

**F.I.T INVESTMENT JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Number: 19/2015/NQ-HĐQT/F.I.T

Hanoi, 3 June 2015

EXCO'S RESOLUTION

F.I.T INVESTMENT JOINT STOCK COMPANY

Regarding standard criteria & consolidated list of eligible employees for ESOP scheme

BOARD OF DIRECTORS OF F.I.T INVESTMENT SJC

- *Pursuant to the Securities Law No. 70/2006/QH11 passed on 29/06/2006; the Amendment to Securities Law No. 62/2010/QH12 dated 24/11/2010 and the guidance documents;*
- *Pursuant to the Charter of FIT Investment Joint Stock Company;*
- *Pursuant to the Resolution No. 01/2014/NQ-DHCD/F.I.T of the 2014 Annual General Meeting dated 26/04/2014;*

RESOLVES

Article 1: To define the audience, criteria and list of eligible employees and allocation based on specific categories as by the 2014 AGSM No 01/2014/NQ-DHDCD/F.I.T dated April, 26th.2014 as follows:

- Objective: Key managerial level employees working at FIT and member companies.
- Criteria: Employees having over 01 defined term labor contract as by time of decision and having positive contribution to FIT's business performance in the last 01 year.
- Total number of shares to be issued: 787,501 shares. The tentative list and allocated number of shares are list in the Annex 01 to this resolution.
- Transaction time: June, 2015.
- Share allocation for individual audience is based on performance, position and number of years in service to the company.

Article 2: In case the offered shares are not fully registered, EXCOM is authorized to distribute to other employees in the company or external investors by the method & condition that satisfy the principle that selling price is not lower than that offered to company employees.

Article 3: Issue price is VND 10,000 /share

Article 4: The resolution takes effect upon signing date. The General Director and relevant parties take responsibility to implement this resolution, making sure to comply with the Company's interest and current legal regulations.

Recipients:

- *Board of Directors, Supervisory Board;*
- *General Director;*
- *CBTT;*
- *VP Record.*

**ON BEHALF OF EXCO
CHAIRMAN**

Phan Trung Phuong