**DAE: Board Resolution**

On December 29, 2023, Educational Book JSC In Da Nang City announced Resolution No. 08/NQ-HDQT as follows:

Article 1: Salary fund in 2023:

The Board of Directors, based on the estimated implementation of the revenue and profit plan 2023 (estimated profit achieves 100% of the set plan), acknowledges the active efforts of the labor force and the objective influential market factors. To ensure the stability of workers' income the same as in 2022, the Board of Directors has approved the salary rate for 2023 at VND 150/VND 100 of profit before tax.

Article 2: Expected production and business plan for 2024:

* Total revenue: VND 59 billion;
* Profit before tax: VND 3.9 billion;
* Dividend: 12%.
* Salary fund: Follows the principle of striving for labor income equivalent to that of 2023, based on ensuring the realization of profits as planned.

Article 3: Enforcement

This Resolution takes effect from the date of its signing.

Members of the Board of Directors, the Board of Managers and related departments of Educational Book JSC In Da Nang City are responsible for implementing this Board Resolution.