

No.: 458/2024/NQ-HDQT

RESOLUTION

*Re: Unlocking ESOP 2022 shares subject to transfer restrictions
for certain employees*

**BOARD OF DIRECTORS
OF SOUTHEAST ASIA COMMERCIAL JOINT STOCK BANK**

- Pursuant to the Law on Credit Institutions of 2010; the Law Amending and Supplementing Certain Articles of the Law on Credit Institutions of 2017 and their implementing guidelines;
- Pursuant to the Law on Securities of 2019 and its implementing guidelines;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (abbreviated as "SeABank");
- Pursuant to the Minutes of the Board of Directors' ("BOD") written vote count dated 11/6/2024,

RESOLVES:

Article 1. Approve the unlocking of ESOP 2022 shares subject to transfer restrictions, as follows:

- Information on the number of shares to be unlocked and the employees holding those shares is as follows:

No.	Employee holding shares	Current position	Number of shares to be unlocked
1.	Nguyen Hong Quang	Deputy General Director	145,000
2.	Nguyen Tuan Anh	Deputy General Director	110,000
3.	Vo Long Nhi (Andrew Vo)	Director of External Affairs and Project Development	107,500

- Expected date of unlocking: June 2024.

Article 2. Authorize the BOD Chairman and/or the Standing Vice Chairman and/or Vice Chairwoman Le Thu Thuy to decide on the specific date of unlocking; decide/approve/authorize the execution of all dossiers, documents, and related materials concerning the unlocking of the shares referred to in Article 1, in accordance with applicable law and/or requirements of the competent authority and organization.

Article 3. This Resolution takes effect from the date of adoption until the above tasks are completed or superseded by another BOD resolution. All BOD members, the General Management Board, the BOD Office, and all relevant individuals and units are responsible for implementing this Resolution.

Recipients:

- *As per Article 3 (for implementation);*
- *BOS (for supervision);*
- *BOD Office (for filing).*

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

(signed)

LE VAN TAN