
PROPOSAL No. 12***Re: The 5-years ESOP (Employee Stock Ownership Plan) program*****To: Esteemed Shareholders of Coteccons Construction Joint Stock Company**

- Pursuant to Enterprise Law No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to Government's Decree No. 155/2020/ND-CP dated 31st December 2020 on detailing the implementation of some articles of the Law on Securities
- Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) the approval of the 5-years ESOP stock issuance program with the following details:

- 1. Purpose of issuance:** The 5-years ESOP program is a long-term program implemented by the BOD to retain talented employees, aimed at fostering long-term commitment of key personnel to serve the Company's long-term and sustainable development strategy. At the same time, it aligns the interests of key personnel with the task of increasing benefits and stock value for shareholders.
- 2. Type of share:** Ordinary share.
- 3. Par value:** VND 10,000/ per share.
- 4. Selling price:** Ascertained at the time of issuance.
- 5. Transfer restrictions:** Ascertained at the time of issuance.
- 6. The number of shares expected to be issued:** Up to 12.5% of the total outstanding shares, equivalent to 2.5% per year. Include: It is expected that 50% of the total issuance value (equivalent to 1.25% of the total outstanding shares) will be deducted from the Company's salary fund, while the remaining 50% (equivalent to 1.25% of the total outstanding shares) will be deducted from the Company's bonus fund.
- 7. Issuance criterion:** The minimum expected increase in the average annual stock value is 10%.
- 8. Target market capitalization after 5 years:** USD 1 billion
- 9. Authorization for the BOD:**
 - Preparing the issuance plan, which includes the quantity of shares to be issued, issuance price, and the timing of the issuance to be approved by the General Meeting of Shareholders for each issuance period.
 - The decision on the criteria and list of employees eligible to participate in the program, principles for determining the number of shares to be allocated to each group, and the regulations on issuing the ESOP program.
 - Making and executing all necessary decisions and procedures related to the issuance of the ESOP program.

Ho Chi Minh City, April 04th, 2023
ON BEHALF OF THE BOARD OF DIRECTORS
Chairman

(signed)

BOLAT DUSENOV