**HBH: Board Resolution**

On February 15, 2024, Habeco - Hai Phong Joint Stock Company announced Resolution No. 01/NQ-HDQT-HHP as follows:

‎‎Article 1. Approve the realized salary fund of Habeco - Hai Phong Joint Stock Company as follows:

1. Realized salary fund of employees in 2023:

Realized salary fund: VND 8,841,678,479

Average realized salary: VND 10,093,240/person/month

1. Realized salary fund in 2023 for executive managers

(Unit: VND)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | Quantity | Realized salary in 2023 | Number of months | Realized salary fund in 2023. |
| 1 | Manager | 01 | 43,463,000 | 12 | 521,556,000 |
| 2 | Deputy Manager (Nguyen Tien Quyet) | 01 | 30,421,000 | 12 | 365,052,000 |
| 3 | Deputy Manager (Nguyen Hai Tuan) | 01 | 30,421,000 | 06 | 182,526,000 |
| 4 | Chief Accountant | 01 | 28,968,000 | 12 | 347,616,000 |
|  | Total |  |  |  | 1,416,750,000 |

The average salary of executive managers: VND 30,867,250/employee

1. Realized remuneration fund in 2023 of the non-executive managers:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Position | Average realized remuneration in 2023 (Unit: VND/month) | Number of months | Number of people | Total realized remuneration in 2023 (Unit: VND/year) |
| 1 | Chair of the Board of Directors | 7,836,000 | 12 | 01 | 94,032,000 |
| 2 | Member of the Board of Directors | 6,347,000 | 12 | 03 | 228,492,000 |
| 3 | Chief of the Supervisory Board | 3,346,000 | 12 | 01 | 40,152,000 |
| 4 | Member of the Supervisory Board | 2,310,000 | 12 | 03 | 83,160,000 |
| Total | 445,836,000 |

‎‎Article 2. Approve the evaluation results of the capital representative at Habeco - Hai Phong Joint Stock Company in 2023, specifically as follows:

* Mr. Pham Anh Tuan - Chair of the Board of Directors 98/100 points, rated as Excellent in completing the task.
* Mr. Nguyen Hoang Giang - Member of the Board of Directors: 95/100 points, rated as Excellent in completing the task.
* Ms. Quach Thi Thu Huyen - Member of the Board of Directors: 98/100 points, rated as Excellent in completing the task.

‎‎Article 3. Approve the time to record the list of shareholders to convene the Annual General Meeting 2024 and the expected date of the Annual General Meeting 2024 of Habeco - Hai Phong Joint Stock Company as follows:

* The record date for the list of shareholders to convene the Annual General Meeting is on March 20, 2024.
* The expected date to convene the Annual General Meeting is on April 24, 2024

‎‎Article 4. Approve assigning the Company’s Managing Director to implement and direct specialized departments to develop a set of documents expected to be submitted to the Annual General Meeting 2024. After the capital representative department reviews and asks for approval from the Board of Directors of the Corporation, the Board of Directors of the Company will meet to agree on the contents to be submitted to the General Meeting.

‎‎Article 5. Agree to dismiss Mr. Pham Vinh Loc from the position of the Secretariat of the Board of Directors from February 15, 2024.

‎‎Article 6. Agreed to appoint Ms. Tran Thi Thuy born September 26, 1992 as the Secretariat of the Board of Directors with the following information:

* Citizen identification card No. 031192014159 issued by the Police Department for Administrative Management of Social Order on June 28, 2021.
* Effective date: From February 15, 2024 until replaced by other decisions.

Ms. Tran Thi Thuy is responsible for performing the functions and duties of the Secretariat of the Board of Directors as prescribed in the Company's Charter and the Corporate governance regulations. Ms. Tran Thi Thuy is entitled to allowances and other benefits according to the Company's regulations.

‎‎Article 7. Agreed to appoint Mr. Dao Van Thanh, DOB: June 28, 1990 as the Person in charge of corporate governance with the following information:

* Citizen identification card No. 031090012959 issued by the Police Department for Administrative Management of Social Order on September 16, 2021.
* Effective date: From February 15, 2024 until replaced by other decisions.

Mr. Dao Van Thanh is responsible for exercising the rights and obligations of the Person in charge of corporate governance in accordance with the law and the Company's Charter and is responsible before the law and the Board of Directors for exercising his rights and obligations. Mr. Dao Van Thanh is entitled to allowances and other benefits according to the Company's regulations.

‎‎Article 8. This Board Resolution takes effect from the date of its signing. Members of the Board of Directors and Executive Board relevant units and individuals are responsible for implementing this Resolution.