

RESOLUTION

On the assignment of the 2026 labor and wage plan for VINATRANS

BOARD OF DIRECTORS OF VINATRANS

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;

Pursuant to the Charter on the Organization and Operation of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company issued attached to the General Meeting of Shareholders' Resolution No. 77/NQ-VIN dated April 10, 2026 of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company;

Pursuant to Official Letter No. 887/VNS-TCNS dated August 04, 2026 of Vietnam Steel Corporation - JSC on the assignment of the 2026 labor and wage plan for Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company;

At the proposal of the General Director of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company in Submission No. 414/TTr-VIN dated August 05, 2026 on the approval of the 2026 labor and wage plan of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company;

Pursuant to the voting results (04/05 in agreement, accounting for 80%, with 01 member absent with reason) of the Members of the Board of Directors of Vinatrans Company,

RESOLVES:

Article 1. To assign the 2026 labor and wage plan of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company in accordance with the proposal of the General Director of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company in Submission No. 414/TTr-VIN dated August 05, 2026 as follows:

1. Wages/Salaries of Employees and the Executive Board::

- Average labor force: 100 people, including 03 members of the Executive Board;
- Average salary of Employees and the Executive Board: **VND 18.38 million/person/month;**
- Salary level of the General Director: **VND 65 million/person/month;**
- Salary level of the Deputy General Director: **VND 61 million/person/month;**
- Annual salary fund for Employees and the Executive Board: **VND 22,058 million.**

2. Salaries of Board Members and full-time Supervisors:

- Head of control board : **48 million VND/month;**

- Annual payroll fund : 576 million.

3. Remuneration for Board Members and Non-Executive Supervisors:

- Chairman of the Board of Directors : 8 million VND/month;
- Board Member : 6 million/person/month;
- Auditor : 4 million/person/month;
- Annual remuneration fund : 180 million

Article 2. To assign the General Director of Vietnam National Foreign Trade Forwarding and Logistics Joint Stock Company to organize the implementation of the labor and wage plan; pay salary advances appropriate to actual conditions, ensuring labor productivity and business operation efficiency of the Company.

Article 3. This Decision shall take effect from the date of signing.

The members of the Board of Directors and the General Director of VINATRANS Company are responsible for implementing this Decision./.

Recipients::

- BOD;
- BKS;
- BOM;
- FAD, HRD;
- Archived: Admin Dept., BOD;



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



Pham Cong Dung