

CÔNG TY CP SCI  
SCI JOINT STCOK COMPANY

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

Số: 23/2026/CBTT-SCI  
No.: 23/2026/CBTT-SCI

Hà Nội, ngày 13 tháng 04 năm 2026  
Hanoi, day 13 month 04 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**

**To: Vietnam Exchange/ Hanoi 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 Từ Liêm, Tp Hà Nội/ 3<sup>rd</sup> Floor Tower C, Golden Palace Building, Me Tri Street, Tu Liem Ward, Ha Noi City.  
- Điện thoại liên hệ/Tel.: (+8424) 37684495  
- E-mail: sci@scigroup.vn

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

Nghị quyết HĐQT về việc sửa đổi, bổ sung tài liệu Đại hội đồng cổ đông thường niên năm 2026/ Resolution of the BOD Regarding the amendment and supplement of documents for 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 13/04/2026 tại đường dẫn <https://scigroup.vn/quan-he-co-dong#thong-tin-cong-bo>/This information was published on the company's website on 13/04/2026 (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**  
**Người UQ CBTT**  
Person authorized to disclose information



*Phan Dương Mạnh*



**SCI JOINT STOCK COMPANY**

3rd Floor Tower C, Golden Palace Building, Me Tri Street, Tu Liem Ward, Ha Noi City

Tel: (+8424) 3768 4495

Email: sci@scigroup.vn

Website: www.scigroup.vn

Số: 05/2026/NQ-SCI-BOD

Hanoi, April 13, 2026

**RESOLUTION**

Re: Approval of the amendment and supplementation of the documents for the 2026 Annual General Meeting of Shareholders

**THE BOARD OF DIRECTORS OF SCI JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the documents amending, supplementing, and guiding the implementation thereof;
- Pursuant to the Charter on Organization and Operation of SCI Joint Stock Company;
- Pursuant to the Meeting Minutes of the Board of Directors dated April 13, 2026, which has been unanimously approved.

**HEREBY RESOLVES**

**Article 1:** To approve the amendment and supplementation of the documents for the 2026 Annual General Meeting of Shareholders, including the following documents:

The General Director's Report on the Company's business operations in 2025 and the operational plan for 2026.

Draft Proposal No. 11/20206/TTr-SCI-BOD on the approval of the share issuance plan under the Employee Stock Ownership Plan (ESOP) in 2026.

**Article 2:** Effectiveness

This Resolution takes effect from the date of signing; the Board of Directors and relevant units and departments are responsible for the implementation of this Resolution.

**Recipients:**

- As to;
- Retained ad BOD

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



**Nguyễn Công Hùng**

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**DRAFT**

Hanoi, April 20, 2026.

**REPORT OF THE GENERAL DIRECTOR  
ON THE COMPANY'S OPERATIONS IN 2025 AND OPERATIONAL  
PLAN FOR 2026**

**To: THE GENERAL MEETING OF SHAREHOLDERS OF SCI JOINT  
STOCK COMPANY**

Pursuant to Resolution No. 01/2025/NQ-SCI-ĐHĐCĐ dated April 10, 2025, of the 2025 Annual General Meeting of Shareholders. The Board of Management of SCI Joint Stock Company, would like to report to the 2026 Annual General Meeting of Shareholders on the production and business results of 2025 and the business plan for 2026 of SCI Joint Stock Company as follows:

**PART 1. RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN  
2025**

**I. Key indicators****a. SCI Group (Consolidated)**

No .	Indicator	Unit	2025 Plan	2025 Actual	% Achieved
1	Total production and business value	10 <sup>6</sup> VND	1.960.000	1.131.300	57,72
2	Total investment value	10 <sup>6</sup> VND	620.455	516.170	83,19
3	Consolidated revenue	10 <sup>6</sup> VND	2.024.000	1.520.300	75,11
4	Consolidated profit before tax	10 <sup>6</sup> VND	133.500	136.500	102,25

**b. Parent Company only.**

No .	Indicator	Unit	2025 Plan	2025 Actual	% Achieved
1	Total production and business value	10 <sup>6</sup> VND	1.205.000	672.100	55,78
2	Total investment value	10 <sup>6</sup> VND	520.455	477.300	91,71
3	Total revenue	10 <sup>6</sup> VND	1.293.000	919.900	71,14
4	Profit before tax	%	43.670	61.300	140,37





No	Indicator	Unit	2025 Plan	2025 Actual	% Achieved
5	Dividend payment	10 <sup>6</sup> VND	5%	5%	

## **II. Results of production and business operations in 2025**

### **II.1. Main construction and installation execution**

#### **1. EPC General Contract for Nam Sam 3 Hydropower Project**

- Achieved COD (Commercial Operation Date) for the entire project.

#### **2. EPC General Contract for Nam Mo 2 Hydropower Project**

- Đập chính: Hoàn thành 100%
- Main dam: 100% completed
- Headrace tunnel: 100% completed
- Powerhouse: 92% completed
- Hydro-mechanical and hoisting equipment: 99% completed
- Electro-mechanical equipment installation: 15% completed
- Overall project: 92% completed

#### **3. EPC General Contract for Nam Sam 3A Hydropower Project**

- RCC Main dam: 9% completed
- Powerhouse: 17% completed
- Hydro-mechanical works: 5% completed
- Overall project: 13% completed

#### **4. EPC General Contract for Nam Mo 1 Hydropower Project**

- Currently mobilizing construction equipment and implementing auxiliary works.

### **II.2. Implementation status of investment project**

#### **1. Hydropower project cluster: Nam Khian 1, Nam Khian 2, Nam Khian 3**

##### **a. Project information:**

- Location: Xiangkhouang Province, Laos.
- Capacity scale (85 MW): Nam Khian 1 – 25 MW, Nam Khian 2 – 35 MW, Nam Khian 3 – 25 MW.

##### **b. Investment implementation:**

- Assigned to SCI Energy Co., Ltd. via SCI Viet Lao Joint Stock Company to develop the above projects. Currently carrying out investment legal procedures under the PDA



(Project Development Agreement) and the agreement in principle for power purchase.../.

## **2. Neun Hydropower project cluster: Nam Lan 1, Nam Lan 2, Lower Nam Neun**

### **a. Project information:**

- Location: Xiangkhouang Province, Laos.
- Capacity scale (80 MW): Nam Lan 1 (20 MW), Nam Lan 2 (10 MW), Lower Nam Neun (50 MW).

b. Investment implementation: Assigned to SCI Energy Co., Ltd. via SCI Viet Lao Joint Stock Company to develop the above projects. Currently negotiating the Project Development Agreement (PDA), the agreement in principle for power purchase, and other relevant legal procedures.

## **3. SCI Huong Viet Wind Power Plant Project**

### **a. Project information**

- Location: Quang Tri Province.
- Capacity scale: 26 MW.

### **b. Investment implementation:**

- SCI Quang Tri Joint Stock Company was granted investor approval to implement the project in December 2025.
- Currently conducting surveys, preparing the feasibility study (FS) report, and undertaking investment preparation activities.

## **4. SCI Tan Thanh Wind Power Plant Project**

### **a. Project information:**

- Location: Quang Tri Province.
- Capacity scale: 30 MW.

### **b. Investment implementation**

- SCI Quang Tri Joint Stock Company was granted investor approval to implement the project in December 2025.
- Currently conducting surveys, preparing the feasibility study report, and undertaking investment preparation activities.

## **II.3. Investment research and business development**

### **- For domestic projects**

- + Closely monitor the implementation of the Power Development Plan VIII (PDP8), seek investment opportunities and/or act as general contractor for energy projects.
- + Continue to conduct surveys/wind measurements and research the development of potential wind power project areas.

- For overseas projects
  - + Perform marketing activities to provide project development consulting services; and act as the EPC General Contractor for hydropower and wind power projects in the Lao market.
  - + Search for and research investment opportunities, and cooperate in investing in hydropower projects in Laos, especially those adjacent to the projects currently invested by SCI.

#### **II.4. Design consulting activities**

- Completed the Basic Design for Nam Sam 3A, Nam Mo 1.
- Construction drawing design at Nam Mo 2, Nam Sam 3A, Nam Mo 1 (Lao PDR) projects meeting the Employer's project implementation schedule.
- Surveying and preparing feasibility study reports for the hydropower project cluster in Laos: Nam Khian 1, Nam Khian 2, Nam Khian 3, Nam Lan 1, Nam Lan 2, Lower Nam Neun, completed and submitted for approval.
- Consulting services for Lao government authorities (Department of Energy Business - DEB and Department of Energy Management - DESM) at the Nam Phak hydropower project met work requirements.
- Construction supervision at Nam Mo 2, Nam Sam 3A, Nam Mo 1 hydropower projects met work requirements.
- Completed surveying and 80% of the construction drawing design for the Huong Phung 1 wind power plant project.

#### **II.5. Industrial production**

- Ca Nan 1 & 2 hydropower plant cluster achieved 142 billion VND in revenue (109% of the plan).
- Nam Lum 1 & 2, Nam Xe hydropower plant cluster achieved 208.7 billion VND in revenue (91% of the plan).
- Huong Linh 8 wind power plant achieved 117.5 billion VND in revenue (98% of the plan).

### **III. Evaluation of executive management performance**

#### **III.1. Corporate governance and administration**

- Approved SCI Energy Co., Ltd. to contribute capital to establish SCI Viet Lao Joint Stock Company and approved the transfer of projects: Nam Khian 1, 2, 3 hydropower cluster; Nam Lan 1, 2 hydropower; Lower Nam Neun hydropower, Nam Lan 3 hydropower; and the 220kV transmission line connecting the Nam Khian 1, 2, 3; Nam Lan 1, 2; Lower Nam Neun hydropower cluster from Laos to Vietnam, transferring from SCI Energy to SCI Viet Lao for management and investment execution.

- Approved the transfer of projects: SCI Huong Viet and SCI Tan Thanh wind power plants to SCI Quang Tri Joint Stock Company for management and investment execution.
- Gradually implemented software in governance and administration, helping to increase productivity, control work promptly, and minimize costs.
- Conducted periodic training and testing to improve the skills of the power plant operation management team.

### **III.2. Professional fields**

- Công tác đầu tư: Thực hiện các thủ tục pháp lý và tập trung tháo gỡ các vướng mắc
- Investment: Executed legal procedures and focused on resolving bottlenecks with relevant domestic and foreign authorities in project implementation and operation.
- Design: Closely coordinated with relevant parties in the appraisal, agreement, and approval of designs.
- Technical management: Promptly controlled technological designs for imported equipment. Strictly managed the construction progress plan, issuing timely warnings and solutions.
- Health, Safety, and Environment (HSE) were given due attention and emphasis. Strengthened dissemination and strict supervision of HSE compliance at investment projects and EPC general contracts.
- Industrial production (SXCN): Strictly controlled operations and industrial production, proactively coordinated to resolve issues, and maintained stable plant operations.
- Finance: Increased engagement with domestic and international credit institutions to effectively mobilize capital sources, meeting funding requirements for investment activities. Balanced and arranged capital to meet financial needs for all production and business activities of the Company.
- Acceptance, final settlement, and debt recovery for project items were particularly emphasized; resources were concentrated to accelerate the progress of capital and debt recovery.



## PART 2

### OBJECTIVES AND BUSINESS PRODUCTION PLAN FOR 2026

#### I. OBJECTIVES AND BUSINESS PRODUCTION PLAN FOR 2026

##### I.1. Key indicators

No.	Content	Unit	2026 Plan	
			Total	Parent Company
1	Total production and business value	10 <sup>6</sup> VND	2.000.600	558.700
2	Total investment value	10 <sup>6</sup> VND	588.445	588.445
3	Revenue	10 <sup>6</sup> VND	1.862.200	811.800
4	Profit before tax	10 <sup>6</sup> VND	347.000	228.800
5	Dividend payment	%		5%

##### I.2. Construction and installation

###### 1. EPC General Contract for Nam Mo 2 Hydropower Project

- Civil works: 100% completion.
- Electro-mechanical works: Expected to achieve COD in Q3 2026.

###### 2. EPC General Contract for Nam Sam 3A Hydropower Project

- RCC Main dam: 66% completion.
- Powerhouse: 31% completion.
- Hydro-mechanical works: 36% completion.
- Expected to achieve COD in Q4 2028.

###### 3. Hợp đồng tổng thầu EPC Dự án Thủy điện Nậm Mô 1

- Auxiliary works, camps: 70% completion.
- Main dam, spillway: Complete foundation pit excavation.
- Tunnel alignment: Complete 25% of excavation works.
- Powerhouse: 9% completion.
- Expected to achieve COD in Q4 2029.

##### I.3. Industrial production at operating projects

- Maintain stable production at power plants. The detailed 2026 plan for the plants is presented in the table below:

No.	Project	Capacity (MW)	Revenue (10 <sup>9</sup> VND)
A	Hydropower plants	69	347,00

No.	Project	Capacity (MW)	Revenue (10' VND)
<b>I</b>	<b>Ca Nan 1 &amp; 2 Hydropower Plants</b>	<b>23</b>	<b>130,00</b>
1	Ca Nan 2	16	90,73
2	Ca Nan 1	7	39,27
<b>II</b>	<b>Nam Lum 1 &amp; 2, Nam Xe Hydropower Plants</b>	<b>46</b>	<b>217,00</b>
1	Nam Lum 1	8	35,50
2	Nam Lum 2	18	79,50
3	Nam Xe	20	102,00
<b>B</b>	<b>Wind power plants</b>	<b>20</b>	<b>120,00</b>
1	Huong Linh 8 wind power plant	20	120,00

#### **I.4. Project investments**

##### **1. SCI Huong Viet Wind Power Plant Project (26 MW)**

- Complete investment preparation tasks (Feasibility Study, Technical Design, Site Clearance) in Q2 2026.
- Complete and put the project into operation: Q1 2027.

##### **2. SCI Tan Thanh Wind Power Plant Project (30 MW)**

- Complete investment preparation tasks (Feasibility Study, Technical Design, Site Clearance) in Q2 2026.
- Complete and put the project into operation: Q2 2027.

##### **3. Development of wind power projects in Vietnam**

- Continue to conduct surveys/wind measurements and research the development of potential wind power project areas.

##### **4. Development of investment projects in Laos**

Complete the signing of the Project Development Agreement (PDA) for the hydropower project cluster Nam Lan 1, Nam Lan 2, Lower Nam Neun.

- Execute investment legal procedures under the PDA: Final surveys and feasibility study reports, technical design, EIA (Environmental Impact Assessment), develop site clearance plans, negotiate relevant taxes/fees, and negotiate the CA (Concession Agreement).../.
- Complete legal procedures related to grid connection and power purchase in Vietnam.

#### **I.5. Consulting and Design activities**

- Perform construction drawing design at Nam Mo 2, Nam Sam 3A, Nam Mo 1 (Lao

PDR) projects to meet the Employer's schedule.

- Prepare and approve the Technical Design for 6 projects (Nam Lan 1, Nam Lan 2, Lower Nam Neun, Nam Khian 1, Nam Khian 2, Nam Khian 3) in Q2 and Q3 of 2026.
- Continue searching and marketing to sign and execute consulting contracts in the field of wind power and hydropower, as well as executing survey and design tasks when the Company is awarded contracts in the form of EPC.

## **II. Key solutions to fulfill the 2026 plan**

### **II.1 Corporate governance and administration.**

- Focus on the core business of investing in and developing wind and hydropower energy.
- Optimize resources in governance and administration. Promoting individual capacity at all levels, especially mid-level managers and above, is an urgent requirement to improve management efficiency. Focus on training professional expertise, skills, and digital capabilities to build a "lean - compact - strong" team, flexible in solving complex situations and meeting job requirements.
- Continue to maximize the effectiveness of IT applications to boost productivity, ensure timely work control, and minimize costs.

### **II.2. Bidding marketing and market development**

- Continue to seek small and medium hydropower projects and wind power projects in Vietnam and Laos to research for construction investment.

### **II.3 Project implementation and management**

- Enhance the capacity of the project management team, focusing on: Progress control, design management, and construction supervision; Thoroughly review and ensure strict management right from the surveying, project formulation, total investment estimation, and financial-economic evaluation stages. In particular, emphasize risk management to ensure the quality, progress, and efficiency of all investment projects.
- Consolidate the electro-mechanical department with sufficient capability and experience to propose, select, and manage equipment contracts for each project.
- Promptly resolve legal procedures to accelerate the implementation progress of investment projects.

### **II.4 Industrial Production**

- Strictly adhere to operating procedures and periodic maintenance and repair tasks.
- Train and improve the skills and technical expertise of the operating team.
- Build a reliable and sustainable supply chain. Prioritize seeking domestic supplies for



timely and flexible production operations.

- Establish and maintain production areas following 5S principles; build and maintain a scientific and safe working environment; and motivate the team's working spirit.

## **II.5. Finance**

- Formulate financial plans and cash flow plans to ensure appropriate fund utilization, ensuring financial safety for the Company. Ensure the efficiency of capital utilization plans.
- Closely monitor the construction progress plan to execute capital recovery, debt collection, and reduce capital pressure while ensuring continuous funding for production and business activities.
- Ensure funding sources for investment projects, especially those currently under implementation.
- In 2026, continue to increase engagement with domestic and international credit institutions to effectively mobilize capital sources, meeting funding requirements for the Company's investment activities.

## **II.6 Risk Management**

- Continuously improve the quality of risk management in production and business activities; establish appropriate, feasible, and uniformly applied solutions across the Company.
- Regularly update newly issued legal normative documents in Vietnam and Laos pertaining to the units' production and business activities to ensure compliance with current regulations, mitigate risks, ensure safety, and enhance the efficiency of production, business, and investment operations for the Company.

The above is the report on the 2025 production and business results and the 2026 production and business plan. Submitted to the General Meeting of Shareholders for consideration and approval of the full text of the report.

**Yours respectfully,**

 **GENERAL DIRECTOR**

**Nguyen Van Phuc**

**SCI JOINT STOCK COMPANY**

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No: 11/2026/TTr-SCI-BOD

Hanoi, April 20, 2026

**DRAFT PROPOSAL****2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Subject: Approval of the plan to issue shares under the Employee Stock Ownership Plan (ESOP) in 2026*

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**To: THE GENERAL MEETING OF SHAREHOLDERS  
OF SCI JOINT STOCK COMPANY**

**Pursant to:**

- *Law on Enterprises No. 59/2020/QH14 and its amending, supplementing documents and guiding implementation decrees;*
- *Law on Securities No. 54/2019/QH14 and its amending, supplementing documents and guiding implementation decrees;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government and its amending, supplementing documents and guiding implementation decrees;*
- *Resolution of the 2025 Annual General Meeting of Shareholders approving the policy of issuing shares under the Employee Stock Ownership Plan;*
- *Charter on Organization and Operation of SCI Joint Stock Company.*

The Board of Directors ("BOD") of SCI Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders ("AGM") for approval of the Plan to issue shares under the Employee Stock Ownership Plan in 2026 ("ESOP"), with the following specific contents:

**I. Plan to issue shares under the Employee Stock Ownership Plan in 2026:**

Issuing entity:	SCI Joint Stock Company
Stock name:	Stock of SCI Joint Stock Company
Ticker symbol:	S99
Type of stock:	Common stock
Par value per share:	VND 10,000 (Ten thousand Vietnamese Dong)/share
Charter capital before issuance:	VND 1,040,889,920,000
Total number of issued shares:	104,088,992 shares
Number of outstanding shares:	104,088,992 shares
Number of treasury shares:	0 shares



Issuance method:	Issuing bonus shares to employees from undistributed after-tax profit
Expected number of shares to be issued:	630,000 shares
Total issuance value at par value:	VND 6,300,000,000
Issuance ratio:	Number of shares to be issued/Total number of outstanding shares is 0.6%
Source of funds for the bonus share issuance to employees:	Capital for issuance is extracted from undistributed after-tax profit based on the 2025 Audited Separate Financial Statements
Eligible participants:	<p>Persons appointed to the positions of Chairman of the Board of Directors, members of the Board of Directors, members of the Board of Management and other key managers of the Company and SCI E&amp;C Joint Stock Company (a subsidiary with significant contribution to the structure and revenue growth in 2025 within the group), specifically:</p> <ul style="list-style-type: none"> <li>a. For SCI Joint Stock Company: Applied to managers belonging to the group of Chairman of the Board of Directors, members of the Board of Management, and Chief Accountant.</li> <li>b. For SCI E&amp;C Joint Stock Company: Applied to managers belonging to the group of Chairman of the Board of Directors and members of the Board of Management.</li> </ul> <p>Participants of the issuance must simultaneously satisfy the criteria for employees participating in the ESOP program below.</p>
Criteria for employees participating in the program:	<p>Employees of the Company entitled to participate in the ESOP program include:</p> <ul style="list-style-type: none"> <li>1. Managers satisfying the following conditions: <ul style="list-style-type: none"> <li>a. Currently working and receiving salary and/or remuneration at the Company as of December 31, 2025, and still working at the time the State Securities Commission (SSC) announces receipt of complete issuance report documents from the Company.</li> <li>b. Having practical contributions to the results of management, production, and business activities of the Company and its subsidiaries in 2025</li> </ul> </li> </ul>



	<p>c. Having high development potential and potential to contribute to the future development of the Company;</p> <p>d. Being a domestic investor;</p> <p>2. Managers and employees who do NOT fall into the following cases:</p> <p>a. Employees who have submitted a resignation letter/application to resign from their position/application for termination or have a policy of terminating the Labor Contract, regardless of whether the official resignation/termination happens before or after the date the State Securities Commission notifies the receipt of complete ESOP issuance report documents;</p> <p>b. Employees being disciplined for labor violations or in the process of waiting for labor discipline/awaiting labor discipline consideration during the implementation of the ESOP program;</p> <p>c. Taking unpaid leave or not receiving remuneration for a term of 06 months or more calculated from the time of issuance of the ESOP Regulations;</p> <p>d. Being in the process of suspending the labor contract, taking leave without a valid reason;</p> <p>.e. Being an employee with foreign nationality (to ensure that the ESOP issuance meets the regulations on the maximum foreign ownership ratio at the Company, which is 0%).</p>
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The number of shares distributed to each employee is determined according to the following principle:

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

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 employees participating in the program:

Respectfully request the General Meeting of Shareholders to authorize the Board of Directors to decide the list of employees participating in the ESOP program who satisfy the criteria approved by the General Meeting of Shareholders and the number of shares distributed to each employee according to the principles mentioned above (including rounding principles and handling of fractional shares).

Handling of undistributed shares:

For the number of shares not fully distributed due to employees resigning during the distribution period, voluntarily refusing to participate, or not meeting criteria, the BOD shall decide to continue distributing to other employees, ensuring compliance with the criteria for

	employees approved by the AGM and according to the provisions in the ESOP Issuance Regulations.
Plan for handling in case employees no longer meet the ownership criteria for bonus shares under the ESOP program:	The buyback of ESOP shares shall be carried out according to the ESOP Issuance Regulations approved by the AGM, respectfully requesting the AGM to authorize the BOD to decide.
Transfer restrictions:	<p>Issued shares shall be restricted from transfer for a minimum of 01 year from the completion date of the issuance, except for cases where shares are bought back according to the ESOP issuance regulations for the Company's employees.</p> <p>Shares being under transfer restriction that are bought back by the Company according to the ESOP issuance regulations for employees because they no longer meet the criteria; the Company is allowed to sell the number of shares bought back according to the guidance of the Ministry of Finance.</p>
Plan to ensure the share issuance meets the regulations on foreign ownership ratio:	Criteria for employees participating in the ESOP program must be domestic investors, therefore the ESOP issuance does not increase the foreign ownership ratio at the Company. The AGM authorizes the BOD to implement a plan to ensure that the issuance meets the maximum foreign ownership ratio of 0% at the Company.
Expected implementation time:	After the ESOP issuance plan is approved by the AGM and the State Securities Commission notifies the receipt of the full issuance report dossier, expected in Q2, Q3 of 2026.
Adjustment of information on the number of registered and listed shares:	Adjusting information on the number of securities registered at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing on the Stock Exchange for all additional shares issued immediately after completing the issuance in accordance with the provisions of law.
Amendment of the Charter:	Amending the articles and contents related to Charter capital, shares, and stocks in the Charter on Organization

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	and Operation of the Company to update the Charter capital after completing the share issuance.
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## **II. The General Meeting of Shareholders authorizes the Board of Directors:**

The AGM shall authorize and assign the BOD to perform and complete all procedures related to the plan to issue shares under the ESOP program for employees in the Company mentioned above, including but not limited to the following tasks:

1. Developing and promulgating the ESOP Issuance Regulations to implement this issuance plan;
2. Implementing the plan, choosing the time and duration for implementation of the share issuance plan appropriate to the needs of the Company on the basis of ensuring compliance with the provisions of Law;
3. Approving/adjusting the list of employees participating in the program, promulgating principles for determination and approving the number of shares distributed to each participant;
4. Implementing the plan to ensure that the share issuance meets the regulations on the foreign ownership ratio;
5. Adjusting the issuance ratio to ensure the total number of shares issued does not exceed the number of shares expected to be issued approved by the AGM (this issuance ratio depends on the number of outstanding shares at the time of implementation of the Issuance Plan and the actual number of shares issued);
6. The BOD decides to amend, supplement, and complete the Plan to issue shares under the ESOP program for employees in the Company that has been approved by the AGM (including the decision on contents omitted from this plan), the BOD shall build, correct and handle all documents related to the share issuance as required by the state management agency (if any), in order to implement the share issuance plan effectively, in accordance with the actual business activities of the Company, in accordance with the provisions of the law, the Charter of the Company and the interests of Shareholders;
7. Completing all relevant procedures immediately after the end of the offering, including adjusting information on the number of registered securities at the Vietnam Securities Depository and Clearing Corporation and additional listing of all additional shares mentioned above at the Stock Exchange where the Company's shares are listed.
8. Completing all procedures for changing the business registration certificate according to the new charter capital at the competent state agency; amending and supplementing the Charter on Organization and Operation of the Company, the articles related to Charter capital, shares, and stocks after completing the issuance;

9. Other issues related to the plan to issue shares under the ESOP program for employees in the Company herein.

The Board of Directors respectfully submits the Proposal to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As to;
- Retained ad BOD

**FOR AND BEHALF OF THE  
BOARD OF DERECTORS  
CHAIRMAN**



**Nguyen Cong Hung**

