**VCM: Board Resolution**

On November 21, 2023, Vinaconex Trading and Manpower JSC announced Resolution No. 13/2023/NQ/HDQT-MEC on approving the contents under the authorities of the Board of Directors, as follows:

Article 1: Approve the following contents:

1. New promulgation: Salary and Bonus Regulation of Vinaconex Trading and Manpower JSC.
2. Pledge 09 deposit contracts of Vinaconex Trading and Manpower JSC at OCB Bank - Hanoi Branch as collateral for the loan of BV Invest Joint Stock Company (Tax code: 0101367050) with the total value of VND 29,700,000,000 for a period not exceeding 3 months. At the same time, charge a fee of 0.5%/month during the pledging process.
3. Approve the establishment of Công ty cổ phần Nhân lực và Thương mại Vina-MEC (tentatively translated as Vina-MEC Manpower and Trading Joint Stock Company) (the name may change during the process of business establishment procedures according to legal regulations), charter capital of VND 5,000,000,000 with the participation rate of 20%. After 05 months from the date of establishment, if a labor export permit is not acquired, the Chair of the Board of Directors is authorized to transfer/withdraw capital of the newly established company to preserve the capital of Vinaconex MEC.

Article 2: Assign the Board of Management to promulgate the new salary and bonus regulation and implement the contents as Article 1, the effective date is from November 21, 2023