
Adjustment of Registered and Listed Securities Volume	The adjustment of registered securities information at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the additional listing registration at the Stock Exchange for the entire volume of additionally issued shares shall be executed immediately upon completion of the issuance in compliance with applicable laws.

**Article 2:** Approval of the establishment of the Executive Committee for the Employee Stock Ownership Plan (ESOP Executive Committee) consisting of the following members:

No.	Full Name	Corporate Position	Position within the ESOP Committee



1	Nguyen Cong Hung	Chairman of the Board of Directors	Head of Committee
2	Nguyen Van Phuc	Board Member, General Director	Member
3	Phan Duong Manh	Chief Accountant	Member

The members of the ESOP Executive Committee shall possess functions and duties as stipulated in the Regulations on Share Issuance under the Employee Stock Ownership Plan (ESOP Regulations).

**Article 3:** To approve the Regulations on Share Issuance under the Employee Stock Ownership Plan (ESOP Regulations), with details attached to this Resolution.

**Article 4:** To approve the List of Employees eligible to participate in the ESOP program and the specific share allocation details per participant, with details attached to this Resolution.

**Article 5:** Approval of the plan to ensure that the share issuance complies with regulations on the maximum foreign ownership limit at the Company:

Pursuant to Official Letter No. 5076/UBCK-PTTT dated September 01, 2021, of the State Securities Commission, the maximum foreign ownership limit at the company is 0%.

Therefore, the Board of Directors hereby approves the Plan to ensure the ESOP share issuance complies with the maximum foreign ownership limit at the company as follows:

- The eligibility criteria for employees participating in the ESOP program dictate that participants must be domestic investors, and the List of Participating Employees contains no foreign investors; thus, it will not increase the foreign ownership ratio in the Company.
- For the volume of shares unallocated due to employees resigning during the distribution period, voluntarily declining to participate, or no longer meeting the eligibility criteria, the Board of Directors resolves to redistribute them to other employees who meet the ESOP criteria and are domestic investors.
- The resale of shares repurchased by the company (if any) under the ESOP Regulations shall be conducted in accordance with prevailing laws and guidelines of the Minister of Finance, while strictly complying with regulations on stock market transactions. Since the maximum foreign ownership limit at the Company is 0% and has been notified to the Vietnam Securities Depository and Clearing Corporation, the eligible transferees or buyers of the aforementioned shares shall strictly include domestic investors under the provision of law.

**Article 6: Effectiveness and Implementation**

- This Resolution shall take effect from the date of signing.
- The Board of Directors unanimously authorizes the Chairman of the Board of Directors and the General Director to direct and assign relevant departments and individuals to seek approvals, execute related procedures with competent

- authorities, and distribute stock dividends to shareholders in strict compliance with prevailing laws (*Note: see translation notes regarding "stock dividends"*).
- Members of the Board of Directors, the General Director, and relevant departments and individuals shall be responsible for executing this Resolution.

**Recipients:**

- *As Article 6 (current);*
- *Announcement;*
- *Save Documents.*

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN**



**Nguyen Cong Hung**



## REGULATIONS ON THE ISSUANCE OF SHARES UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

### SCI JOINT STOCK COMPANY

*(Issued pursuant to Resolution No. 08/2026/NQ-SCI-BOD dated 08/06/2026 of the Board of Directors of SCI Joint Stock Company)*

#### I. DEFINITIONS

1. “ESOP” or “ESOP Program” (Employee Stock Ownership Plan): Refers to the program for issuing shares to the Company's employees.
2. “Issuance Plan”: Refers to the plan for issuing shares under the Employee Stock Ownership Plan, as approved by the resolution of the 2026 Annual General Meeting of Shareholders (AGM).
3. “The Company”: Refers to SCI Joint Stock Company.
4. “Employees”: Refers to the staff and employees of the Company.
5. “BOD”: Refers to the Board of Directors of the Company.
6. “ESOP Member”: Refers to an employee participating in the ESOP Program as approved by the BOD.
7. “ESOP Management Committee”: Refers to a subcommittee established by a decision of the BOD, responsible for overseeing and managing all activities of the ESOP Program on behalf of the BOD until the program's conclusion. The rights and duties of the ESOP Management Committee include:
  - Implementing the ESOP Program in accordance with the plan approved by the 2026 AGM and the BOD, and in compliance with these Regulations.
  - Preparing and submitting to the BOD for review the list of employees eligible to participate in the ESOP Program, including proposing updates, additions, or adjustments to the list of participating members, and proposing the termination of ESOP membership status.
  - Resolving complaints and inquiries from the Company's employees related to the ESOP Program.
  - Reporting to the BOD any changes within the ESOP Program (if any), reporting the results of share distribution, proposing solutions for handling undistributed shares, and proposing plans for the sale of shares repurchased by the Company from employees, for the BOD's approval.
  - Deciding on other matters of the ESOP Program as authorized by the BOD (if any).

#### II. OBJECTIVES OF THE ESOP PROGRAM

1. To foster long-term commitment from dedicated, highly capable, experienced, and professionally skilled employees.



2. To enhance the alignment of interests between employees and shareholders, linking employee performance with the common interests and overall development of the Company.
3. To create motivation for employees to strive for excellent performance, thereby boosting work efficiency and contributing to the Company's continuous growth.
4. To encourage and elevate the role, responsibility, and benefits of the Company's employees.
5. To serve as a foundation for attracting talent for the Company's development.

### **III. ESOP PROGRAM CONTENT**

#### **1. Basic Content of the ESOP Program**

- a) Name of Issued Shares: Shares of SCI Joint Stock Company
- b) Type of Issued Shares: Common Stock
- c) Par Value: 10,000 VND/share
- d) Issuance Volume: 630,000 shares
- e) Total Expected Issuance Value at Par: 6,300,000,000 VND
- f) Issuance Ratio: 0.6% (Number of shares expected to be issued / Number of outstanding shares)
- g) Capital Source for Issuance: The capital for the issuance will be sourced from the post-tax profit, based on the audited 2025 separate financial statements.
- h) Implementation Period: Q2 and Q3 2026, following the receipt of a written notice from the State Securities Commission (SSC) confirming the receipt of the complete report dossier for the share issuance under the employee selection program.

#### **2. Conditions Attached to the Issued Shares**

Employees receiving shares issued under this ESOP Regulation are deemed to agree to the attached conditions as well as all other relevant regulations of the Company, including:

- a) Compliance with the specified transfer restriction period, including restrictions on gifting, donating, using as capital contribution, using as a reward, or any other form that may lead to a change in share ownership.
- b) Personal responsibility for paying personal income tax or any other taxes and fees arising from receiving the additionally issued shares, exercising rights arising from the shares, and transferring the shares after the restriction period expires.
- c) The Company makes no written or implied commitments guaranteeing the share value or regarding share dilution that may occur before and after the issuance of shares under this ESOP Regulation. Employees are responsible for understanding the information and have the right to refuse all or part of the allocated ESOP shares.

#### **3. Participants of the ESOP Program**

##### **3.1. Issuance Subjects**

The Chairman of the Board of Directors, members of the Executive Management, and other managers of the Company and SCI E&C Joint Stock Company (a subsidiary that



made the largest contribution to the revenue structure and growth in 2025 within the group). Specifically:

- a) **For SCI Joint Stock Company:** Applicable to managers who are the Chairman of the Board of Directors, members of the Board of General Directors, and the Chief Accountant.
- b) **For SCI E&C Joint Stock Company:** Applicable to managers who are the Chairman of the Board of Directors and members of the Board of Directors.

The issuance subjects must also meet the employee standards for participation in the ESOP program as detailed below.

### **3.2. Employee Eligibility Standards for Program Participation**

Company employees eligible to participate in the ESOP Program include:

#### **3.2.1. Managers who satisfy the following conditions:**

- a) Are currently employed and receiving a salary and/or remuneration at the Company as of December 31, 2025, and are still employed at the time the State Securities Commission announces the receipt of the complete ESOP issuance report dossier from the Company;
- b) Have made practical contributions to the management and business performance of the Company and its subsidiaries in 2025;
- c) Demonstrate strong potential for development and contribution to the Company's future growth;
- d) Are domestic investors.

#### **3.2.2. Managers and employees not falling into the following categories:**

- a) Employees who have submitted a letter of resignation/request for resignation or have unilaterally terminated their employment contract will not be eligible to participate in the ESOP program, regardless of whether the official date of departure/resignation occurs before or after the SSC's announcement of receiving the complete ESOP issuance report dossier;
- b) Employees subject to labor disciplinary action or under review for disciplinary action during the ESOP program implementation period;
- c) On unpaid leave or not receiving remuneration for a period of six (06) months or more from the date of issuance of the ESOP Regulations;
- d) Currently on temporary suspension of their employment contract or on unauthorized leave;
- e) Employees with foreign nationality (to ensure the ESOP issuance complies with the maximum foreign ownership limit of 0% at the Company).

### **4. ESOP Share Allocation Criteria**

- a) **Basis for Allocation Criteria:** Based on the employee's years of service and job position.
- b) The number of shares allocated to each employee is determined by the following formula:

Number of shares allocated per employee	=	Total ESOP shares to be issued	X	Issuance Coefficient
		Total Issuance Coefficient		

Where: The **Issuance Coefficient** is the product of the seniority coefficient (based on years of service) and the position coefficient corresponding to the employee participating in the ESOP program.

+ **Seniority Coefficient** is based on the employee's working time from the date of appointment to the position as of December 31, 2025, as follows:

No.	Years of Service	Seniority Coefficient
1	Less than 01 year	1
2	From 01 year or more	1.5

+ **Position Coefficient** is based on the management level of the employee participating in the ESOP program at the Company and its subsidiary:

No.	Position Title	Position Coefficient
<b>At SCI Joint Stock Company</b>		
1	Chairman of the BOD	1
2	General Director	0.7
3	Deputy General Director	0.6
4	Chief Accountant	0.6
<b>At SCI E&amp;C Joint Stock Company</b>		
1	Chairman of the BOD	0.8
2	Director	0.7
3	Deputy Director	0.6

## 5. Distribution of ESOP Shares

- The list and specific number of shares for employees entitled to receive shares under the Employee Stock Ownership Plan shall be approved by the Company's Board of Directors based on the ESOP Share Allocation Criteria.
- Handling of Undistributed Shares:** For shares that remain undistributed due to employees leaving during the distribution period or no longer meeting the criteria,



the BOD will decide to continue distributing them to other eligible employees, ensuring compliance with the employee standards approved by the AGM and the regulations herein.

## **6. Regulations on Rights and Obligations from ESOP Shares and Clawback of Benefits**

### **a. Regulations on Rights and Obligations from ESOP Shares**

All additional shares received by employees resulting from public offerings to existing shareholders, stock dividends, and/or bonus share issuances to increase charter capital from capital surplus, which arise from ESOP shares under transfer restriction, will also be subject to transfer restrictions at a corresponding ratio and for a corresponding period. ESOP Members are obligated to comply with the provisions of these Regulations and legal requirements regarding transfer restriction periods, even if the ESOP Member's employment is terminated.

### **b. Regulations on Clawback of Benefits from ESOP Shares**

During the specified transfer restriction period, based on the remaining restriction time, the reason for termination of ESOP membership, and other factors deemed appropriate by the BOD, the BOD has the right to consider and decide whether to claw back [or *repurchase/forfeit*] the benefits derived from the ESOP shares of that ESOP Member. The BOD may consider clawing back benefits in the following cases:

- + The Chairman of the BOD submits a letter of resignation from their current position or from their capacity as a BOD member before the ESOP share transfer restriction expires;
- + An ESOP Member unilaterally terminates their employment contract, voluntarily resigns, or submits a resignation letter before the ESOP share transfer restriction expires;
- + Other cases where the BOD deems that the ESOP Member is no longer suitable to continue enjoying the benefits of the ESOP Program, based on the objectives of retention, motivation, and long-term commitment to the Company.

The clawback of benefits from ESOP shares (if any) will be decided by the BOD based on an agreement with the ESOP Member and in accordance with the applicable laws at the time of implementation. In cases where the termination of the employment contract, change in job position, or termination of the current position/title does not stem from the unilateral will of the ESOP Member—including but not limited to company restructuring, job transfer or rotation, dismissal by the Company's decision, end of term, retirement, loss of working capacity, death, or other cases approved by the BOD—the BOD may decide not to claw back the benefits from the ESOP shares.

In the event the BOD decides to proceed with the clawback of benefits from ESOP shares as mentioned above, the ESOP Member is responsible for transferring all ESOP shares subject to clawback, including shares arising under section (a) of this article, back to the Company specifically as follows:

- + **For ESOP shares and shares arising from stock dividends and/or bonus issues:** The Company has the right to claw them back at a price of 0 VND/share (In words: Zero Vietnamese Dong per share). The Company will recover these shares without any payment to the ESOP Member whose benefits are being clawed back.
- + **For shares arising from rights issues** in public offerings where the employee has fully paid the purchase price: The Company has the right to repurchase them at a price equal to the purchase price paid by the employee to the Company in the respective offering.
- + **Cash dividends (if any)** legally established before the Company's decision to claw back the restricted shares are determined to be the property of the ESOP Member, and the BOD has decided that this amount is not subject to clawback.

For other special cases not specified above, the ESOP Management Committee will review and submit them to the BOD for a decision in accordance with the law at the time of occurrence. If the Company implements a clawback/repurchase of restricted shares under these Regulations, the ESOP Member is responsible for declaring and paying any taxes, fees, and fulfilling other financial obligations related to the transfer, return, or handling of arising rights as per current laws. If the law requires the Company to withhold, declare, or pay any taxes or fees on behalf of the employee related to the repurchase/clawback transaction, the Company has the right to deduct such amounts from any payment made to the employee (if any) before settlement.

#### **c. Plan for Selling Repurchased Shares**

- The Company may sell the repurchased shares at least 24 hours after submitting the report on the repurchase transaction results to the State Securities Commission and making a public announcement.
- The Company must complete the sale of the repurchased shares within 20 working days from the date of reporting to the State Securities Commission and making a public announcement about the sale, in accordance with the regulations of the Ministry of Finance.
- Within 10 days from the completion of the sale of repurchased shares as stipulated above, the Company shall submit a report on the transaction results to the State Securities Commission and make a public announcement.

#### **IV. IMPLEMENTATION**

1. The ESOP Management Committee, based on the ESOP Regulations, shall propose the list of employees eligible to participate in the ESOP Program. The ESOP Management Committee is responsible for communicating the ESOP policy to all employees in the Company and to the ESOP members.
2. The Board of Directors shall approve the regulations and the issuance list in accordance with the Plan approved by the Annual General Meeting of Shareholders.



3. The Chairman of the Board of Directors and the Board of General Directors are responsible for preparing the dossier for submission to the State Securities Commission for approval and directing the procedures for adjusting the registered securities information and registering the change in listing for the number of issued shares.

## **V. IMPLEMENTING PROVISIONS**

1. The Board of Directors has the right to amend and supplement these Regulations to align with the actual situation of the Company or as decided by the General Meeting of Shareholders.
2. When there are changes in legal regulations related to employee stock option programs, these Regulations will be adjusted accordingly.
3. These Regulations shall take effect from the date of signing. The Board of General Directors, the ESOP Management Committee, ESOP Members, and all employees of the Company are responsible for implementing these Regulations.

*Hanoi, June, 08, 2026*

**FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN CONG HUNG**

C.P. ★

**SCI JOINT STOCK COMPANY**

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**LIST OF EMPLOYEES PARTICIPATING IN THE 2026 ESOP PROGRAM**

(Issued pursuant to Resolution No. 18/2026/NQ-SCI-HĐQT dated 08/06/2026 of the Board of Directors of SCI Joint Stock Company)

No.	Full Name	Date of Appointment	Position	Work Unit	Citizen ID No.	Date of Issue	Issuing Authority	Seniority Coefficient	Position Coefficient	Issuance Coefficient	Number of Shares to be Received
1	Nguyễn Công Hùng	2015-06-30	Chủ tịch HĐQT	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	1	1,5	70.000
2	Nguyễn Văn Phúc	2019-02-28	Tổng Giám đốc	SCI JSC	-	-	Ministry of Public Security	1,5	0,7	1,05	49.000
3	Phạm Văn Nghĩa	2017-11-13	Phó Tổng giám đốc	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
4	Nguyễn Văn Độ	2020-10-14	Phó Tổng giám đốc	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
5	Vũ An Minh	2020-12-01	Phó Tổng giám đốc	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
6	Đoàn Thế Anh	2015-06-23	Phó Tổng Giám đốc	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
7	Phan Dương Mạnh	2019-10-01	Kế toán trưởng	SCI JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
8	Phan Thanh Hải	2021-04-19	Chủ tịch HĐQT	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,8	1,2	56.000
9	Lưu Minh Thành	2023-01-01	Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,7	1,05	49.000
10	Nguyễn Công Hòa	2019-07-18	Phó Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
11	Mai Thị Vân Anh	2022-05-01	Phó Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
12	Nguyễn Chí Tuyển	2023-05-15	Phó Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
13	Bùi Chí Giang	2023-06-23	Phó Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1,5	0,6	0,9	42.000
14	Trần Hoài Nam	2025-12-04	Phó Giám đốc	SCI E&C JSC	-	-	Police Dept for Admin. Management of Social Order	1	0,6	0,6	28.000
<b>TOTAL</b>										<b>13,5</b>	<b>630.000</b>

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS  
 CHAIRMAN

NGUYEN CONG HUNG