

No.: 09/2026/NQ-HĐQT-CBTT

RESOLUTION OF THE BOARD OF DIRECTORS

(Re: Implementation of the share issuance plan under the Employee Stock Ownership Plan (ESOP))

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
- Pursuant to Business Registration Certificate No. 0301446863 of Global Electrical Technology Corporation, first issued by the Department of Planning and Investment of Ho Chi Minh City on December 28, 2005, with the 22nd amendment registered on March 26, 2026.
- Pursuant to the written consensus of the members of the Board of Directors dated October 19, 2026.

THE BOARD OF DIRECTORS OF GLOBAL ELECTRICAL TECHNOLOGY CORPORATION

HEREBY RESOLVES

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

1. Share name: Shares of Global Electrical Technology Corporation.
2. Share type: Ordinary shares.
3. Par value: VND 10,000 per share.
4. Issuance ratio (proposed number of shares to be issued/number of outstanding shares): 5.0%.
5. Proposed number of shares to be issued: 615,500 shares (the difference from the number approved by the Resolution of the 2026 Annual General Meeting of Shareholders results from the cancellation of fractional shares arising from the issuance of shares for dividend payment and the issuance of shares to increase share capital from equity, together with the cancellation of shares due to rounding when allocating shares to employees under the formula).
6. Issue price: VND 10,000 per share.
7. Total par value of shares to be issued: VND 6,155,000,000 (In words: Six billion one hundred and fifty-five million Vietnamese dong only).

TOTAL CUSTOMER CONFIDENCE

02nd Floor, ITD Building, 01 Sang Tao Str, Tan Thuan Ward, HCMC, Tel: (84-28) 37701055 – Fax: (84-28) 37701056

8. Rights and obligations of share purchasers: To comply with applicable laws, the Company's Charter and the Company's Regulations on Share Issuance under the Employee Stock Ownership Plan (2026 ESOP Regulations).
9. Transfer restriction: All shares offered under this Employee Stock Ownership Plan shall be subject to a transfer restriction for one (01) year from the completion date of the issuance.

10. Eligible participants:

Officers and employees of Global Electrical Technology Corporation and Global - Sitem Company Limited (hereinafter referred to as the "Company") who meet the following criteria:

a. Eligibility criteria for employees participating in the 2026 ESOP:

- Being executives, managers or employees currently holding positions at the Company; and
- Having made outstanding and positive contributions to the Company's results in 2025;
- Having worked for and been committed to the Company for at least one (01) year as of March 31, 2026 (except high-potential employees and future leaders, being executives, managers or employees undergoing appointment or training to succeed to the Company's management and executive positions); or having worked at the Company for less than one (01) year as of March 31, 2026 (applicable to employees transferred from other member companies within the Group).
- Having received a 2025 performance rating of at least Basic Completion under the Company's internal assessment (except high-potential employees and future leaders who have not undergone a year-end assessment due to having served for less than one year).

b. Not falling into any of the following cases:

- Having violated internal labor regulations;
- Having submitted a resignation and being in the process of completing termination procedures;
- Not having their employment contract renewed by the Company;
- Having their employment contract unilaterally terminated by the Company;
- Being subject to ongoing labor disciplinary proceedings.

11. Principles and formula for determining the number of 2026 ESOP shares:

a. Number of shares each individual is entitled to purchase:

$$\text{Number of shares an individual is entitled to purchase} = \frac{\text{Total number of shares in the issuance}}{\text{Total contribution factor}} \times \text{Individual contribution factor}$$

b. Individual contribution factor:

$$\text{Individual contribution factor} = \text{Position factor} \times \text{Performance factor} \times \text{Impact factor} \times \text{Seniority factor}$$

Where:

Position factor: Determined based on the employee's position and title as follows:

Position	Position factor
Chief Executive Officer / Future leader or equivalent	10
Deputy CEO / Executive Director	8
Director or equivalent	6
Deputy Director / Chief Accountant	4
Department Head / Unit Head / Deputy Department Head / High-potential employee	2
Employee	1

Where an employee concurrently holds multiple positions, the factor for the highest position shall apply.

Performance factor: Determined based on the employee's job performance in 2025 as follows:

Performance rating	Performance factor
Excellent	5
Good	4
Fairly Good	3
Average	2
Basic Completion	1

High-potential employees and future leaders who have not undergone a year-end assessment due to having served for less than one year shall be assigned a performance factor of 3.

Impact factor: Shares are allocated based on the significance of positions and employees' important contributions to business results in 2025. The highest applicable factor shall be used for employees holding multiple positions or making major contributions to the Company, as follows:

Eligible category	Impact factor
Employees serving as the Company's legal representative	4
Employees making major contributions to annual business results, including: Executive Director, Sales Director / Head of Sales, Head of Presales, Head of Technical Department / Chief Accountant	3
Other employees	1

Seniority factor: Shares are allocated based on each employee's length of service as of March 31, 2026, as follows:

Length of service	Seniority factor
At least 2 years	4
From 1 year to less than 2 years	2
Less than 1 year	1

For employees who have worked at both Global Electrical Technology Corporation and Global – Sitem Company Limited, the longer period of service shall be used.

c. Total contribution factor: The sum of the contribution factors of all individuals nominated for each issuance.

12. Rounding principle (if applicable): The number of ESOP shares allocated to an employee under the above formula shall be rounded down to the nearest hundred, ensuring that the total shares allocated do not exceed the total shares under the 2026 ESOP.

- + Example 1: If the number of shares allocated to Employee A under the formula is 35,740, Employee A shall receive 35,700 shares under the above rounding principle;
- + Example 2: If the number of shares allocated to Employee B under the formula is 38,780, Employee B shall receive 38,700 shares under the above rounding principle.

13. Treatment of shares where eligible employees do not subscribe or subscribe for fewer shares than allocated; fail to pay or pay less than the amount required for the subscribed shares within the prescribed period; or cease to be eligible and/or fail to meet the criteria for participation in the 2026 ESOP during the period from approval of the participant list by the General Meeting of Shareholders to the State Securities Commission's announcement of receipt of complete ESOP issuance documents and the Board of Directors' implementation of the ESOP share allocation: The Board of Directors shall have full authority to decide on further allocation to other eligible employees on the list approved by the General Meeting of Shareholders who wish to purchase additional shares.

If these shares are not fully allocated, the remaining unissued shares shall be cancelled and the Board of Directors shall issue a decision to close the issuance.

14. Share repurchase: The Company shall have the right to repurchase shares still subject to transfer restrictions from officers and employees who leave employment before the restriction period expires. The repurchase price shall equal the 2026 issue price of VND 10,000 per share.

15. Plan for the sale of repurchased shares:

For ESOP shares recovered/repurchased by the Company under Point d, Clause 6, Article 3 of the ESOP Regulations, the Company shall sell such shares through order matching and/or negotiated transactions in accordance with applicable securities laws, ensuring compliance with the laws in effect at the relevant time.

16. Other matters are specified in detail in the 2026 ESOP Regulations.

17. Plan to ensure compliance with foreign ownership limits:

Maximum foreign ownership ratio at the Company: 50% (pursuant to Official Letter No. 7390/UBCK-PTTT dated August 6, 2026 of the State Securities Commission regarding the maximum foreign ownership ratio at Global Electrical Technology Corporation).

The list of employees receiving shares in this issuance includes no foreign investors; therefore, the Company shall continue to comply with the maximum foreign ownership ratio.

18. Expected issuance period: During fiscal year 2026 (before March 31, 2027), after completion of the share issuance for payment of 2025 dividends and after the State Securities Commission notifies the Company of receipt of complete issuance reporting documents.

Article 2. To approve the list of employees selected to participate in the issuance (list attached).

Article 3. The Board of Directors assigns and authorizes the Chief Executive Officer to organize the work and procedures and decide on the issuance, amendment and supplementation of documents to implement the Company's share issuance plan under the Employee Stock Ownership Plan in accordance with regulations and the requirements of competent state authorities, practical circumstances and relevant laws; and to:

Where necessary, adjust, amend, supplement and finalize the share issuance plan (including matters not presented in this plan) at the request of competent state authorities, ensuring that the Company's share issuance is lawful and compliant with regulations;

Carry out the necessary legal procedures and sign relevant applications and documents in accordance with law and the requirements of competent authorities to complete the share issuance, register all issued shares of the Company with the Vietnam Securities Depository / Vietnam Securities Depository and Clearing Corporation, and register the additional listing of such shares on the Hanoi Stock Exchange;

Decide on other matters relating to the share issuance plan approved by the General Meeting of Shareholders;

Complete procedures to amend the Enterprise Registration Certificate with the Department of Planning and Investment of Ho Chi Minh City after completion of the share issuance;

Carry out procedures to amend and supplement the Company's Charter to record the increase in charter capital resulting from the issuance.

Article 4. Members of the Board of Directors, the Chief Executive Officer and relevant departments and individuals shall implement and execute the provisions of this Resolution.

Article 4. This Resolution shall take effect from the date of signing.

Ho Chi Minh City, October 19, 2026

CHAIRMAN OF THE BOARD



MAI HOÀI AN

Tp. Hồ Chí Minh, ngày 15 tháng 07 năm 2026
Ho Chi Minh City, July 15, 2026

PHỤ LỤC – DANH SÁCH ĐỐI TƯỢNG PHÁT HÀNH ESOP 2026
APPENDIX – LIST OF RECIPIENTS FOR THE 2026 ESOP ISSUANCE

S T T / N o	Họ tên/Name	Chức vụ/ Position	Ngày vào làm việc/ Start date	HS chức danh / Job title coeff icient	Hệ số đánh giá/ Eval uatio n coeff icient	HS ảnh hưởn g/ Influe nce coeffi cient	HS thâm niên/ Senio rity coeffi cient	Hệ số đóng góp/ Contri bution coeffi cient	Số lượng CP được mua/ Number of shares to be purchas ed
I. BAN LÃNH ĐẠO/ LEADERSHIP TEAM									
1	Nguyễn Hữu Dũng	TGD/CEO	01/01/2021	10	5	4	4	800	203,400
2	Nguyễn Hương Giang	GĐ điều hành/ Executive Director	01/04/2022	8	5	3	4	480	122,100
3	Nguyễn Ngọc Duy	GĐ Kinh doanh/ Sales Director	11/05/2007	6	5	3	4	360	91,600
II CẤP QUẢN LÝ/ MANAGEMENT LEVEL									
4	Mai Ngọc Phượng	KTT Chief Accountant	15/08/2005	4	5	3	4	240	61,000
6	Trần Quang Khải	TP presales	03/05/2013	2	4	3	4	96	24,400
7	Đào Hồng Hải	TP Kỹ thuật/ Technical Department	14/07/2011	2	3	3	4	72	18,300
8	Tổng Thành Tâm	TP kinh doanh/ Sales Manager	09/05/2011	2	4	3	4	96	24,400
9	Đinh Đăng Khoa	TP kinh doanh/ Sales Manager	15/09/2023	2	4	3	4	96	24,400
10	Nguyễn Thanh Tâm	Phụ trách P.mua hàng/ Head of Purchasing Department	16/07/2024	2	5	1	2	20	5,100
11	Nguyễn Thị Mai Hương	Phụ trách.HCNS/ HR & Admin Lead	03/09/2008	2	5	1	4	40	10,200
12	Nguyễn Văn Vạn	Quản lý dự án/ Project Management	20/05/2022	2	5	1	4	40	10,200
II I CẤP NHÂN VIÊN/ STAFF LEVEL									
13	Lê Minh Tín	Phó phòng Kinh doanh/ Deputy Sales Manager	05/10/2023	2	5	1	4	40	10,200
14	Nguyễn Văn Tiến	NV Kinh doanh/ Sales Representative	05/04/2016	2	5	1	4	40	10,200
TỔNG CỘNG/TOTAL								2,420	615,500

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TM. HỘI ĐỒNG QUẢN TRỊ
ON BEHALF OF THE BOARD OF DIRECTORS

CHỦ TỊCH CHAIRPERSON



MAI HOÀI AN

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