**HLR: Board Resolution**

On January 12, 2024, Ha Lang Railways Joint Stock Company announced Resolution No. 02-24/NQ-HDQT as follows:

1. Regarding the results of leadership in implementing political tasks and Party building work in 2023 and implementing action plan in 2024.

The Board of Directors approves the content in Resolution No. 01-NQ/DU dated January 12, 2024 of the Company's Party Committee.

1. Goals and tasks in 2024:

* Effectively implement the action program to implement the Resolution of the 13th Party Committee, the Resolution of the 3rd Party Committee of the Central Business Block, the Resolution of the 12th Vietnam Railways Party Committee, and the Resolution of the 12th Company Party Committee for the term of 2020-2025; Research, study, implement and propagate the Resolutions of the 13th Central Conference.
* Complete and exceed assigned political tasks and Party building work; Absolutely maintain train safety and labor safety; ensure social order and safety, national defense and security; prevent social evils, well implement the movement of all people protecting national security; gradually improve working conditions and raise income and life for all employees. Further strengthen solidarity and unity within the Party, striving for the entire Party to achieve the title "Task Accomplishment" or higher.

1. Key tasks:

* Continue to implement thematic Resolution No. 14-NQ/DU dated March 09, 2021 of the Company's Party Committee on overall and urgent solutions in ensuring train safety to implement Directive 01-CT/DU dated December 15, 2020 of the Standing Committee of the Party Committee of Vietnam Railways to continue promoting the implementation of Resolution No. 07-NQ/DU dated April 2, 2018 of the Party Committee of Vietnam Railways on strengthening the leadership of Party Committee at all levels in ensuring road traffic order and safety in the new status; Directive No. 01/CT-DS dated January 05, 2024 of the General Manager of Vietnam Railways on ensuring train operation safety and railway traffic order and safety in 2024.
* Implement a number of specific tasks to implement Action Program No. 37-CTr/DU dated May 12, 2021 of the Company's Party Committee on the implementation of Resolution No. 04-NQ/DU dated April 20, 2021 of the Executive Committee of the Party Committee of Vietnam Railways in 2021 on improving railway transport capacity.
* Successfully organize the Annual General Meeting and the Conference of Labor Delegates in 2024. At the same time, direct the successful implementation of the General Mandate 2024.
* Comprehensively complete the contract for ordering regular repairs of railway infrastructure in 2024 and other unexpected tasks; Develop the plan and solutions for flood and storm prevention, natural disaster response and railway rescue.
* Maintain safety on all sides; Limit obstacles to train operations and prevent train accidents from occurring due to subjective reasons; ensure train speed orders and load orders; ensure the average shaking point on the Hanoi - Dong Dang route below the level prescribed by Vietnam Railways; do not let serious occupational accidents occur.
* Prioritize investment in key points that threaten the safety of train operations; effectively promote capital resources; timely pay the settlement without leaving outstanding debt; strengthen financial management and law enforcement.
* Resolve relations within and outside the industry, look for additional jobs outside of main production; improve responsibility, professionalism, management capacity, organization and construction direction; bidding capacity for non-public works.
* Resolve recommendations well in the Labor Conference 2024; improve working conditions for employees. Correctly implement policies for employees.
* Coordinate well with local authorities and departments in ensuring the safety of railway traffic, horizontal road, self-opening walkway, and railway traffic safety corridor according to the plan to implement Decision No. 358/QD-TTg dated March 10, 2020 of the Prime Minister on approving the project to ensure traffic safety corridor order and completely handle self-opening paths across the railway promulgated together with Decision No. 1168/QD-DS dated December 31, 2020 by the Managing Director of Vietnam Railways.
* Coordinate with local police in preventing crime and social evils; Develop the plan and well implement the movement of all people protecting national security.
* Coordinate with Bac Giang City Military Command: Develop and well implement local defense, security and military work plans; militia and self-defense work in 2024.
* Carry out well the inspection and supervision of project quality and the quality of work of leaders and managers; Timely handle arising issues, preventing complaints and denunciations from being escalated.
* Continue to resolve financial and tax problems.
* Strictly implement discipline and reward in 2024.
* Successfully implement Official Dispatch No. 547-CD/DS dated December 07, 2023 of Vietnam Railways on strengthening the work of ensuring security, traffic safety, and fire prevention during the New Year, Lunar New Year and Giap Thin Spring Festival in 2024.
* Supplement and complete internal regulations and regulations in accordance with the new status.
* Implement well the direction of the Ministry of Health, local authorities, Document No. 347/YTDS dated December 08, 2023 of Railway Health on the plan on occupational hygiene and first aid service, ensuring food safety and hygiene and disease prevention and control in 2024.

1. Main targets:

Complete the railway infrastructure maintenance order contract in 2024 on schedule and with good quality; Actively seek and exploit non-public works to create jobs and increase income for employees. Specific levels of effort are as follows:

* Total revenue: Increase by 4% or more compared to that of 2023;
* Average shaking point/1km of Hanoi - Dong Dang route: Strive to achieve below 32.8, lower than the level assigned by the Corporation;
* Dividend rate in 2024: Reach 13%/Charter capital or more;
* Total average income per capita/month: Increase 5% compared to that of 2023;
* Absolutely do not let train accidents and serious labor accidents occur due to subjective errors.

\* Professional emulation targets in 2024:

* The Board of Directors achieves "Well-completed tasks" or higher.
* The Board of Managers achieves "Well-completed tasks" or higher.
* The Company wins the title of "Leading Unit in Emulation" at the level of Vietnam Railways.

1. Regarding the preparation for the Annual General Meeting 2024:

* Approve the date and venue of the Annual General Meeting 2024 as follows:
* Date: Expected in April 2024
* Venue: Hall of Ha Lang Railways Joint Stock Company.

Assign the Company’s Manager to direct relevant departments to:

* Develop detailed targets for production and business plan, labor and salary plan and fixed asset investment plan in 2024;
* Advise on contents to consult with Vietnam Railways for voting at the Annual General Meeting of Shareholders 2024.
* Carry out processes and procedures and advise on documents and notification dossiers to the State Securities Commission, Hanoi Stock Exchange, and Vietnam Securities Depository and Clearing Corporation in accordance with current regulations.

This Board Resolution takes effect from the date of its signing. Members of the Board of Directors, Executive Board and Supervisory Board, Heads of professional departments, and relevant units and individuals are responsible for implementing this Resolution./.