

BOARD OF DIRECTORS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, effective from 1 January 2021;
- Pursuant to the Labor Code No. 45/2019/QH14 dated 20 November 2019, effective from 1 January 2021;
- Pursuant to the Law on Social Insurance No. 58/2014/QH13 dated 20 November 2014, effective from 1 January 2016;
- Pursuant to the current Charter of Hanoi Battery Joint Stock Company;
- Pursuant to Decision No. 09/2023/QĐ-BOD dated 29/09/2023 on the fixed-term appointment of Mr. Nguyen Thanh Hung as Director;
- Pursuant to the Meeting Minutes of the Board of Directors dated September 22, 2026, approving the Board Chairman's proposal to the Board members on the re-appointment of Mr. Nguyen Thanh Hung to the position of Director for a 2-year term;
- Pursuant to the competency, qualifications, and professional performance of the executive.

DECISION

Article I: To re - appoint for a fixed term **Mr. NGUYEN THANH HUNG**

Date of birth: 14/01/1963

Nationality: Vietnamese

Permanent residence: No. 11C11, Battery Factory Collective Area, Dai Thanh Commune, Hanoi City.

Citizen Identity Card No.: 001063007444, issued by the Police Department for Administrative Management of Social Order on May 1, 2021.

Position: Director of the Company.

Re - appointment term: From October 1, 2026 to September 30, 2028.

Article II: Mr Nguyen Thanh Hung is responsible for exercising the rights and performing the obligations of the Company's Director in accordance with the provisions of Law and the Company's Charter.

- Benefits: Monthly salary: VND 50,381,370 /month.

+ The Director's salary expense is included in the total approved payroll unit cost.



- Insurance benefits for which the Company is responsible under Clause 3, Article 168 of the Labor Code No. 45/2019/QH14 dated 20 November 2019 shall be fixed based on the salary used for insurance contributions applicable to the Director position as registered by the Company with the social insurance authority: VND 4,381,700/month.
- Other benefits in addition to salary:
 - o Industrial meal: according to the Company's salary regulations;
 - o Salary and bonuses for public holidays and Tet holidays funded from the payroll fund shall be paid in accordance with the Company's Salary Regulations applicable to the Director position.
 - o Salary, bonuses for Public Holidays and Tet holiday from the salary fund shall be implemented in accordance with the Company's Salary Regulations applicable to the Director position.
- Annual leave: Mr. Nguyen Thanh Hung is entitled to 12 days of annual leave per calendar year. Annual leave pay shall be implemented in accordance with the Company's Salary Regulations applicable to the Director position.

The above benefits shall be adjusted and updated when the Company issues new policies on salary scales and payrolls for job positions.

Article III: Mr. Nguyen Thanh Hung, the members of the Board of Directors, the Board of Management, relevant departments and individuals shall be responsible for implementing this Decision.

Recipients:

- Board of Directors, Board of Management, Supervisory Board
- As stated in Article III
- Archives: Administration, Company Secretary,

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



LAM HIN LAP MICHAEL