

**CÔNG TY CỔ PHẦN RAU QUẢ
THỰC PHẨM AN GIANG
AN GIANG FRUIT-VEGETABLES &
FOODSTUFF JOINT STOCK COMPANY**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Số: 15/2026/CBTT-RQTPAG
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An Giang, ngày 17 tháng 03 năm 2026
An Giang, March 17, 2026

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

Kính gửi: Sở Giao dịch Chứng khoán Việt Nam

Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh

To: Vietnam Stock Exchange

Ho Chi Minh Stock Exchange

1. Tên tổ chức / *Name of organization*: Công ty Cổ phần Rau quả Thực phẩm An Giang / *An Giang Fruit-Vegetables & Foodstuff Joint Stock Company*

- Mã chứng khoán / *Stock code*: ANT

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2. Nội dung thông tin công bố / *Contents of disclosure*:

Biên bản kiểm phiếu, Nghị quyết Đại hội đồng cổ đông (Được thông qua bằng hình thức lấy ý kiến bằng văn bản) lần 1 năm 2026 và Bộ tài liệu đính kèm theo.

Ballot Counting Minutes, Resolution of the General Meeting of Shareholders (approved by collecting shareholders' opinion in writting) for the first time of 2026 and Attached Documents.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 17/03/2026 tại đường dẫn <https://antesco.com/vi/quan-he-co-dong/> / *This information was published on the company's website on 17/03/2026, as in the link https://antesco.com/vi/quan-he-co-dong/*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố / *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:
Biên bản kiểm phiếu, Nghị quyết Đại hội
đồng cổ đông và Bộ tài liệu đính kèm
theo / *Ballot Counting Minutes,*
Resolution of the General Meeting of
Shareholders and Attached Documents.

Đại diện tổ chức

Organization representative

Người được ủy quyền công bố thông tin
Person authorized to disclose information
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, and seal)



NGUYỄN HOÀNG MINH
TỔNG GIÁM ĐỐC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



CHARTER
AN GIANG FRUIT-VEGETABLES & FOODSTUFF
JOINT STOCK COMPANY

An Giang, March 17, 2026



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OPENING

This Charter was adopted on March 17, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Definition of Terms

1. In this Charter, the following terms shall be understood as follows:

- a) ANTESCO means An Giang Fruit-Vegetables & Foodstuff Joint Stock Company;
- b) Charter capital is the total par value of shares sold or registered for purchase upon the establishment of the Joint Stock Company and as stipulated in Article 6 of this Charter;
- c) Law on Enterprises means Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amending and supplementing documents;
- d) Law on Securities means Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amending and supplementing documents;
- e) Vietnam means the Socialist Republic of Vietnam;
- f) Establishment date is the date the Company was first granted the Business Registration Certificate (Enterprise Registration Certificate and equivalent documents);
- g) Executives of the Company includes the General Director, Deputy General Directors, Directors of Divisions, Deputy Directors of Divisions, Chief Accountant, and other executives appointed by the Board of Directors;
- h) Managers of the Company is a person managing the Company, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, and other individuals holding management titles as stipulated in this Charter;
- i) Related parties are individuals or organizations stipulated in Clause 46, Article 4 of the Law on Securities;
- j) Shareholder is an individual or organization owning at least one share of a joint stock company;
- k) Founding shareholder is a shareholder owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;
- l) Major shareholder is a shareholder as stipulated in Clause 18, Article 4 of the Law on Securities;
- m) Term of operation means the operating period of the Company as stipulated in Article 2 of this Charter and any extended period (if any) approved by the General Meeting of Shareholders of the Company;
- n) Stock Exchange means Vietnam Stock Exchange and its subsidiaries.

- o) Trade secret means information regarding inventory levels, cost and profit, finance, technological solutions, business techniques, and other information decided by the Board of Directors.
- p) Business secret means information obtained from financial and intellectual investment activities, not yet disclosed or capable of being used in business, and other information decided by the Board of Directors.
- q) Majority principle means a voting principle stipulating that a content is adopted if and only if more than half of the total valid votes approve that matter.

2. In this Charter, references to a provision or other document include any amendments, supplements, or replacement documents.

3. The headings (Sections, Articles of this Charter) are used for convenience of understanding the content and do not affect the content of this Charter.

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, legal form, head office, branches, representative offices, business locations, and term of operation of the Company

1. Name of the Company

- Name of the Company in Vietnamese: AN GIANG FRUIT-VEGETABLES & FOODSTUFF JOINT STOCK COMPANY
- Name of the Company in foreign language: AN GIANG FRUIT-VEGETABLES & FOODSTUFF JOINT STOCK COMPANY
- Abbreviated name of the Company: ANTESCO

2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.

3. Registered office of the Company:

- Head office: No. 69-71-73 Nguyen Hue Street, Long Xuyen Ward, An Giang Province, Vietnam
- Phone: (0296) 384 1196
- Fax: (0296) 384 3009
- E-mail: antesco@antesco.com
- Website: www.antesco.com

4. The Company may establish branches and representative offices within its business areas to implement the operational objectives of the Company in accordance with the resolution of the Board of Directors and within the scope permitted by law.

5. Unless its operation is terminated prior to the date specified in Clause 2, Article 58 or its operation is extended as stipulated in Article 59 of this Charter, the Company's operating term shall be 50 years from the date of establishment.

Article 3. Legal Representatives of the Company

The Company has two (02) legal representatives, who are: the Chairman of the Board of Directors and the General Director.

The Legal Representative of the Company is the individual who represents the Company in exercising the rights and performing the obligations arising from the transactions of the Company, and represents the Company as the plaintiff, defendant, or person with related rights and obligations before Arbitration or Court. The responsibilities of the legal representative shall comply with Article 13 of the Law on Enterprises and other rights and obligations as stipulated by current law.

The Legal Representative of the Company must reside in Vietnam; and must authorize another person in writing to exercise the rights and perform the obligations of the legal representative at the Company when departing from Vietnam.

If the authorization expires and the Legal Representative of the Company has not returned to Vietnam and no other authorization is made, the authorized person shall continue to exercise the rights and perform the obligations of the Legal Representative of the Company within the scope authorized until the Legal Representative of the Company returns to work, or until the Board of Directors decides to appoint a replacement.

If the legal representative is absent from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the Legal Representative of the Company, the Board of Directors shall appoint a replacement.

III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

Article 4. Operating objectives of the Company

1. Main business lines of the Company are:

4620	Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals <i>Details: Trading of agricultural and forestry raw materials</i> <i>Details: Trading of various plant seeds</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute)</i>
1030 (Main)	Processing and preserving fruits and vegetables
1080	Manufacture of animal feed, poultry feed, and aquaculture feed
1020	Processing and preserving fish, crustaceans, and products thereof

4633	Wholesale of beverages
1010	Processing and preserving meat and meat products
1105	Manufacture of non-alcoholic beverages, mineral water
1075	Manufacture of prepared meals and dishes
4632	Wholesale of food products <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute)</i>
4719	Other general retail <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar)</i>
4721	Retail sale of food <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar)</i>
4722	Retail sale of foodstuffs <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar)</i>
4723	Retail sale of beverages
0130	Propagation and care of agricultural seedlings
0161	Support activities for crop production
0164	Seed processing for propagation
2012	Manufacture of fertilizers and nitrogen compounds
3811	Collection of non-hazardous waste <i>(Excluding the provision of services for direct waste collection from households)</i>
3821	Treatment and disposal of non-hazardous waste
4679	Other specialized wholesale not elsewhere classified

	<i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to export, import, or distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar)</i>
4933	Road freight transport
5210	Warehousing and storage of goods
5229	Other support service activities related to transportation <i>(Excluding the provision of services for passenger terminal operation, cargo terminal operation, aviation fuel services, ground technical commercial services, airfield operation services; Excluding the provision of services for establishing, operating, maintaining, and servicing maritime aids to navigation, waters, water areas, public navigation channels, and shipping routes; surveying waters, water areas, public navigation channels, and shipping routes for the purpose of issuing Notices to Mariners; surveying, constructing, and publishing nautical charts for waters, seaports, navigation channels, and shipping routes; constructing and publishing maritime safety documents and publications; Excluding the provision of services for regulating and ensuring maritime safety in waters, water areas, and public navigation channels; maritime electronic information services. Excluding the provision of maritime pilotage services)</i>
3512	Electricity generation from renewable energy sources <i>Details: Solar power</i>

2. The operating objectives of the Company are to build and maintain its brand, while simultaneously expanding and synchronously developing other areas of operation where ANTESCO has an advantage, creating a stable, long-term, and solid development foundation, maximizing profits, ensuring the legitimate rights of shareholders, and fulfilling obligations to the State.

Article 5. Scope of business and operations of the Company

The Company is permitted to conduct business operations in the lines specified in this Charter, which have been registered, notified for changes in registration content to the business registration authority, and published on the National Business Registration Portal. If the Company conducts business in conditional investment and business lines, the Company must satisfy the business conditions as stipulated by the Law on Investment and relevant specialized laws.

IV.CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, Shares, Founding shareholders

1. The charter capital of the Company is: VND 240,037,080,000 (In words: Two hundred forty billion, thirty-seven million, eighty thousand Vietnamese Dong).

The total charter capital of the Company is divided into 24,003,708 shares with a par value of VND 10,000 per share.

2. The Company may change its Charter Capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

3. The shares of the Company on the date this Charter is approved include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Article 11 and Article 12 of this Charter.

4. The Company may issue other types of preferred shares after upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

5. The Company officially operates as a Joint Stock Company under Enterprise Registration Certificate No. 1600230014 issued on June 01, 2011, by the Department of Planning and Investment of An Giang province. Pursuant to the provisions of the Law on Enterprises, as of the current date, the ordinary shares of the founding shareholders have completed their transfer restriction period.

Ordinary shares must be preferentially offered for sale to existing shareholders in proportion to their ordinary share ownership ratio in the Company, unless the General Meeting of Shareholders decides otherwise. The number of shares not fully subscribed by shareholders shall be determined by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and other persons under conditions no more favorable than those offered to existing shareholders, unless the General Meeting of Shareholders approves otherwise or the Law on Securities stipulates otherwise.

6. The Company may purchase shares issued by the Company itself in the manner prescribed in this Charter and current law.

7. The Company may issue other types of securities in accordance with the provisions of law.

Article 7. Share certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.

2. A share is a type of security confirming the lawful rights and interests of the holder regarding a portion of the issuer's share capital. Shares must contain all the information stipulated in Clause 1, Article 121 of the Law on Enterprises.

3. Within 15 days from the date of submission of a complete application file requesting the transfer of share ownership as stipulated by the Company, or within 02 months from the date of full payment for the purchase of shares as stipulated in the share issuance plan of the Company (or another period stipulated in the issuance terms), the owner of the shares shall be issued a share certificate. The share holder shall not be required to pay the Company the cost of printing the share certificate.

4. In case a share certificate is lost, damaged, or destroyed in any other form, the Company shall re-issue the share certificate to the shareholder upon their request. The request of shareholders must include the following information:

- a) Information regarding the share certificate that was lost, damaged, or destroyed in any other form;
- b). A commitment to be responsible for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates issued by the Company shall bear the signature of the legal representative and the seal of the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise stipulated by this Charter and the law; shares listed or registered for trading on the Stock Exchange shall be transferred in accordance with the provisions of the law on securities and securities market.
2. Shares that have not been fully paid for shall not be transferred and shall not be entitled to related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from owner's equity, the right to purchase newly offered shares, and other rights stipulated by law.

Article 10. Share redemption (in case of enterprise establishment registration)

1. If a shareholder fails to fully and timely pay the amount due for the purchase of shares, the Board of Directors shall notify and has the right to require that shareholder to pay the remaining amount and shall be liable corresponding to the total par value of the shares registered for purchase for the financial obligations of the Company arising from the failure to make full payment.
2. The aforementioned payment notice must clearly state the new payment deadline (at least 07 days from the date the notice is sent), the payment location, and the notice must clearly state that if payment is not made as required, the unpaid shares will be forfeited.
3. The Board of Directors has the right to forfeit shares that have not been fully and timely paid for if the requirements in the aforementioned notice are not fulfilled.
4. Forfeited shares shall be considered shares eligible for offering as stipulated in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize, in accordance with legal provisions, to sell or re-distribute them under such terms and conditions as the Board of Directors deems appropriate.
5. Shareholders holding forfeited shares must relinquish their shareholder status with respect to those shares, but shall remain liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising at the time of redemption, as decided by the Board of Directors, from the date of redemption until the date of payment. The Board of Directors has full authority to decide on enforcing payment of the full value of the shares at the time of redemption.

6. A redemption notice shall be sent to the holder of the forfeited shares prior to the time of redemption. The redemption shall remain effective even in the event of an error or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE, AND CONTROL

Article 11. Organizational structure, governance, and control

The organizational, governance, and control structure of the Company includes:

1. General Meeting of Shareholders.
2. Board of Directors, Board of Supervisors.
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:
 - a) Attend and speak at the General Meeting of Shareholders and exercise voting rights directly or through an authorized representative or other forms as stipulated by this Charter and the law. Each ordinary share carries one voting right;
 - b) Receive dividends at the rate decided by the General Meeting of Shareholders;
 - c) Have priority to purchase new shares commensurate with the percentage of ordinary shares owned by each shareholder of the Company;
 - d) Freely transfer their shares to others, except for cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant legal provisions;
 - e) Review, look up, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information;
 - f) Review, look up, extract, or copy the Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - g) Upon the dissolution or bankruptcy of the Company, receive a portion of the remaining assets commensurate with the percentage of share ownership in the Company;
 - h) Request the Company to repurchase shares in cases specified in Article 132 of the Law on Enterprises;
 - i) Be treated equally. Each share of the same class confers equal rights, obligations, and benefits to its holder. In cases the Company has preferred shares, the rights and obligations associated with such preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
 - j) Have full access to periodic and extraordinary information disclosed by the Company in accordance with legal provisions;

k) Have their legitimate rights and interests protected; request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the Law on Enterprises;

l) Other rights as stipulated by law and the Charter.

2. Shareholders or groups of shareholders holding 5% or more of the total common shares have the following rights:

a) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b) Review, look up, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, transactions requiring approval of the Board of Directors, and other documents, except for documents related to the trade secrets and business secrets of the Company;

c) Request the Board of Supervisors to inspect specific issues related to the management and operation of the Company when necessary. The request must be in writing and must include the following contents: full name, contact, address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders and the percentage of ownership in the total shares of the Company; the issue requiring inspection, and the purpose of the inspection;

d) Propose issues to the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no less than 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the issue proposed for inclusion in the agenda;

e) Other rights as stipulated by law and the Charter.

3. Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate individuals to the Board of Directors and the Board of Supervisors. The nomination of individuals to the Board of Directors and the Board of Supervisors shall be carried out as follows:

a) Common shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting about the group meeting before the opening of the General Meeting of Shareholders;

b). Based on the number of Members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this clause is entitled to nominate one or more persons, as decided by the General Meeting of Shareholders, to be candidates for the Board of Directors and the Board of Supervisors. If the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the resolution of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. Fully and timely pay for the shares committed to purchase.
2. Not withdraw capital contributed in the form of common shares from the Company in any form, except when the shares are repurchased by the Company or another person. If a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, that shareholder and related interested parties in the Company shall be jointly and severally liable for the debts and other property obligations of the Company to the extent of the value of the withdrawn shares and any damages incurred.
3. Comply with the Charter and the Internal Regulations on Management of the Company.
4. Implement the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. Maintain confidentiality of information provided by the Company as stipulated in the Charter of the Company and the law; only use the provided information to exercise and protect their lawful rights and interests; strictly prohibited from disseminating, copying, or sending information provided by the Company to other organizations or individuals.
6. Attend the General Meeting of Shareholders and exercise voting/electing rights through the following methods:
 - a) Attending and voting/electing directly at the meeting;
 - b) Authorizing, as per legal provisions, other individuals or organizations to attend and vote/elect at the meeting;
 - c) Attending and voting/electing via online conference, electronic voting, or other electronic forms;
 - d) Sending voting/election ballots to the meeting via mail, fax, or email.
7. Bear individual responsibility when acting on behalf of the Company in any form to perform one of the following acts:
 - a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c) Paying off undue debts prior to financial risks to the Company.
8. Fulfill other obligations as stipulated by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders comprises all shareholders with voting rights and is the highest decision-making authority of the Company. The General Meeting of Shareholders convenes annually once a year and within 04 (four) months from the end of the financial year. The Board of Directors may decide to postpone the Annual General Meeting of Shareholders meeting if necessary, but not exceeding 06 (six) months from the end of the financial year. In

addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue. The Annual General Meeting of Shareholders shall decide on matters as stipulated by law and this Charter, specifically approving the audited annual financial statements. In cases where the audit report for annual financial statement of the Company contains exceptions, an adverse or abstain opinion, the Company must invite a representative of the approved audit firm that performed the audit of the financial statement of the Company to attend the Annual General Meeting of Shareholders, and the representative of the aforementioned approved audit firm is responsible for attending the Annual General Meeting of Shareholders of the Company.

3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) The remaining number of members of the Board of Directors or Board of Supervisors is less than the minimum number of members stipulated by law;
- c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purposes of the meeting, with sufficient signatures of the relevant shareholders, or the written request must be prepared in multiple copies and gather sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- e) Other cases as stipulated by law and this Charter.

4. Convening an Extraordinary General Meeting of Shareholders

- a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the remaining number of members of the Board of Directors or Board of Supervisors is as stipulated in Point b, Clause 3 of this Article, or from the date of receiving a request as stipulated in Point c and Point d, Clause 3 of this Article.
- b) The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replace an independent member of the Board of Directors within 06 months from the date of receiving notification from the relevant independent member of the Board of Directors;
- c) If the Board of Directors fails to convene a General Meeting of Shareholders as stipulated in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders as stipulated in Clause 3, Article 140 of the Law on Enterprises;

- d) If the Board of Supervisors fails to convene a General Meeting of Shareholders as stipulated in Point c, Clause 4 of this Article, then the shareholder or group of shareholders stipulated in Point c, Clause 3 of this Article has the right to request a representative of the Company to convene a General Meeting of Shareholders as stipulated in the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the order and procedures for convening, conducting, and approving resolutions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

- e) Procedures for organizing a General Meeting of Shareholders as stipulated in Clause 5, Article 140 of the Law on Enterprises.

Article 15. Rights and Obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

- a) Approve the development orientation of the Company;
- b) Decide on the class of shares and the total number of shares of each class authorized for offer; decide on the annual dividend rate for each class of shares;
- c) Elect, and dismiss members of the Board of Directors, members of the Board of Supervisors;
- d) Decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
- e) Decide on amendments and supplements to this Charter;
- f) Approve the annual financial statements;
- g) Decide on the repurchase of more than 10% of the total number of sold shares of each class;
- h) Review and handle violations by members of the Board of Directors, members of the Board of Supervisors that cause damage to the Company and its shareholders;
- i) Decide on the reorganization or dissolution of the Company;
- j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors, Board of Supervisors;
- k) Approve/Amend, supplement the Internal Regulations on Corporate Governance; Regulations on Operation of the Board of Directors, Board of Supervisors;
- l) Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the operations of the Company, dismiss approved auditors when deemed necessary;
- m) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discusses and approves the following matters:

- a) Annual business plan of the Company;

- b) Audited annual financial statements;
- c) Report of the Board of Directors on the governance and operating results of the Board of Directors and each member of the Board of Directors;
- d) Report of the Board of Supervisors on the business results of the Company, and the operating results of the Board of Directors and the General Director;
- e) Report of the Board of Directors on the governance and operating results of the Board of Directors and each member of the Board of Directors;
- f) Dividend rate for each class of shares;
- g) Number of members of the Board of Directors, Board of Supervisors;
- h) Election and dismissal members of the Board of Directors, members of the Board of Supervisors;
- i) Budget or total remuneration, bonuses, and other benefits for the Board of Directors, Board of Supervisors;
- j) List of approved auditing firms; decide on the approved auditing firm to conduct audits of the operations of the Company when deemed necessary;
- k) Supplementation and amendment this Charter;
- l) Class of shares and the number of new shares to be issued for each class of shares and the transfer of shares by founding members within the first 03 (three) years from the establishment date;
- m) Division, separation, consolidation, merger, or conversion of the Company;
- n) Reorganization and dissolution (liquidation) of the Company and appointment of a liquidator;
- o) Investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statements of the Company;
- p) Repurchase more than 10% of the total number of sold shares of each class;
- q) Contracts or transactions with the subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value recorded in the most recent financial statements of the Company;
- r) Transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- s) Approval, supplementation, and amendment of the Internal Regulations on Corporate Governance, the Regulations on Operation of the Board of Directors, and the Regulations on Operation of the Board of Supervisors;
- t) Other matters as prescribed by law and this Charter.

3. All resolutions and contents included in the agenda of the General Meeting must be presented for discussion and voting at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of institutional shareholders, may directly attend the General Meeting, or authorize one or more other individuals or organizations to attend, or attend the General Meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises. The authorization to attend the General Meeting of Shareholders shall be carried out according to the following specific provisions:

a) For individual shareholders, a maximum of one (01) authorized representative may be appointed to attend the General Meeting. The authorizing shareholder shall not be allowed to attend the General Meeting, even if they partially authorize the representative.

b) For institutional shareholders, authorization shall be carried out as follows:

- Shareholders holding less than 5% of the total ordinary shares have the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;
- Shareholders holding from 5% to less than 10% of the total ordinary shares have the right to authorize a maximum of two (02) persons to attend the General Meeting;
- Shareholders holding 10% or more of the total ordinary shares have the right to authorize a maximum of three (03) persons to attend the General Meeting.

In case there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the number of shares and corresponding votes for each authorized representative is not specifically determined, the number of shares and votes shall be equally divided among the authorized representatives, and any fractional shares (if any) shall be preferentially allocated in alphabetical order of the authorized representatives' names.

2. The authorization for an individual or organization to represent attending the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be made in writing. The proxy form shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the term of the authorization, and the signatures of the authorizing party and the authorized party.

The legally authorized person attending the General Meeting of Shareholders must submit the proxy form as prescribed by law when registering to attend the meeting. In case of sub-authorization, the attendee must additionally present the original proxy form as prescribed by law from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

3. The voting/electing ballot of the authorized person attending the meeting within the scope of authorization shall remain valid if one of the following cases occurs:

a) The authorizing person has died, has restricted civil act capacity, or has lost legal capacity for civil acts;

- b) The authorizing person has revoked the authorization appointment;
- c) The authorizing person has revoked the authority of the person performing the authorization.

This clause shall not apply if the Company receives notification of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Changes of rights

1. The change or cancellation of special rights attached to a class of preference shares shall take effect when approved by shareholders representing 65% or more of the total votes of all attending shareholders. A resolution of the General Meeting of Shareholders concerning content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if it is approved by preference shareholders of the same class attending the meeting who own 75% or more of the total preference shares of that class, or if it is approved by preference shareholders of the same class owning 75% or more of the total preference shares of that class in case the resolution is passed in the form of written ballot.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the aforementioned change of rights shall only be valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. If the quorum mentioned above is not met, the meeting shall be reconvened within the next 30 days, and the holders of shares of that class (regardless of the number of persons and the number of shares) present in person or through authorized representatives shall be deemed to constitute the required quorum. At the aforementioned meetings of preference shareholders, the holders of shares of that class present in person or through a representative may request a secret ballot. Each share of the same class shall have equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, and 21 of this Charter.

4. Unless otherwise stipulated by the terms of share issuance, the special rights attached to classes of preference shares regarding some or all matters related to the distribution of profits or assets of the Company shall not be altered when the Company issues additional shares of the same class.

Article 18. Convening, Agenda, and Invitation of General Meeting of Shareholders

1. The Board of Directors shall convene Annual and Extraordinary General Meetings of Shareholders. The Board of Directors shall convene Extraordinary General Meetings of Shareholders in the cases stipulated in Clause 3, Article 14 of this Charter.

2. The convening person of the General Meeting of Shareholders must carry out the following tasks:

- a) Prepare the list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 (ten) days before the date of sending the invitation letter of the General Meeting of Shareholders. The Company must disclose information regarding

the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;

- b) Prepare the agenda and content of the General Meeting;
- c) Prepare documents for the General Meeting;
- d) Draft the resolution of the General Meeting of Shareholders according to the proposed content of the General Meeting;
- e) Determine the time and venue for the General Meeting;
- f) Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend;
- g) Other tasks serving the General Meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a ensured delivery method to the address of shareholders, and simultaneously disclosed on the website of the Company and the State Securities Commission, the Stock Exchange where the shares of the Company are listed or registered for trading. The convening person of the General Meeting of Shareholders must send the invitation letter to all shareholders on the List of Shareholders entitled to attend no later than 21 days before the convening date of the General Meeting (calculated from the date the invitation letter is validly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the contents to be voted upon at the General Meeting shall be sent to the shareholders and/or posted on the website of the Company. If the documents are not enclosed with the notice of the General Meeting of Shareholders, the invitation letter of meeting must clearly state the link to the full meeting documents for shareholders to access, including:

- a) The agenda of the General Meeting, and documents used at of the General Meeting;
- b). The list and detailed information of candidates in case of electing Members of the Board of Directors, Members of the Board of Supervisors;
- c). Voting/electing ballot;
- d). Draft resolutions for each content on the agenda of the General Meeting.

4. A shareholder or group of shareholders as stipulated in Clause 2, Article 11 of this Charter shall have the right to propose contents to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than 03 working days before the convening date of the General Meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, contact address, nationality, ID Card number, Passport, or other lawful personal certification for individual shareholders; the name, enterprise code or establishment decision number, and head office address for institutional shareholders; the number and type of shares held by that shareholder, and the content proposed for inclusion in the agenda of the General Meeting.

5. The convening person of the General Meeting of Shareholders has the right to reject a proposal stipulated in Clause 4 of this Article if it falls into one of the following cases:

- a) The proposal is not submitted in accordance with the provisions of Clause 4 of this Article;
- b). At the time of the proposal, the shareholder or group of shareholders does not hold 5% or more of the total ordinary shares as stipulated in Clause 2, Article 12 of this Charter;
- c). The proposed issue is not within the scope of authority of the General Meeting of Shareholders to decide;
- d). Other cases as stipulated by law and this Charter.

6. The convening person of the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article into the draft agenda and content of the General Meeting, except for the cases stipulated in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the General Meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than 50% of the total voting shares.
2. If the first meeting does not meet the conditions for conduction as stipulated in Clause 1 of this Article, the invitation letter for the second meeting shall be sent within 30 days from the date scheduled for the first meeting. The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents 33% or more of the total voting shares.
3. If the second meeting does not meet the conditions for conduct as stipulated in Clause 2 of this Article, the invitation letter for the third meeting must be sent within 20 days from the date scheduled for the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares represented by the attending shareholders.

Article 20. Procedures for conducting and voting at the General Meeting of Shareholders

1. Before the opening of the General Meeting, the Company must carry out shareholder registration procedures and must continue the registration until all shareholders entitled to attend the General Meeting who are present have registered, following this sequence:

a) When conducting shareholder registration, the Company shall issue to each shareholder or authorized representative entitled to vote a voting/electing ballot, which states the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of voting shares/ballots held by that shareholder. The General Meeting of Shareholders shall discuss and vote on each content on the agenda. Voting shall be conducted by voting agree, disagree, and abstain. The ballot counting results shall be announced by the Chairman/Ballot Counting Committee immediately before the closing of the General Meeting. The General Meeting shall elect those responsible for counting votes or supervising the ballot counting upon the proposal of the Chairman. The number of members of the Ballot Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the General Meeting;

b) Shareholders, authorized representatives of institutional shareholders, or authorized persons who arrive after the General Meeting has commenced shall have the right to register immediately and thereafter have the right to participate and vote/elect the General Meeting immediately after registration. The Chairperson is not responsible for adjourning the General Meeting to allow those shareholders to register, and the validity of the contents previously voted/elected upon shall not be affected.

2. The election of the Chairperson, Secretary, Shareholder/Representative Eligibility Verification Committee, and Ballot Counting Committee shall be stipulated as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining Members of the Board of Directors shall elect one person among them to act as the Chairperson of the General Meeting based on the majority principle. If a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside over the General Meeting to elect a Chairperson from among the attendees, and the person with the highest number of votes shall act as the Chairperson of the General Meeting;

b). Except for the case specified in Point a of this Clause, the person who signs the invitation letter of the General Meeting of Shareholders shall preside over the General Meeting to elect a Chairperson, and the person with the highest number of votes shall act as the Chairperson of the General Meeting;

c). The Chairperson shall appoint one or more persons to act as the Secretary of the meeting; the Shareholder/Representative Eligibility Verification Committee shall serve the General Meeting;

d). The General Meeting of Shareholders shall elect one or more persons to the Ballot Counting Committee upon the proposal of the Chairperson of the General Meeting.

e) Before the General Meeting commences, the Organizing Committee established by the Board of Directors is responsible for verifying the status of attending shareholders/delegates and preparing a verification report. When the General Meeting of Shareholders proceeds with its session, upon the proposal of the Chairperson, the General Meeting shall elect a Shareholder/Representative Eligibility Verification Committee to confirm the verification results and oversee the implementation throughout the General Meeting.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time allocated for each item on the agenda of the General Meeting.

4. The Chairperson of the General Meeting shall have the right to implement necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, strictly following the approved agenda, and reflecting the wishes of the majority of attendees.

a) Arrange seating at the venue of the General Meeting of Shareholders;

b) Ensure safety for all persons present at the meeting venues;

c) Facilitate shareholders' attendance (or continued attendance) at the General Meeting. The convening person of the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. Applied measures may include issuing entry passes or using other alternative forms.

5. The convening person or Chairperson of the General Meeting of Shareholders has the following rights:

- a) Require all attendees to undergo inspection or other lawful, reasonable security measures;
- b) Requesting authorities to maintain order at the General Meeting; expelling from the General Meeting of Shareholders those who fail to comply with the authority of the Chairperson, intentionally disrupt order, impede the normal progress of the General Meeting, or fail to comply with security inspection requirements.

6. The Chairperson has the right to postpone the General Meeting of Shareholders, for which the required number of registered attendees is present, not exceeding 03 working days from the scheduled convening date of the General Meeting, and may only postpone the General Meeting or change the General Meeting venue in the following cases:

- a) The venue does not have sufficient convenient seating for all attendees;
- b) Communication facilities at the venue do not ensure that attending shareholders can participate, discuss, and vote;
- c) An attendee obstructs or disrupts order, posing a risk that the meeting cannot be conducted fairly and lawfully.

7. If the Chairperson postpones or temporarily adjourns the General Meeting of Shareholders contrary to the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson and preside over the General Meeting until its conclusion; all resolutions adopted at that meeting shall be enforceable.

8. In case the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic forms as stipulated in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 21. Conditions for the Adoption of Resolutions of the General Meeting of Shareholders

1. Resolutions regarding the following contents shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all attending shareholders, except for the cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

- a) Types of shares and the total number of shares of each type;
- b) Changes to business lines, trades, and sectors;
- c) Changes to the management organizational structure of the Company;

- d) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statement of the Company;
- e) Reorganization or bankruptcy of the Company;
- f) Extension of the operation period of the Company.

2. Resolutions shall be adopted when approved by shareholders owning more than 50% of the total voting shares of all attending shareholders, except for the cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.

3. The election of Members of the Board of Directors and the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and the shareholder has the right to accumulate all or part of their total votes for one or several candidates. The successful candidate for membership of the Board of Directors or the Board of Supervisors shall be determined based on the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members stipulated in the Charter of the Company is reached. If 02 or more candidates receive the same number of votes for the final member position of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates who received an equal number of votes, or selection shall be made according to the criteria specified in the Regulations on Election or this Charter.

In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of Board of Directors/Members of Board of Supervisors to be elected, the election of Board of Directors/Members of Board of Supervisors may be conducted by cumulative voting as above or by voting (approve, disapprove, no opinion). The approval ratio for voting shall be implemented according to Clause 2, Article 21 of this Charter.

4. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares are lawful and shall take effect immediately, even if the procedures and formalities for convening the meeting and adopting the resolution violate the provisions of the Law on Enterprises and the Charter.

Article 22. Authority and procedures for collecting opinions in writing of shareholders to approve Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting opinions in writing of shareholders to approve Resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

- 1. The Board of Directors has the right to collect opinions in writing of shareholders to approve resolutions of the General Meeting of Shareholders regarding the following matters:
 - a) Amending and supplementing the contents of the Charter;

- b) Approving/amending and supplementing the Internal Regulations on Corporate Governance; Regulations on Operation of the Board of Directors; Regulations on Operation of the Board of Supervisors;
- c) Development orientation of the Company;
- d) Share classes and total number of shares of each class;
- e) Electing and dismissing members of the Board of Directors and the Board of Supervisors;
- f) Investment projects or the sale of assets valued at or exceeding 35% of the total asset value recorded in the most recent financial statement of the Company;
- g) Approving annual financial statements;
- h) Reorganization, dissolution of the Company;
- i) Changing business lines, trades, and sectors;
- j) Changing management organizational structure of the Company;
- k) Other necessary contents for the benefit of the Company.

2. The Board of Directors must prepare the form, the draft resolution of the General Meeting of Shareholders, documents explaining the draft resolution, and send them to all shareholders entitled to vote no later than 10 days before the deadline for returning the form. The requirements and methods for sending the form and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of the Charter.

3. The form must contain the following main contents:

- a) Name, head office, enterprise registration code;
- b) Purpose of collecting opinions;
- c) Full name, contact address, nationality, legal document number of the individual shareholders; name, enterprise code or legal document number, address of the head office for institutional shareholders or full name, contact address, nationality, legal document number of the representative of the institutional shareholder; the number of shares of each class and the number of votes of the shareholder;
- d) The content requiring collecting opinions in writing of shareholders to approve resolutions;
- e) Voting options including approval, disapproval, and no opinion for each matter on which opinions are collected;
- f) Deadline for returning the answered form to the Company;
- g) Full name, signature of the Chairman of the Board of Directors.

4. Shareholders may send the answered form to the Company by mail, fax, or electronic mail in accordance with the following provisions:

- a) In case of sending by mail, the answered form must bear the signature of the individual shareholder, or the authorized representative or legal representative of the institutional

shareholder. The form sent back to the Company must be placed in a sealed envelope, and no one is entitled to open it before the ballot counting;

b) In case of sending by fax or electronic mail, the form sent back to the Company must be kept confidential until the time of ballot counting;

c) Forms sent back to the Company after the deadline specified in the content of the form, or which have been opened in the case of sending by mail, or disclosed in the case of sending by fax or electronic mail, shall be invalid. An form that is not returned shall be considered a non-voting ballot.

5. The Board of Directors shall count the votes and prepare the report on ballot counting under the witness of the Board of Supervisors or a shareholder who does not hold a management position in the Company. The report on ballot counting must contain the following main contents:

a) Name, head office, enterprise registration code;

b) Purpose and issues requiring opinions for the adoption of the resolution;

c) Number of of shareholders with the total number of voting/electing votes who participated in the voting/electing, distinguishing between the number of valid voting/electing votes and the number of invalid voting/electing votes, and the method of sending the voting/electing ballots, accompanied by an appendix listing the shareholders participating in the voting/electing;

d) Total number of approval, disapproval, and no opinion votes for each issue, total number of votes for each candidate (if any);

e) The issue that has been approved and the corresponding approval rate;

f) Full name and signature of the Chairman of the Board of Directors, the ballot counter, and the ballot counting supervisor.

Members of the Board of Directors, the ballot counter, and the ballot counting supervisor shall be jointly liable for the truthfulness and accuracy of the report on ballot counting; jointly liable for damages arising from decisions adopted due to dishonest or inaccurate ballot counting.

6. The ballot counting record and resolution must be sent to shareholders within 15 days from the date of completion of ballot counting. The sending of the ballot counting record and resolution may be replaced by posting them on the Company's website within 24 hours from the time of completion of ballot counting.

7. The answered opinion ballots, the report on ballot counting, the adopted resolution, and related documents sent together with the opinion ballots must all be kept at the head office of the Company.

8. A resolution approved by collecting opinions of shareholders shall be approved if approved by shareholders owning more than 50% of the total voting votes of all shareholders entitled to vote, and shall have the same validity as a resolution approved at a General Meeting of Shareholders.

Article 23. Resolution, Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may also be prepared in a foreign language, and must include the following main contents:

- a) Name, head office, enterprise registration code;
- b) Time and location of the General Meeting of Shareholders;
- c) Agenda and content of the General Meeting;
- d) Full name of the Chairperson and the Secretary;
- e) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each content on the agenda;
- f) The number of shareholders and the total number of voting votes of the attending shareholders, an appendix listing the registered shareholders and shareholder representatives attending the General Meeting with the corresponding number of shares and votes;
- g) The total number of voting votes for each content voted upon, clearly stating the voting method, the total number of valid votes, invalid votes, votes for, votes against, and abstentions; the corresponding ratio to the total voting votes of the attending shareholders;
- h) Summary of the number of votes for each candidate (if any);
- i) The contents that have been approved and the corresponding approval rate;
- j) Full name and signature of the Chairperson and the Secretary. If the Chairperson or the Secretary refuses to sign the Minutes of the General Meeting, these minutes shall still be valid if signed by all other Members of the Board of Directors attending the meeting and containing all contents stipulated in this Clause. The Minutes of the General Meeting must clearly state that the Chairperson or the Secretary refused to sign the Minutes.

2. The Minutes of the General Meeting of Shareholders must be completed and approved before the conclusion of the General Meeting. The Chairperson and the Secretary or other persons signing the Minutes shall be jointly and severally liable for the truthfulness and accuracy of the content of the Minutes.

3. Minutes prepared in Vietnamese and foreign languages shall have equal legal validity. In case of any discrepancy in content between the Minutes in Vietnamese and the Minutes in a foreign language, the content in the Vietnamese minutes shall prevail.

4. The Resolution, Minutes of the General Meeting of Shareholders, appendix listing shareholders registered to attend the meeting, proxy form for meeting attendance, all documents attached to the Minutes (if any), and related documents accompanying the notice of meeting invitation must be kept at the head office of the Company.

The Resolution, Minutes of the General Meeting of Shareholders, and accompanying documents must be disclosed in accordance with the law on information disclosure in the securities market.

Article 24. Request for annulment of the Resolution of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or the Minutes of the General Meeting of Shareholders or the Minutes of the ballot counting results for obtaining the opinion of the General Meeting of Shareholders, a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises shall have the right to request the Court or Arbitration to review and annul the resolution or a part of the content of the Resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and issuing the decision of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Charter of the Company, except for the case specified in Clause 4, Article 21 of this Charter.
2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and Nomination of Members of the Board of Directors

1. In cases where candidates for the Board of Directors have been identified, the Company must disclose information related to these candidates at least 10 days before the convening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, prudently, and for the highest interests of the Company if elected as a Board of Directors member. Information related to the Board of Directors candidates to be disclosed includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work experience;
- d) Other management positions (including Board of Directors positions in other companies);
- e) Interests related to the Company and related parties of the Company;
- f) Other information (if any) as stipulated in this Charter;

The Company is responsible for disclosing information about the companies where the candidate currently holds a position as a member of the Board of Directors, other management positions, and any interests related to the company of the Board of Directors candidate (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors as stipulated by the Law on Enterprises and this Charter. Shareholders holding ordinary shares have the right to pool their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate 01 (One) candidate; from 20% to less than 30% are entitled to nominate a maximum of 02 (Two) candidates; from 30% to less than 40% are entitled to nominate a maximum of 03

(Three) candidates; from 40% to less than 50% are entitled to nominate a maximum of 04 (Four) candidates; from 50% to less than 65% are entitled to nominate a maximum of 05 (Five) candidates; from 65% or more are entitled to nominate a maximum of 07 (Seven) candidates.

3. If the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as stipulated in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations as stipulated in this Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as stipulated by law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clause 1, Clause 2, Article 155 of the Law on Enterprises and this Charter.

Article 26. Composition and Term of Office of Members of the Board of Directors

1. The number of members of the Board of Directors is 05 (five).

2. The term of office for a member of the Board of Directors shall not exceed 05 (five) years and members may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. If all members of the Board of Directors conclude their term simultaneously, those members shall continue to serve as members of the Board of Directors until new members are elected to replace them and take over the work.

3. The composition of the Board of Directors is as follows:

The Company shall minimize the number of Members of the Board of Directors who concurrently hold executive positions in the Company to ensure the independence of the Board of Directors. The Board of Directors' structure of the Company must ensure the number of non-executive Members of the Board of Directors (for public companies) and independent Members of the Board of Directors (for listed companies) as stipulated below:

a) There must be at least 01 non-executive/independent member if the Company has 03 to 05 Members of the Board of Directors;

b) There must be at least 02 non-executive/independent members if the Company has 06 to 08 Members of the Board of Directors;

c) There must be at least 03 non-executive/independent members if the Company has 09 to 11 Members of the Board of Directors.

The rights, obligations, organizational methods, and coordination of activities of independent Members of the Board of Directors shall be specifically stipulated in the Regulations on Operation of the Board of Directors.

4. A member of the Board of Directors shall cease to be a member of the Board of Directors if dismissed, removed, or replaced by the General Meeting of Shareholders as stipulated in Article 160 of the Law on Enterprises.

5. The appointment of a member of the Board of Directors must be disclosed in accordance with legal regulations on information disclosure in the securities market.
6. Members of the Board of Directors are not required to be shareholders of the Company.

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, with full authority on behalf of the Company to make decisions, exercise the rights and fulfill the obligations of the Company, except for the rights and obligations falling under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are stipulated by law, this Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:
 - a) Decide on strategies, medium-term development plans, and annual business plans of the Company;
 - b) Propose the types of shares and the total number of shares authorized for offer of each type;
 - c) Decide on the sale of unsold shares within the total number of shares authorized for offer of each type; decide on raising additional capital in other forms;
 - d) Decide on the selling price of shares and bonds of the Company;
 - e) Decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;
 - f) Decide on investment plans and investment projects within the authority and limits prescribed by law;
 - g) Decide on solutions for market development, marketing, and technology;
 - h) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises;
 - i) Elect and dismiss the Chairman of the Board of Directors; to appoint, dismiss, sign contracts, terminate contracts with the General Director and other key managers as stipulated by this Charter; decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and decide on the remuneration level and other benefits of those representatives;
 - j) Supervise, direct the General Director and other managers in the daily business operations of the Company;
 - k) Decide on the organizational structure, internal management regulations of the Company, to decide on the establishment of subsidiaries, branches, representative offices, and the contribution of capital, purchase of shares in other enterprises;

- l) Approve the agenda and documents for the General Meeting of Shareholders, to convene the General Meeting of Shareholders or to collect opinions for the General Meeting of Shareholders to pass resolutions;
- m) Submit the audited annual financial statements to the General Meeting of Shareholders;
- n) Propose the dividend payout rate; to decide on the time and procedures for dividend payment or to handle losses arising during business operations;
- o) Propose the reorganization, dissolution of the Company; to request the bankruptcy of the Company;
- p) Decide on the promulgation of the Regulations on Operation of the Board of Directors, the Internal Corporate Governance Regulations after approval by the General Meeting of Shareholders; the Company's Information Disclosure Regulations;
- q) Request the General Director, Deputy General Directors, and other managers in the Company to provide information and documents regarding the financial status and business operations of the Company and its units;
- r) The requested managers must promptly, fully, and accurately provide information and documents as required by the Members of the Board of Directors. The sequence and procedures for requesting and providing information shall be specifically stipulated in the Regulations on Operation of Board of Directors;
- s) Other rights and obligations as stipulated by the Law on Enterprises, the Law on Securities, other provisions of law, and this Charter.

3. The Board of Directors must report the operational results of the Board of Directors to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 28. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to Members of the Board of Directors based on business results and performance.
2. Members of the Board of Directors shall receive work remuneration and bonuses. Work remuneration shall be calculated based on the number of working days required to complete the duties of a Board of Directors member and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the business expenses of the Company in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions or Members of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of the normal duties of a member may be paid additional remuneration in the form of a lump-sum fee per instance, salary, commission, percentage of profit, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors shall have the right to be reimbursed for all travel, accommodation, sustenance, and other reasonable expenses that they have incurred while performing their responsibilities as members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance shall not cover the liabilities of Board members related to violations of law and this Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, or dismissed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and duties:

- a) Prepare the agenda and operational plan of the Board of Directors;
- b) Prepare the agenda, content, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
- c) Organize the adoption of resolutions and decisions of the Board of Directors;
- d) Supervise the implementation process of resolutions and decisions of the Board of Directors;
- e) Chair meetings of the General Meeting of Shareholders;
- f) Other rights and duties as stipulated by the Law on Enterprises and this Charter.

4. In case the Chairman of the Board of Directors resigns or is dismissed or dismissed, the Board of Directors must elect a replacement within 30 days from the date of receiving the resignation letter or the date of being dismissed or dismissed.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and duties of the Chairman of the Board of Directors in accordance with the principles stipulated in the Charter of the Company. If there is no authorized person or if the Chairman of the Board of Directors dies, is missing, is held in temporary custody, is serving a prison sentence, is undergoing administrative handling measures at a compulsory drug rehabilitation center or compulsory educational institution, has fled from his/her place of residence, has his/her civil act capacity restricted or lost, has difficulty in perception or controlling his/her behavior, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain

jobs, the remaining members shall elect one person from among the members to hold the position of Chairman of the Board of Directors based on the principle of approval by the majority of the remaining members until a new decision is issued by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the member who received the highest number of votes or the highest percentage of votes. If there is more than one member receiving the highest and equal number of votes or percentage of votes, the members shall vote based on the majority principle to select 01 person among them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) Upon a request from the Board of Supervisors or an independent member of the Board of Directors;

b) Upon a request from the General Director or at least 05 other managers;

c) Upon a request from at least 02 members of the Board of Directors.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, the Chairman shall be responsible for any damages incurred by the Company; the requesting party has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of meeting at least 01 working day before the meeting date. The notice of meeting must specify the exact time and place of the meeting, the agenda, and the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the member's voting ballot.

The notice of Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods stipulated by the Charter, ensuring delivery to the contact address of each Board of Directors member registered with the Company.

7. The Chairman of the Board of Directors or the convening person shall send the notice of meeting and accompanying documents to the members of the Board of Supervisors in the same manner as to the members of the Board of Directors.

Members of the Board of Supervisors have the right to attend Board of Directors meetings; they have the right to discuss but not to vote.

8. A Board of Directors meeting shall be convened when at least three-quarters of the total members are present. If a meeting convened as stipulated in this clause does not meet the required quorum, it shall be reconvened for a second time within 07 days from the date originally scheduled for the first meeting. In this case, the meeting shall be convened if more than half of the Members of the Board of Directors are present.

9. A Board of Directors member shall be considered to have attended and voted at a meeting in the following cases:

- a) Attending and voting in person at the meeting;
- b) Authorizing another person to attend and vote as stipulated in Clause 13 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic means;
- d) Submitting voting ballots to the meeting via mail, fax, or email.

10. If voting ballots are submitted to the meeting via mail, they must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than 01 hour before the opening of the meeting. Voting ballots shall only be opened in the presence of all attendees.

11. Voting

- a) Except as stipulated in Point b, Clause 11 of this Article, each member of the Board of Directors or authorized person as stipulated in Clause 9 of this Article, personally present at the meeting of the Board of Directors, shall have 01 (One) vote;
- b) A Board of Directors member shall not vote on contracts, transactions, or proposals in which that member or a related person has an interest. Such Board of Directors member shall not be counted towards the minimum quorum required to convene a Board of Directors meeting for decisions on which that member is not entitled to vote;
- c) As stipulated in Point d, Clause 11, Article 30, when an issue arises at the meeting concerning the interests or voting rights of a Board of Directors member and that member does not voluntarily relinquish their voting right, the chairperson's ruling shall be final, unless the nature or extent of the related Board of Directors member's interest has not been fully disclosed;
- d) A Board of Directors member who benefits from a contract as stipulated in Points a and b, Clause 6, Article 43 of this Charter shall be deemed to have a significant interest in that contract;
- e) Supervisors have the right to attend Board of Directors meetings and the right to discuss, but shall not vote.

12. A Board of Directors member who directly or indirectly benefits from a contract or transaction that has been entered into or is intended to be entered into with the Company, and is aware of having an interest therein, is responsible for disclosing this interest at the first Board of Directors meeting discussing the execution of such contract or transaction. If a Board of

Directors member is unaware of their own or a related person's interest at the time the contract or transaction is entered into with the Company, that Board of Directors member must disclose the related interests at the first Board of Directors meeting held after such member becomes aware of having or will have an interest in the aforementioned transaction or contract.

13. Members must fully attend all Board of Directors meetings. A member may authorize another person to attend and vote at a meeting if approved by a majority of the Members of the Board of Directors.

14. Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the attending members; in case of a tie vote, the final decision shall rest with the side supported by the Chairman of the Board of Directors.

15. The Board of Directors has the right to solicit written opinions from its members to pass a Board Resolution when approving matters within the Board's authority as stipulated in Clause 2, Article 27 of this Charter.

A resolution adopted through written consultation shall be passed based on the affirmative votes of the majority of Board members with voting rights. This resolution shall have the same effect and validity as a resolution passed at a meeting.

16. Meetings of the Board of Directors may be held as virtual conferences among Board members when all or some members are in different locations, provided that each participating member can:

- a) Hear each other Board member participating and speaking during the meeting;
- b) Speak to all other participating members simultaneously. Discussions among members may be conducted directly by telephone or other communication means, or a combination thereof. A Board member participating in such a meeting shall be deemed present at that meeting. The location of a meeting held under this provision shall be the place where the largest number of Board members are present, or the location of the Meeting Chair.

Decisions passed at a meeting held in this manner and conducted legitimately shall be effective immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all Board members attending this meeting.

17. The Chairman of the Board of Directors or the convening person is responsible for sending the Board meeting minutes to the members, and such minutes shall be authentic evidence of the business conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of dispatch. The Board meeting minutes shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the chair and the minute-taker. In cases where the chair or the minute-taker refuses to sign the meeting minutes, but if all other Board members attending the meeting sign it and it contains all the content as stipulated in points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be valid.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be responsible for development policy, human resources, remuneration, internal audit, and risk management. The number of subcommittee members shall be determined by the Board of Directors, with a minimum of 02 (Two) members, including Board members and external members. Independent Board members/non-executive Board members should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the Subcommittee by a decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. A resolution of the subcommittee shall only be effective when approved by a majority of the members present and voting at the subcommittee meeting.
2. The implementation of decisions by the Board of Directors or its subcommittees must comply with current legal provisions and the stipulations in this Charter and the Internal Regulations on Corporate Governance.

Article 32. Person in charge of Corporate Governance

1. The Board of Directors of the Company must appoint at least 01 Person in charge of Corporate Governance to support corporate governance activities within the enterprise. The Person in charge of Corporate Governance may concurrently serve as the Secretary of the Company as stipulated in Clause 5, Article 156 of the Law on Enterprises.
2. The Secretary of the Company shall not simultaneously work for an approved auditing organization that is auditing the financial statements of the Company.
3. The Secretary of the Company has the following rights and obligations:
 - c) Advise the Board of Directors on organizing the General Meeting of Shareholders as prescribed and other related matters between the Company and shareholders;
 - d) Prepare for meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
 - e) Advise on meeting procedures;
 - f) Attend meetings;
 - g) Advise on the procedures for drafting resolutions of the Board of Directors in accordance with legal provisions;
 - h) Provide financial information, copies of Board of Directors' meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;
 - i) Monitor and report to the Board of Directors on the Company's information disclosure activities;
 - j) Serve as the primary contact point with relevant stakeholders;
 - k) Maintain confidentiality of information in accordance with legal provisions and this Charter;
 - l) Other rights and obligations as prescribed by law and this Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 33. Organization of the Management Apparatus

The management system of the Company must ensure that the management apparatus is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in daily business operations of the Company. The Company shall have a General Director, Deputy General Directors, a Chief Accountant, and other managerial titles appointed by the Board of Directors. The appointment, removal, or dismissal of the aforementioned titles must be approved by a resolution or decision of the Board of Directors.

Article 34. Executives

1. Upon the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives whose number and standards are consistent with the structure and management regulations of the Company stipulated by the Board of Directors. Enterprise executives shall be responsible for assisting the Company in achieving the objectives set forth in its operations and organization.

3. The General Director shall be paid salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

4. The salaries of executives shall be included in the business expenses of the Company in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, rights, and obligations of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to serve as the General Director.

2. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and before the law for the exercise of the assigned rights and obligations.

3. The term of office of the General Director shall not exceed 05 years and they may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and this Charter.

4. The General Director has the following rights and obligations:

- a) Decide on matters related to the Company's daily business operations that do not fall under the authority of the Board of Directors;
- b) Organize the implementation of resolutions and decisions of the Board of Directors;
- c) Organize the implementation of the business plan and investment strategy of the Company;
- d) Propose the organizational structure plan and internal management regulations of the Company;

- e) Appoint, dismiss, or dismiss management positions within the Company, except for those positions under the authority of the Board of Directors;
- f) Decide on salaries and other benefits for employees within the Company, including managers appointed by the General Director;
- g) Recruit employees;
- h) Propose a plan for dividend payment or handling business losses;
- i) Other rights and obligations as stipulated by law, this Charter, and resolutions, decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when a majority of the voting members of the Board of Directors present at the meeting approve, and appoint a new General Director to replace them.

Article 36. Secretary of the Company

When deemed necessary, the Board of Directors shall decide to appoint one or more Company Secretaries with a term as determined by the Board of Directors. The Board of Directors may dismiss the Secretary of the Company when necessary, provided it does not contravene current labor laws. The Secretary of the Company has the following rights and obligations:

- a) Assist in organizing and convening General Meetings of Shareholders and Board of Directors meetings; record meeting minutes;
- b) Assist Members of the Board of Directors in exercising their assigned rights and obligations;
- c) Assist the Board of Directors in applying and implementing the Company's governance principles;
- d) Assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information disclosure obligations, information transparency, and administrative procedures;
- e) Other rights and obligations as stipulated in this Charter and the Company's Internal Regulations.

IX. BOARD OF SUPERVISORS

Article 37. Candidacy and Nomination of Members of Board of Supervisors

1. The candidacy and nomination of Board of Supervisors members shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to pool their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one candidate; from 20% to less than 30% may nominate a maximum of two candidates; from 30% to less than 40% may nominate a maximum of three candidates; from 40% to less than 50% may nominate a maximum of four candidates; from 50% to less than 65% may nominate a maximum of five candidates; and from 65% or more may nominate a maximum of seven candidates.

2. If the number of Board of Supervisors candidates through nomination and election is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with this Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors of the Company. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Board of Supervisors members in accordance with legal provisions.

Article 38. Composition of the Board of Supervisors

1. The number of Members of Board of Supervisors of the Company is three. The term of office for a Board of Supervisors member shall not exceed five years and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions stipulated in Article 169 of the Law on Enterprises and must not fall into the following cases:

- a) Work in the accounting or finance department of the Company;
- b) Be a member or employee of the independent audit firm that audited the financial statements of the Company in the three (03) consecutive years immediately preceding.

3. Members of the Board of Supervisors shall be dismissed in the following cases:

- a) No longer meet the standards and conditions to be a member of the Board of Supervisors as stipulated in Clause 2 of this Article;
- b) Submit a resignation letter and it is approved;
- c) Other cases as stipulated by law and this Charter.

4. Members of the Board of Supervisors shall be removed in the following cases:

- a) Fail to complete assigned duties or tasks;
- b) Fail to exercise their rights and obligations for six (06) consecutive months, except in cases of force majeure;
- c) Repeatedly or seriously violate the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and this Charter;
- d) Other cases as per a resolution of the General Meeting of Shareholders.

Article 39. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle. More than half of the members of the Board of Supervisors must be permanent residents in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the enterprise's business operations.

2. Rights and obligations of the Head of the Board of Supervisors:

- a) Convene meetings of the Board of Supervisors;

- b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors;
- c) Prepare and sign the report of the Board of Supervisors after consulting with the Board of Directors for submission to the General Meeting of Shareholders.

Article 40. Rights and Obligations of the Board of Supervisors

The Board of Supervisors has the rights and obligations stipulated in Article 170 of the Law on Enterprises and the following rights and obligations:

1. Propose and recommend to the General Meeting of Shareholders to approve the list of approved audit firms to audit the financial statements of the Company; decide on the approved audit firm to conduct operational reviews of the Company, and remove approved auditors when deemed necessary.
2. Be responsible to shareholders for its supervisory activities.
3. Supervise the Company's financial situation and the compliance with law in the operations of members of the Board of Directors, the General Director, and other managers.
4. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.
5. In case of detecting acts violating the law or this Charter by members of the Board of Directors, the General Director, and other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and implement solutions to remedy the consequences.
6. Develop the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.
7. Report to the General Meeting of Shareholders as stipulated in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.
8. Has the right to access the Company's records and documents kept at the head office, branches, and other locations; has the right to visit the workplaces of the Company's managers and employees during working hours.
9. Has the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the Company's management, administration, and business operations.
10. Other rights and obligations as stipulated by law and this Charter.

Article 41. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least twice a year, with at least 2/3 of the Members of Board of Supervisors attending. Minutes of the Board of Supervisors meetings must be prepared in detail and clearly. The minute-taker and the Members of Board of Supervisors attending the meeting must sign the meeting minutes. The Board of Supervisors's meeting minutes must be kept to determine the responsibilities of each Board of Supervisors member.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing organizations to attend and answer questions that need clarification.

Article 42. Salaries, remuneration, bonuses, and other benefits of Members of Board of Supervisors

Salaries, remuneration, bonuses, and other benefits of Members of Board of Supervisors shall be implemented according to the following provisions:

1. Members of Board of Supervisors shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of Board of Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of this remuneration and these expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. The salaries and operating expenses of the Board of Supervisors shall be included in the business expenses of the Company in accordance with corporate income tax laws, other relevant legal provisions, and must be presented as a separate item in the annual financial statements of the Company.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, THE GENERAL DIRECTOR, AND OTHER EXECUTIVES

Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other executives are responsible for performing their duties, including those as members of Board of Directors' sub-committees, honestly and diligently for the benefit of the Company.

Article 43. Duty of honesty and avoiding conflicts of interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must disclose relevant interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related persons may only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have the obligation to notify in writing the Board of Directors and the Board of Supervisors of transactions between the Company, its subsidiaries, or other companies in which the Company holds control of 50% or more of the charter capital with themselves or with their related persons, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the

Company must disclose information about these resolutions in accordance with Law on Securities on information disclosure.

4. A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related persons in accordance with the provisions of the Law on Enterprises and the Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related persons shall not use or disclose internal information to others to carry out related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, and individuals or organizations related to these subjects shall not be invalidated in the following cases:

a) For transactions with a value less than 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the disinterested members of the Board of Directors;

b) For transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction being 35% or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders by a vote of the disinterested shareholders.

c) Contracts, loan transactions, or asset sales with a value greater than 10% of the total asset value recorded in the most recent financial statements between the Company and a shareholder owning 51% or more of the total voting shares or a related person of that shareholder have been disclosed to the shareholders and approved by the General Meeting of Shareholders by a vote of the disinterested shareholders.

Article 44. Duty of damages and compensation

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives who violate their duties, responsibilities of honesty and diligence, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. The Company shall indemnify individuals who have been, are currently, or may become a party in claims, lawsuits, or prosecutions (including civil, administrative cases, and not cases where the Company is the plaintiff) if such person has been or is currently a member of the Board of Directors, a member of the Board of Supervisors, the General Director, another executive, an employee, or an authorized representative of the Company who has been or is performing duties as authorized by the Company, acting honestly and diligently for the benefit of the Company in

compliance with the law, and there is no evidence confirming that such person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, actual expenses incurred (including legal fees) or deemed reasonable when resolving these matters within the limits permitted by law. The Company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO INSPECT COMPANY DOCUMENTS AND RECORDS

Article 45. Right to inspect books and records

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:
 - a) Ordinary shareholders have the right to examine, look up, and extract information regarding names and contact addresses in the list of voting shareholders; request correction of their inaccurate information; examine, look up, extract, or copy this Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - b) Shareholders or a group of shareholders owning 5% or more of the total ordinary shares have the right to examine, look up, and extract minute books and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Board of Supervisors, contracts, transactions requiring Board of Directors approval, and other documents, except for documents related to the Company's trade secrets and business secrets.
2. In cases where an authorized representative of a shareholder or group of shareholders requests to look up books and records, such request must be accompanied by a proxy form from the shareholder or group of shareholders they represent, or a notarized copy of such proxy form.
3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the right to look up the Company's shareholder register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.
4. The Company must retain this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and Board of Directors meetings, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other documents as prescribed by law at its head office or another location, provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.
5. This Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 46. Employees and trade unions

1. The General Director must prepare a plan for the Board of Directors to approve matters related to the recruitment, termination of employment, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and Executives of the Company.

2. The General Director must prepare plans for the Board of Directors to approve matters related to relationship of the Company with trade union organizations in accordance with the best management standards, practices, and policies, the practices and policies stipulated in this Charter, regulations of the Company, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 47. Profit distribution

1. The General Meeting of Shareholders shall decide the annual dividend payment rate and form of dividend payment from the Company's retained earnings.
2. The Company shall not pay interest on dividend payments or payments related to a class of shares.
3. The Board of Directors may propose to the General Meeting of Shareholders for approval the payment of all or part of the dividends in shares, and the Board of Directors is the body responsible for implementing this decision.
4. If dividends or other amounts related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payments may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the exact bank details provided by the shareholder, and the shareholder does not receive the money, the Company shall not be responsible for the amount transferred to this shareholder. The payment of dividends for shares listed/registered for trading on the Stock Exchange may be carried out through a securities company or the Vietnam Securities Depository and Clearing Corporation.
5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt resolutions and decisions to determine a specific date for closing the shareholder list. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.
6. Other matters related to profit distribution shall be carried out in accordance with legal provisions.

XIV. GROUP OF COMPANIES

Article 48. Parent company, subsidiary

1. A company shall be considered a parent company of another company if it falls into one of the following cases:
 - a) Owns more than 50% of the charter capital or the total number of ordinary shares of that company;
 - b) Has the direct or indirect right to decide the appointment of the majority or all members of the Board of Directors, Director, or General Director of that company;
 - c) Has the right to decide on the amendment or supplementation of the Charter of that company.

2. A subsidiary shall not invest in purchasing shares or contributing capital to its parent company. Subsidiaries of the same parent company shall not simultaneously contribute capital or purchase shares to cross-own each other.

Article 49. Rights, obligations, and responsibilities of the parent company towards its subsidiary

1. Depending on the legal form of the subsidiary, the parent company shall exercise its rights and obligations as a member, owner, or shareholder in relation to the subsidiary in accordance with the corresponding provisions of the Law on Enterprises and other relevant legal provisions.

2. Contracts, transactions, and other relationships between the parent company and its subsidiary must be established and conducted independently and equally under conditions applicable to independent legal entities.

3. In cases where the parent company interferes beyond the authority of an owner, member, or shareholder and forces the subsidiary to conduct business activities contrary to normal business practices or to carry out non-profitable activities without reasonable compensation in the relevant financial year, causing damage to the subsidiary, the parent company shall be liable for such damage.

4. Managers of the parent company responsible for interfering and forcing the subsidiary to conduct business activities as stipulated in Clause 3 of this Article shall be jointly liable with the parent company for such damage.

5. In cases where the parent company fails to compensate the subsidiary as stipulated in Clause 3 of this Article, creditors or members, shareholders owning at least 1% of the subsidiary's charter capital shall have the right, on their own behalf or on behalf of the subsidiary, to request the parent company to compensate the subsidiary for the damage.

6. In cases where business activities carried out by the subsidiary as stipulated in Clause 3 of this Article bring benefits to another subsidiary of the same parent company, the benefiting subsidiary shall be jointly liable with the parent company to reimburse the enjoyed benefit to the damaged subsidiary.

Article 50. Financial Statements of parent company and subsidiary

1. At the end of the financial year, in addition to reports and documents as prescribed by law, the parent company must also prepare the following reports:

- a) Consolidated financial statements of the parent company in accordance with accounting laws;
- b) Consolidated annual business performance report of the parent company and its subsidiaries;
- c) Consolidated report on the management and administration of the parent company and its subsidiaries.

2. Upon request by the legal representative of the parent company, the legal representative of the subsidiary must provide necessary reports, documents, and information as prescribed to prepare the consolidated financial statements and consolidated reports of the parent company and its subsidiaries.

3. The person responsible for preparing the parent company's reports shall use the reports specified in Clause 2 of this Article to prepare the consolidated financial statements and aggregated reports of the parent company and its subsidiaries, provided there is no doubt that the reports prepared and submitted by the subsidiary contain misleading, inaccurate, or falsified information.

4. The person responsible for preparing the reports specified in Clause 1 of this Article shall not prepare and submit such reports if the full financial statements of the subsidiary have not been received. In cases where the parent company's management has applied necessary measures within their authority but still has not received the required reports, documents, and information from the subsidiary, the parent company's management shall still prepare and submit the consolidated financial statements and aggregated reports of the parent company and its subsidiaries. The reports may or may not include information from that subsidiary, but must contain necessary explanations to avoid misunderstanding or misinterpretation.

5. The annual financial settlement reports, consolidated financial statements, and aggregated reports of the parent company and its subsidiaries must be kept at the parent company's head office. Copies of the reports and documents specified in this clause must be kept at the parent company's branches in Vietnam.

6. In addition to the reports and documents required by law, the subsidiary must also prepare aggregated reports on purchases, sales, and other transactions with the parent company.

XV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING REGIME

Article 51. Bank accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. With prior approval from the competent authority, if necessary, the Company may open bank accounts abroad in accordance with legal provisions.

3. The Company shall conduct all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts at the banks where the Company has opened accounts.

Article 52. Fiscal year

The Company's fiscal year begins on January 01 and ends on December 31 annually. The first fiscal year begins on the date of issuance of the Enterprise Registration Certificate and ends on December 31 of the year in which that Enterprise Registration Certificate was issued.

Article 53. Accounting regime

1. The accounting regime used by the Company is the enterprise accounting regime or a specific accounting regime issued and approved by the competent authority.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with accounting laws and relevant legal provisions. These records must be accurate, up-to-date, systematic, and sufficient to evidence and explain the Company's transactions.

3. The Company shall use Vietnamese Dong as its accounting currency. In cases where the Company has economic transactions primarily arising in a foreign currency, it may choose that foreign currency as its accounting currency, bear responsibility for that choice before the law, and notify the direct tax authority.

XVI. FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITY FOR INFORMATION DISCLOSURE

Article 54. Annual financial statements

1. The Company must prepare annual financial statements, and these annual financial statements must be audited in accordance with legal provisions. The Company shall disclose the audited annual financial statements in accordance with the law on information disclosure in the stock market and submit them to the competent state agency.

2. The annual financial statements must include all reports, appendices, and notes as stipulated by enterprise accounting laws. The annual financial statements must truthfully and objectively reflect the Company's operational situation.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with legal provisions on information disclosure in the securities market and submit them to competent state agencies.

Article 55. Annual report

The Company must prepare and disclose the Annual Report in accordance with the provisions of Law on Securities and the securities market.

XVII. COMPANY AUDIT

Article 56. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on selecting one of these entities to conduct the audit of the financial statements of the Company for the next fiscal year based on terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.

3. The independent auditor conducting the audit of the financial statements of the Company is entitled to attend the General Meeting of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express opinions at the meeting on matters related to the audit of the financial statements of the Company.

XVIII. SEAL OF THE COMPANY

Article 57. Seal of the Company

1. A seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature in accordance with the provisions of law on electronic transactions.

2. The Board of Directors shall decide on the type, quantity, form, and content of the seal of the Company, its branches, and representative offices (if any).

3. The Board of Directors and the General Director shall use and manage the seal in accordance with current legal provisions.

XIX. DISSOLUTION OF THE COMPANY

Article 58. Dissolution of the Company

1. The Company may be dissolved in the following cases:

- a) Expiration of the operational term stated in this Charter without a decision to extend it;
- b) Pursuant to a resolution or decision of the General Meeting of Shareholders;
- c) Revocation of the Enterprise Registration Certificate, unless otherwise provided by the Law on Tax Administration;
- d) Other cases as stipulated by law.

2. The dissolution of the Company before its term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if mandatory) as prescribed.

Article 59. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least 07 (Seven) months before the expiration of the operational term so that shareholders can vote on the extension of the Company's operation upon the proposal of the Board of Directors.
2. The operational term shall be extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve it.

Article 60. Liquidation

1. At least 06 (Six) months before the expiration of the Company's operational term or after a decision to dissolve the Company has been made, the Board of Directors must establish a Liquidation Committee consisting of 03 (Three) members, of which 02 (Two) members are appointed by the General Meeting of Shareholders and 01 (One) member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operational regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All liquidation-related costs shall be prioritized for payment by the Company before other debts of the Company.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the establishment date and the commencement date of operations. From that time, the Liquidation Committee shall represent the Company in all matters related to the Company's liquidation before the Court and administrative agencies.
3. The proceeds from the liquidation shall be paid in the following order:
 - a) Liquidation expenses;
 - b) Wage debts, severance allowances, social insurance, and other employee benefits as per the collective labor agreement and signed labor contracts;

- c) Tax debts;
- d) Other debts of the Company;
- e) The remainder, after all debts from items (a) to (d) above have been paid, shall be distributed to the shareholders. Preferred shares shall be paid first.

XX. INTERNAL DISPUTE RESOLUTION

Article 61. Internal dispute resolution

1. In case disputes or complaints arise related to the operations of the Company, the rights and obligations of shareholders as stipulated in the Law on Enterprises, this Charter, other legal provisions, or agreements between:

- a) Shareholder and the Company;
- b) Shareholder and the Board of Directors, Board of Supervisors, General Director, or other executive officers.

The relevant parties shall endeavor to resolve such disputes through negotiation and conciliation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 30 working days from the date the dispute arises. In cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to mediate the dispute resolution process.

2. If a conciliation decision is not reached within 06 (Six) weeks from the commencement of the conciliation process, or if the conciliator's decision is not accepted by the parties, a party may refer the dispute to Arbitration or a Court in accordance with legal provisions.

3. The parties shall bear their own costs related to the negotiation and conciliation procedures. The payment of court costs shall be made according to the court's judgment.

XXI. AMENDMENTS AND SUPPLEMENTATIONS TO THE CHARTER

Article 62. Charter of the Company

1. Any amendment or addition to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In cases where legal provisions related to the operations of the Company are not yet mentioned in this Charter, or in cases where there are new legal provisions that differ from the terms in this Charter, those provisions shall apply to regulate the operations of the Company.

XXII. EFFECTIVE DATE

Article 63. Effective Date

1. This Charter consists of 22 sections and 63 articles and was adopted on March 17, 2026.

2. The Charter is made in 10 (Ten) copies, all having equal legal validity, of which:

- a) 01 (One) copy shall be submitted to the local State Notary Office.



b) 05 (Five) copies shall be registered with the governmental authority as stipulated by the People's Committee of the City;

c) 04 (Four) copies shall be kept at the head office of the Company.

3. This Charter is the sole and official Charter of the Company.

4. Copies or excerpts of this Charter shall be valid when bearing the signature of the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.

Name, signature of the legal representative./.

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



Nguyen Ngoc Bao