

INTERNATIONAL INVESTMENT TRADE AND
SERVICE JOINT STOCK COMPANY

NO: 04/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

Hanoi, January 27, 2026

DECISION
On the approval of trademark usage fees for “ILS/INTERSERCO” in 2026

THE BOARD OF DIRECTORS
INTERNATIONAL INVESTMENT TRADE AND SERVICE JOINT STOCK COMPANY

Pursuant to the Charter (4th amended version) of International Investment, Trade and Service Joint Stock Company approved by the General Meeting of Shareholders on June 26, 2025;

Pursuant to Resolution No. 01/NQ-HĐQT dated January 20, 2026 of the Board of Directors of International Investment, Trade and Service Joint Stock Company.

DECIDES:

Article 1. To approve the trademark usage fees for the trademark “ILS/INTERSERCO” in 2026 applicable to companies within the system, with specific details as follows:

No	Entity Name	Trademark Usage Fee in 2026 (VND)	Remarks
1.	International Manpower Supply and Trading Joint Stock Company	109.200.000	
2.	Interserco Vietnam International Trading Joint Stock Company	109.200.000	
3.	Interserco My Dinh Joint Stock Company	75.600.000	
4.	Son Tay Port Joint Stock Company	75.600.000	
5.	Hong Van Port Joint Stock Company	50.400.000	
Total		420.000.000	

Article 2. The General Director is assigned to execute and implement trademark license agreements for the right to use the trademark with the above-mentioned entities.

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

The General Director and relevant units and individuals shall be responsible for implementing this Decision in accordance with applicable laws and the Company's Charter.

Recipients:

- As stated in Article 3;
- Board of Directors; Supervisory Board;
- Board of General Directors;
- Archived: Administration Office, BOD Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed, full name, and sealed)



Phung Tien Toan