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No.: 1238/2024/NQ-HĐQT

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Ha Noi, December 30, 2024

**RESOLUTION**

**(Regarding: Approving the early release of restricted shares under the 2023 ESOP Program for certain Management Officers and Employees of the Bank)**

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

- Pursuant to the Law on Credit Institutions dated 2024 and its guiding implementation documents;
- Pursuant to the Law on Enterprises dated 2020 and its guiding implementation documents;
- Pursuant to the Charter of Southeast Asia Commercial Joint Stock Bank (hereinafter referred to as "SeABank");
- Pursuant to the Vote Counting Minutes on collecting opinions from members of the Board of Directors ("BOD") in writing dated December 30, 2024,

**RESOLVES:**

**Article 1.** To approve the criteria and principles for considering eligible subjects for relaxation of transfer restrictions under the 2023 ESOP Program as follows:

- Management Officers who cease to hold the position of BOD member before the end of the 2023 – 2028 term.
- Management Officers and Employees from Group 5 and above (from Division Director / Person-in-charge of Division and equivalent positions and above) in accordance with the regulations of the 2023 ESOP Program;
- Management Officers and Employees with outstanding performance during their employment at SeABank and active participation in the Bank's strategic projects in the 2021-2024 period.

**Article 2.** To approve the List of Management Officers and Employees eligible for relaxation of transfer restrictions under the 2023 ESOP Program as follows:

No.	Name	Position	No. of stocks proposed
1	Ngô Thị Nhài	Being a member of the BOD until 17/0/2024	2,485,000
2	Nguyễn Thị Thu Hương	Deputy General Director	1,098,750
3	Vũ Đình Khoán	Deputy General Director	360,000

4	Nguyễn Tuấn Cường	Deputy General Director	315,000
5	Hoàng Mạnh Phú	Deputy General Director	329,935
<b>Total</b>			<b>4,588,685</b>

- Time of early release: January 2025.

**Article 3.** The BOD authorizes the Chairman of the BOD / Standing Vice Chairman of the BOD/ Vice Chairman of the BOD Le Thu Thuy to decide the specific time of release; to decide/approve and/or sign all relevant profiles and documents to execute the stock release as stated in Resolution No. 02 in accordance with the provisions of law and/or requirements of competent authorities and organizations.

**Article 4.** The approved resolutions shall take effect from the date of signing until the aforementioned tasks are completed and/or another replacement resolution of the BOD is issued. Members of the BOD, the General Director, Deputy General Directors, Heads of Divisions, as well as related individuals and units of SeABank, shall be responsible for implementing these resolutions.

Recipients:

- As Article 4 (to perform)
- BOS (to follow up)
- PR (to disclosure)
- Save: BODO

**ON BEHALF OF THE BODs**

**CHAIRMAN**

*(signed)*

**LÊ VĂN TÀN**