

DISCLOSURE OF INFORMATION

To: - The State Securities Commission;
 - Hanoi Stock Exchange.

1. Name of company: **GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY**

* Stock symbol: PCT

* Address of headoffice: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Saigon Ward, Ho Chi Minh City.

* Telephone: (84.28) 62582330

Fax: (84.28) 62582334

* Person making the information disclosure: Ms. Nguyen Dieu Hoa (Authorized Information Disclosure Officer)

* Information disclosure type:

☐ 24 hours

☐ On demand

☐ Irregular

☒ Periodic

3. Content of information disclosure: Invitation and documents for the 2026 Annual General Meeting of Shareholders.

This information is also published on the Company's website on March 26, 2026 at the following link: www.pct.com.vn.

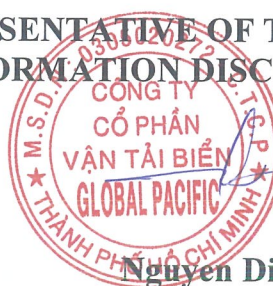
We hereby certify that the information disclosed above is true and accurate, and we take full responsibility before the law for the content of the information disclosed.

Sincerely yours.

Recipients:

- As above;
- Board of Directors, Board of Supervisors (for reporting);
- Archived: DH (1b).

**REPRESENTATIVE OF THE ORGANIZATION
INFORMATION DISCLOSURE OFFICER**



Nguyen Dieu Hoa

No: *26*/TM-PCT

Ho Chi Minh City, April 16, 2026

**INVITATION
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Global Pacific Shipping Joint Stock Company (PCT), head office address: Room 2-3, 10th Floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Sai Gon Ward, Ho Chi Minh City; Business Registration Number: 0305020272, respectfully announces and invites our Valued Shareholders to attend the 2026 Annual General Meeting of Shareholders (GMS) with the following details:

Shareholder Name: [xxx]

Address: [xxx]

Number of Shares Owned: [xxx] shares

1. **Time:** Opening at 08:30 AM, April 16, 2026 (Registration from 08:00 AM).
2. **Venue:** Room 2-3, 10th Floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Sai Gon Ward, Ho Chi Minh City.
3. **Participants:** All shareholders owning ordinary shares of PCT according to the list finalized on March 18, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
4. **Procedures for Attending the Meeting:**
 - For individual shareholders: Please bring the original Invitation Letter and original ID Card/Citizen Identity Card (for Vietnamese nationals) or original Passport (for foreign nationals).
 - For institutional shareholders: Please bring the Invitation Letter and documents proving the legal representative status of the organization (original Enterprise Registration Certificate and original ID/Citizen Identity Card of the legal representative).
 - Shareholders who cannot attend directly may authorize another person to attend using the attached Power of Attorney (PoA) form and provide a certified copy of the ID Card/Citizen Identity Card or Passport of the authorizer to the authorized person. The authorized person must bring the same documents as required for individual shareholders.
5. **Meeting Agenda:**
 - Report on the Board of Directors' activities in 2025 and the 2026 operational plan.
 - Report on annual evaluation by independent board of directors members.
 - Report on the Supervisory Board's activities in 2025 and the 2026 operational plan.
 - Report on the Director's 2025 business performance and 2026 business plan.
 - Submission for approval of the 2025 business performance and audited 2025 financial statements.



- Submission for the 2025 fund appropriation.
 - Submission for approval of the 2026 business plan.
 - Submission for approval of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the 2026 remuneration plan.
 - Submission for the selection of an independent auditing firm for the 2026 financial statements.
 - Submission for the change of head office address.
 - Submission for amendments to the Company's Charter.
 - Submission for the issuance of the Internal Regulation on Corporate Governance.
 - Submission for the issuance of the Operational Regulation of the Board of Directors.
 - Other matters (if any).
6. To facilitate arrangements and reception, please notify us of your attendance or authorization using the attached form before **04:00 PM, April 09, 2026**, via fax, email, or at the following address::
- Global Pacific Shipping Joint Stock Company
Room 2-3, 10th Floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Sai Gon Ward, Ho Chi Minh City.
Telephone: 028.62582330
Contact Person: Ms. Nguyen Dieu Hoa - Person in charge of corporate governance
Extension: 123 Email: thukyhdqt.pct@tanker.com.vn
7. All documents related to the 2026 Annual GMS are available on the Company's website at: <https://www.pct.com.vn/quan-he-co-dong/dai-hoi-dong-co-dong>.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Tran Trung Quoc



.....,, 2026

**POWER OF ATTORNEY TO ATTEND AND VOTE
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Global Pacific Shipping Joint Stock Company.

Shareholder Name:

ID/Citizen Identity Card No. (Individual):

Date of Issue: Place of Issue:

Business Registration No./Establishment License No. (Organization):

Address:

Telephone:

Number of Voting Shares:

Agree to authorize:

Mr./Ms.:

ID/Citizen Identity Card No.:

Date of Issue: Place of Issue:

Address:

Telephone:

Number of Authorized Shares:

Or authorize the Chairman of the Board of Directors (BOD)/Director of the Company as follows:

(Shareholders please mark (x) for the authorized person and specify the number of authorized shares)

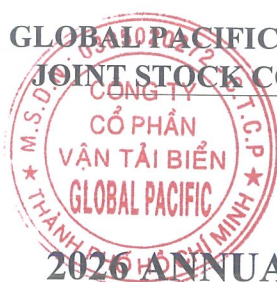
No	Full name	Title	The Authorized Party	Number of authorized shares
1	Tran Trung Quoc	Chairman of the BOD		
2	Nguyen Thi Thanh Huyen	Director		

Scope of Authorization:

- The Authorized Party, on behalf of the Authorizing Party, shall attend and vote on all matters at the 2026 Annual General Meeting of Shareholders and is not permitted to re-authorize any third party.
- The Authorizing Party shall be responsible for all acts performed by the Authorized Party within the scope of this authorization.
- This Power of Attorney is effective from the date of signing and shall expire upon the conclusion of the General Meeting. *bn*

AUTHORIZING PARTY

AUTHORIZED PARTY



AGENDA 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

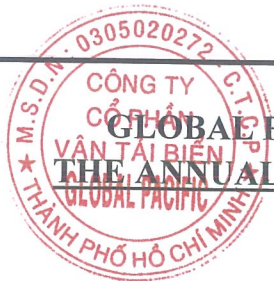
Time: April 16, 2026

Venue: Room 2-3, 10th Floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Sai Gon Ward, Ho Chi Minh City.

No.	Time	Content
I	RECEPTION	
1	08:00 - 08:30	Welcome Guests and Shareholders attending the Meeting. Check shareholder status and register for Meeting attendance procedures.
II	OPENING OF THE MEETING	
2	08:30 - 08:35	Approve the Report on checking the status of shareholders attending the Meeting. Security instructions. Statement of reasons; introduction and election of the Presidium, Meeting Secretariat, and Vote Counting Committee.
3	08:35 - 08:40	Approve the Internal Regulations, Agenda, and Voting Procedures of the Meeting.
III	MEETING CONTENTS	
4	08:40 - 10:00	<ol style="list-style-type: none">1. Report on the Board of Directors' activities in 2025 and the 2026 operational plan.2. Report on annual evaluation by independent board of directors members.3. Report on the Supervisory Board's activities in 2025 and the 2026 operational plan.4. Report on the Director's 2025 business performance and 2026 business plan.5. Submission for approval of the 2025 business performance and audited 2025 financial statements.6. Submission for the 2025 fund appropriation.7. Submission for approval of the 2026 business plan.

		8. Submission for approval of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the 2026 remuneration plan. 9. Submission for the selection of an independent auditing firm for the 2026 financial statements. 10. Submission for the change of head office address. 11. Submission for amendments to the Company's Charter. 12. Submission for the issuance of the Internal Regulation on Corporate Governance. 13. Submission for the issuance of the Operational Regulation of the Board of Directors. 14. Other matters (if any).
5	10:00 - 10:20	Discussion and comments.
6	10:20 - 10:30	Voting to approve the Meeting contents.
7	10:30 - 10:50	Break/Vote counting.
8	10:50 - 10:55	Minutes of vote counting.
IV	CLOSURE OF THE MEETING	
9	10:55 - 11:00	Approve the Minutes and Resolution of the Meeting.
10	11:00	Closing of the Meeting.





GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

VOTING CARD

SHAREHOLDER NAME/AUTHORIZED PERSON:
NGUYỄN VAN A

TOTAL VOTING SHARES:

XX

dm



GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 16, 2026

VOTING FORM
FOR THE APPROVAL OF REPORTS AND SUBMISSIONS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

I. SHAREHOLDER INFORMATION

* Shareholder/Authorized Person's Name: **Nguyen Van A**

* Number of shares owned/authorized: **XX**

II. SHAREHOLDER VOTING OPINIONS

No.	CONTENT	VOTE		
		Affirmative votes	Negative votes	Abstentions
1	Report on the Board of Directors' activities in 2025 and the 2026 operational plan.			
2	Report on annual evaluation by independent board of directors members.			
3	Report on the Supervisory Board's activities in 2025 and the 2026 operational plan.			
4	Report on the Director's 2025 business performance and 2026 business plan.			
5	Submission for approval of the 2025 business performance and audited 2025 financial statements.			
6	Submission for the 2025 fund appropriation.			
7	Submission for approval of the 2026 business plan.			
8	Submission for approval of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the 2026 remuneration plan.			
9	Submission for the selection of an independent auditing firm for the 2026 financial statements.			
10	Submission for the change of head office address.			
11	Submission for amendments to the Company's Charter.			
12	Submission for the issuance of the Internal Regulation on Corporate Governance.			
13	Submission for the issuance of the Operational Regulation of the Board of Directors.			

Voter

(Signature and Full name)

**REPORT OF THE BOARD OF DIRECTORS
AND INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

I. REPORT ON BOARD PERFORMANCE IN 2025

The Board of Directors of Global Pacific Shipping Joint Stock Company hereby presents the Report on Board Performance for 2025 as follows:

1. Board of Directors composition for 2025:

The Board of Directors from January 1, 2025 to October 27, 2025 will consist of the following members:

1. Mr. Tran Trung Quoc - Chairman of the Board of Directors;
2. Mr. Le Anh Nam - Independent Member of the Board of Directors;
3. Ms. Nguyen Thi Thanh Huyen - Member of the Board of Directors;
4. Mr. Vo Ngoc Phung - Member of the Board of Directors.

On September 15, 2025, Mr. Vo Ngoc Phung submitted a resignation letter. On October 27, 2025, the Extraordinary General Meeting of Shareholders (EGM) approved the dismissal of Mr. Vo Ngoc Phung from the position of member of the Board of Directors. At the EGM on October 27, 2025, the EGM elected two (02) additional members to the Board of Directors. Thus, from October 27, 2025 to December 31, 2025, the Board of Directors includes the following members:

1. Mr. Tran Trung Quoc - Chairman of the Board of Directors;
2. Mr. Le Anh Nam - Independent Member of the Board of Directors;
3. Ms. Nguyen Thi Thanh Huyen - Member of the Board of Directors;
4. Mr. Dang Nguyen Dang - Member of the Board of Directors;
5. Mr. Tran Xuan Truong - Member of the Board of Directors.

2. To perform the duties and powers of the Board of Directors and to manage and supervise the operations of the Director and the executive team.

2.1. Monitoring method

- The Board of Directors oversees the Management Board in organizing, implementing, and executing the resolutions of the Board of Directors and the resolutions of the 2025 annual/extraordinary General Meeting of Shareholders.
- The oversight is carried out at board meetings.
- Periodically or as needed, the Management Board reports on its operations and provides explanations regarding matters requested by the Board of Directors.

- According to the assigned duties within the Board of Directors, members of the Board of Directors regularly communicate with the Management Board on matters and issues of concern for oversight.

2.2. Board of Directors' evaluation of the Management Board

- Performance of the Management Board in 2025: assessed through the achievement of the Company's financial and quality objectives.
- Overall responsibility of the Management Board: evaluating performance based on KPIs for each position within the Management Board.
- Monitoring results:
 - + In 2025, the Management Board made great efforts and fulfilled the assigned tasks:
 - Total revenue reached VND 743,874 million, achieving 136% of the set plan and increasing by 92% compared to the 2024 performance.
 - The pre-tax profit target reached VND 69,427 million, achieving 63% of the set plan and 66% of the 2024 performance target.
 - The after-tax profit target reached VND 55,346 million, achieving 63% of the set plan and 66% of the 2024 performance.
 - + During its operation, the Company has strictly complied with current legal regulations and the Company's operating regulations. The Management Board has completed 26/28 resolutions of the Board of Directors in the year, the remaining two (02) resolutions include No. 01/2025/NQ-PCT-HĐQT (on the implementation of the investment plan to build 04 oil/chemical tankers with a deadweight of approximately 25,900 DWT) and No. 25/2025/NQ-PCT-HĐQT (on the implementation of the private placement of shares) which the Management Board is continuing to implement in 2025.

3. Report on transactions between the Company and related parties:

In 2025, the Board of Directors commits that all transactions with related parties of Board members will be reasonable and market-based, open, transparent, and serve the best interests of the Company and shareholders. All transactions with related parties will be reviewed and approved according to the proper authority, and will be disclosed in the notes to the audited semi-annual and full-year financial statements for 2025 [at the link](#) [Added after the release of audited financial statements].

4. Remuneration, operating expenses, and other benefits for the Board of Directors and each individual member of the Board:

Based on Resolution No. 01/2025/NQ-PCT-ĐHCB dated March 24, 2025, approving the remuneration plan for members of the Board of Directors and Supervisory Board in 2025, the remuneration for each member of the Board of Directors in 2025 is as follows:

Unit: Vietnamese Dong

No.	Full name	Job title	Total remuneration
1	Tran Trung Quoc	Chairman of the Board	120.000.000
2	Le Anh Nam	Independent member of Board of Directors	96.000.000
3	Nguyen Thi Thanh Huyen	Member of Board of Directors	96.000.000
4	Dang Nguyen Dang	Member of of Directors	17.290.323
5	Tran Xuan Truong	Member of of Directors	17.290.323
6	Vo Ngoc Phung	Member of of Directors	78.967.742

Operating expenses and other benefits for the Board of Directors and individual members of the Board: None.

5. Summary of Board of Directors meetings and resolutions/decisions:

No.	Resolution/Decision Number	Day	Content	Approval rate	Implementation status
1	01/2025/NQ-PCT-HĐQT	02/01/2025	Approval of the Investment Plan for the construction of 04 new oil/chemical tankers with a deadweight of approximately 25,900 DWT	100%	Currently underway
2	02/2025/NQ-PCT-HĐQT	13/01/2025	Refinancing of the loan at Bao Viet Commercial Joint Stock Bank and approval of the capital borrowing plan to offset expenses	100%	Completed
3	03/2025/NQ-PCT-HĐQT	03/02/2025	Approval of transactions between the Company and related parties	100%	Completed
4	04/2025/NQ-PCT-HĐQT	06/02/2025	Approval of the shareholder list closing date for organizing the 2025 Annual General Meeting of Shareholders	100%	Completed
5	05/2025/NQ-PCT-HĐQT	25/02/2025	Approval of the selection for constructing 04 new oil/chemical tankers with a deadweight of approximately 25,900 DWT	100%	Completed
6	06/2025/NQ-PCT-HĐQT	03/03/2025	Approval of the 2025 Production and Business Plan	100%	Completed
7	07/2025/NQ-	03/03/2025	Approval of the meeting	100%	Completed

	PCT-HĐQT		materials for the 2025 Annual General Meeting of Shareholders		
8	08/2025/NQ-PCT-HĐQT	11/03/2025	Approval of the updated meeting materials for the 2025 Annual General Meeting of Shareholders	100%	Completed
9	09/2025/NQ-PCT-HĐQT	14/03/2025	Consolidation of the Company's organizational structure	100%	Completed
10	10/2025/NQ-PCT-HĐQT	14/03/2025	Dismissal of Mr. Hoang Anh Quan from the position of Deputy Director	100%	Completed
11	11/2025/NQ-PCT-HĐQT	18/03/2025	Approval of the updated meeting materials for the 2025 Annual General Meeting of Shareholders	100%	Completed
12	12/2025/NQ-PCT-HĐQT	08/05/2025	Approval of the Plan and Budget for dry-docking, intermediate, and annual surveys of the Goby vessel in 2025	100%	Completed
13	13/2025/NQ-PCT-HĐQT	13/05/2025	Approval of credit facilities at Military Commercial Joint Stock Bank (MB) – Dong Ho Chi Minh Branch	100%	Completed
14	14/2025/NQ-PCT-HĐQT	14/05/2025	Selection of an auditing firm for the 2025 financial year	100%	Completed
15	15/2025/NQ-PCT-HĐQT	15/05/2025	Selection of a credit-granting bank for issuing performance guarantees for contracts	100%	Completed
16	16/2025/NQ-PCT-HĐQT	25/06/2025	Approval of transactions between the Company and related parties	100%	Completed
17	17/2025/NQ-PCT-HĐQT	25/06/2025	Dismissal of Mrs. Nguyen Thi Hong Thuy from the position of Deputy Director	100%	Completed
18	18/2025/NQ-PCT-HĐQT	05/09/2025	Approval of the record date for the list of shareholders to convene the 2025 Extraordinary General Meeting of Shareholders	100%	Completed
19	19/2025/NQ-PCT-HĐQT	06/10/2025	Adoption of meeting documents for the 2025 Extraordinary General	100%	Completed

			Meeting of Shareholders		
20	20/2025/NQ-PCT-HĐQT	17/10/2025	Approval of the labor staffing quotas and the 2025 planned salary fund	100%	Completed
21	21/2025/NQ-PCT-HĐQT	17/10/2025	Utilization of credit facilities for working capital supplementation	100%	Completed
22	22/2025/NQ-PCT-HĐQT	24/10/2025	Approval of updated meeting documents for the 2025 Extraordinary General Meeting of Shareholders	100%	Completed
23	23/2025/NQ-PCT-HĐQT	12/11/2025	Approval of the 2025 dry-docking repair plan and budget for the vessel Windsor	100%	Completed
24	24/2025/NQ-PCT-HĐQT	19/11/2025	Approval of the final accounts for dry-docking, intermediate, and annual surveys of the vessel Goby in 2025	100%	Completed
25	25/2025/NQ-PCT-HĐQT	12/12/2025	Approval of the implementation of the private placement of shares	100%	Currently underway
26	26/2025/NQ-PCT-HĐQT	12/12/2025	Adoption of the registration dossier for the private placement of shares	100%	Completed
27	27/2025/NQ-PCT-HĐQT	15/12/2025	Consolidation of the Company's organizational structure	100%	Completed
28	28/2025/NQ-PCT-HĐQT	17/12/2025	Approval of transactions between the Company and related persons	100%	Completed
29	04/2025/QD-PCT-HĐQT	30/05/2025	Reappointment to the position of Chief Accountant.	100%	Completed
30	07/2025/QD-PCT-HĐQT	31/07/2025	Dismissal of the Director	100%	Completed
31	08/2025/QD-PCT-HĐQT	31/07/2025	Appointment of the Director	100%	Completed
32	09/2025/QD-PCT-HĐQT	31/07/2025	Disbursement of bonuses to individuals and functional departments from the Executive Board's Reward Fund	100%	Completed

33	10/2025/QD-PCT-HDQT	29/08/2025	Approval of the cessation of Mr. Doan Nguyen Son's position as Deputy Director	100%	Completed
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6. Evaluating the role of independent board members(Presented in a separate report)

II. BOARD OF DIRECTORS' ACTIVITY PLAN FOR 2026

According to the Board of Directors' assessment, 2026 will continue to be a challenging and unpredictable period as global merchandise trade growth is projected to slow significantly (reaching only 0.5%) due to the impact of protectionist measures and geopolitical fragmentation. The chemical shipping market will face significant supply pressure as approximately 46% of new vessels in this segment are expected to be delivered in 2026, while environmental regulations such as the EU ETS system will expand and require stricter emission compliance. However, demand for tonnage-mile shipping remains strongly supported, increasing by 30-70% on major routes as vessels have to detour to avoid instability in the Red Sea region. In this context, Vietnam remains a bright spot with an optimistic GDP growth picture of over 6% and continues to attract strong FDI inflows.

Therefore, to successfully implement the plan and key tasks in 2026, the Board of Directors directs, supervises, and closely coordinates with the Management Board to develop and effectively implement the following solutions:

- The Company is committed to outperforming its financial targets for 2026, which will be presented to the General Shareholders' Meeting for approval at the annual meeting.
- Closely monitor the investment plan to ensure the effectiveness of collateral assets.
- Maintain strong ship management and consulting services by seeking and expanding your client base.
- Continue to direct and supervise the implementation of regulations, rules, standards, and cost management to strengthen management work.
- We prioritize training, recruitment, and human resource development to meet the demands of new business operations and the company's future growth trends.
- Prioritizing and safeguarding shareholder rights remains a cornerstone of our corporate governance framework, as well as paying attention to the rights and working conditions of our employees.
- To decide on other matters within the authority of the Board of Directors during the implementation of the 2026 plan.

Respectfully submitted./.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors.

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

Tran Trung Quoc

DRAFT

Ho Chi Minh City, March [date], 2026

**REPORT ON ANNUAL EVALUATION
BY INDEPENDENT BOARD OF DIRECTORS MEMBERS**

To: The General Meeting of Shareholders
of Global Pacific Shipping Joint Stock Company.

- Pursuant to the Law on Enterprise 2020 and its implementing regulations;
- Pursuant to the Law on Securities 2019 and its implementing regulations;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the actual operational situation of Global Pacific Shipping Joint Stock Company.

As of 2025, the Board comprised five members, one of whom serves as an Independent Director. All members demonstrated active engagement in strategic planning, compliance control, and the advancement of corporate governance practices. The Independent Director hereby presents the following assessment:

1. Board Meetings and Attendance:

- Throughout the fiscal year, the Board convened 31 meetings to resolve matters within its jurisdiction. These meetings were conducted in strict accordance with the procedures stipulated in the Company Charter, the Corporate Governance Regulations, and the Board of Directors' Operating Regulations. Meeting notices and supporting documentation were distributed to all members in a timely and complete manner. All Board of Directors meetings are supervised by the Head of the Supervisory Board and attended by all members of the Board of Directors. Meeting agendas are thoroughly and carefully discussed and evaluated by the Board members to provide optimal directions and solutions for the company.
- Issues related to business strategy, financial strategy, corporate culture, and management system development are all discussed and closely monitored between the Board of Directors and the Management Board. The company's operations are conducted according to a clearly defined delegation of authority, and risks are analyzed and identified promptly to ensure the company's stable and safe operation, compliance with legal regulations, and achievement of plans approved by the General Meeting of Shareholders.

- The resolutions/decisions of the Board of Directors at the meetings comply with the provisions of the law, the company's charter, the corporate governance regulations, and the operating regulations of the Board of Directors. Minutes of the Board of Directors meetings have been fully prepared and signed by all attending members of the Board of Directors, ensuring compliance with legal regulations.

2. Supervision of the Management Board:

- Overall, the Board of Directors has demonstrated effective oversight of the Management Board, ensuring that the Company's operations remain under rigorous control, strictly aligned with the strategic direction, and that timely adjustments are made to decisions as operational realities require.
- The Board of Directors members holding positions within the Management Board regularly attend both regular and extraordinary meetings of the Management Board. Important company decisions are reported to, consulted with, and guided by the Board of Directors to ensure optimal solutions for the company's benefit. Through this process, the Board of Directors remains fully informed of the company's operations and receives the most up-to-date information on practical requirements.
- The Board of Directors members proactively identify their roles and responsibilities in supporting the Management Board and engage in sharing experiences, interacting, and exchanging information with the Management Board.
- The Board of Directors pays special attention to risk management solutions, aiming to support the Management Board in identifying problems early and helping the company maintain sustainability and stability in its operations, protecting the interests of shareholders and investors.
- The Management Board is proactive in their work and strives with determination to complete the assigned tasks. The Board of Directors has effectively supervised the Management Board, ensuring that the Company's operations remained stable, safe, and fully compliant with statutory requirements.

3. Overall assessment of the Board of Directors' performance:

- In alignment with the annual operational plan, the Board's mandate in 2025 centered on executing resolutions passed by the General Meeting of Shareholders while adhering to the Company Charter and prevailing corporate governance standards.
- The Board members exhibited a high degree of fiduciary duty, professionalism, and a profound understanding of their stewardship responsibilities in safeguarding the Company's interests.
- The Board provided timely and effective strategic guidance, enabling the Management Board to navigate operational challenges and reinforce regulatory compliance.

- In collaboration with the Management Team, the Board successfully steered business operations toward the established objectives, ensuring the fulfillment of tax and statutory obligations. This has resulted in sustainable benefits for shareholders and enhanced compensation for employees, achieving the targets approved by the General Meeting of Shareholders despite the complexities involved in expanding the Company's business footprint.

**INDEPENDENT MEMBER
OF THE BOARD OR DIRECTORS**

DRAFT

**REPORT OF THE SUPERVISORY BOARD
ON OPERATIONAL STATUS IN 2025**

Dear Shareholders,

On behalf of the Supervisory Board (SB), I hereby present to the General Meeting the results of our oversight and inspection activities for 2025 as follows:

I. OPERATIONAL STATUS OF THE SUPERVISORY BOARD IN 2025

1. Organization:

The Supervisory Board of Global Pacific Shipping Joint Stock Company consists of 03 members, including 01 Head of the Board in charge of general affairs and 02 members performing supervisory duties as assigned. The composition of the SB in 2025 was as follows:

No.	Member Name	Position	Effective Date of Appointment/Cessation	Shareholding Percentage
1	Chu Thi Mai Huong	Head of the Supervisory Board	Appointment dated March 24, 2025	0%
2	Nguyen Thi Thu Tam	Member	Appointed on May 31, 2024	0%
3	Vuong Thi Thu Thuy	Member	Appointment dated October 27, 2025	0%
4	Nguyen Thi Ngoc Dep	Head of the Supervisory Board	Dismissal date: March 24, 2025	0%
5	Nguyen Thi Xuan Thuy	Member	Dismissal date: October 27, 2025	0%

2. Remuneration, Operating Expenses, and Other Benefits:

Based on Resolution No. 01/2025/NQ-PCT-ĐHCD dated March 24, 2025, approving the remuneration plan for members of the Board of Directors and Supervisory Board in 2025, the remuneration for each member of the Supervisory Board in 2025 is as follows:

Unit: Vietnamese Dong

No.	Full name	Job title	Total remuneration
1	Chu Thi Mai Huong	Head of the Supervisory Board	54.517.000
2	Nguyen Thi Thu Tam	Member	49.245.349

3	Vuong Thi Thu Thuy	Member	36.000.000
4	Nguyen Thi Ngoc Dep	Head of the Supervisory Board	21.387.903
5	Nguyen Thi Xuan Thuy	Member	6.483.871

3. Summary of the Supervisory Board meetings and the conclusions and recommendations of the Supervisory Board:

a) Summary of the Supervisory Board meetings:

In 2025, the Supervisory Board convened 02 meetings to evaluate the Company's financial and accounting activities, business performance, and corporate governance and management for the first half of the year and the full year 2025.

No.	Member Name	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting
1	Chu Thi Mai Huong	02/02	100%	100%	
2	Nguyen Thi Thu Tam	02/02	100%	100%	
3	Vuong Thi Thu Thuy	01/02	100%	100%	Appointment dated 27/10/2025
4	Nguyen Thi Ngoc Dep	0/02	0%	0%	Dismissal effective March 24, 2025
5	Nguyen Thi Xuan Thuy	01/02	100%	100%	Appointed March 24, 2025 Dismissal effective October 27, 2025

b) Contents of the Supervisory Board's control work:

- Participate in Board of Directors meetings; review and examine documents issued by the Board of Directors and the Management Board during the company's management process.
- Monitor the timely disclosure of periodic and unusual information, and verify the accuracy of information disclosed to shareholders.

- Monitoring compliance with regulations, resolutions/decisions of the General Meeting of Shareholders, legal regulations, and company regulations in the management and operation of production and business activities by the Board of Directors and the Management Board.
- Evaluating the reasonableness, legality, integrity, and degree of due care in the organization of accounting and statistics, as well as the preparation of financial statements. Reviewing the 2025 interim and annual financial statements, which were reviewed and audited by Deloitte Vietnam Audit Co., Ltd.

II. RESULTS OF THE SUPERVISORY BOARD'S INSPECTION AND OVERSIGHT ACTIVITIES:

1. Monitoring of financial reporting and financial performance.

- The Supervisory Board highly appreciates the selection of Deloitte Vietnam Audit Co., Ltd. as the auditor for the 2025 financial statements.
- The quarterly, semi-annual, and annual financial reports for 2025 fully reflect the Company's business and financial performance, and were prepared and presented fairly, in accordance with Vietnamese Accounting Standards and current regulations.
- The company has submitted reports and disclosed information periodically as a listed organization in accordance with the regulations on information disclosure in the securities market.
- The company has performed well in forecasting and preparing financial reports; managing and monitoring the implementation of the 2025 budget; optimizing cash flow, and flexibly applying preferential interest rate policies at banks to save the company's financial costs.

2. Status of achieving financial targets in 2025:

In 2025, the Company continued its operations in water transport and ship management, while proactively adapting to the evolving market conditions to achieve positive results. The Company successfully completed the investment and deployment of the PCT-Artemis vessel into commercial operation, while meeting all planned targets, as detailed below:

Unit of measurement: million VND

No.	Key indicators	Plan 2025	To be implemented by 2025	Percentage (%)
1	Total revenue	810.550	743.874	92
2	Profit before tax	105.717	69.427	66
3	Net profit after tax	84.353	55.346	66
4	Pay into the state budget	21.365	14.380	67

The business results by type are as follows:

Unit of measurement: million VND

No.	CONTENT	Total	Sell	Transportation & Other
I	REVENUE			
1	Operating Revenue	734.588	18.432	716.156
2	Financial revenue	9.189		
3	Other income	97		
II	EXPENSE			
1	Cost of goods sold	526.863	18.116	508.748
2	Financial costs	111.158		
3	Management costs	36.204		
4	Other expenses	222		
III	PROFIT BEFORE TAX	69.427	316	69.110

3. Investment and Asset Liquidation

In 2025, the Company successfully invested in the PCT-Artemis vessel as per the plan approved at the 1st Extraordinary General Meeting of Shareholders (EGM) in 2024, with a historical cost of VND 635 billion.

4. Monitoring of operational performance

The Company's operations in 2025 complied with all applicable laws and regulations, as well as its Charter. The Company also complied well with the information disclosure regulations for listed companies on the Hanoi Stock Exchange.

The company needs to continue reviewing and updating its internal regulations to comply with legal requirements, and enhance training and communication with relevant employees to ensure compliance in its operations.

5. Financial Statement Appraisal

The Company's financial statements are prepared in accordance with current Vietnamese Accounting Standards (VAS) and regulations.

The Company applies Circular No. 200/2014/TT-BTC guiding the corporate accounting system for the preparation and presentation of the financial statements for the fiscal year ended December 31, 2024.

The financial statements are prepared based on the historical cost principle. Accounting policies, including principles for recognizing cash and cash equivalents, inventory, recognition and depreciation of fixed assets, and recognition of revenue and expenses, have been applied consistently and appropriately by the Company.

The Company's 2024 financial statements were audited by Deloitte Vietnam Co., Ltd. The Auditor's Opinion is stated as follows:

"The financial statements give a true and fair view, in all material respects, of the financial position of the Company as of December 31, 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant statutory requirements regarding the preparation and presentation of financial statements."

The Supervisory Board performed appraisals of the Company's quarterly and annual financial statements from January 1, 2025, to December 31, 2025. The Supervisory Board concurs with the audit report issued by Deloitte Vietnam Co., Ltd. regarding the Company's financial position as of December 31, 2025.

6. Report on transactions between the Company and related parties

Transactions between the Company and related parties are controlled as soon as they occur, evaluated in accordance with the Company Charter and internal regulations of the Company, and approved by the competent authority, and are fully reported as required (refer to the audited financial statements for 2025). The Supervisory Board has not detected any conflicts of interest in transactions with related parties.

7. Results of monitoring of the Board of Directors, Management Board and other managers:

- The Supervisory Board monitors the activities of the Board of Directors through meetings, discussions, and the methods used to formulate resolutions. It also monitors the activities of the Management Board through compliance with Board resolutions and the delegation of authority between the Board of Directors and the Management Board.
- Throughout the performance of its duties, the Supervisory Board has consistently collaborated effectively with the members of the Board of Directors, the Management Board, and relevant management personnel, and has always received their cooperation.
- Implementation of Board of Directors' Resolutions: All important issues are discussed openly and democratically within the Board of Directors. Issues are thoroughly and carefully evaluated and discussed to reach a consensus before issuing resolutions. The Board of Directors consistently adheres to and strictly implements the resolutions issued by the Board of Directors.

8. Results of the assessment of the coordination of activities between the Supervisory Board, the Board of Directors, the Director and the shareholders:

In 2025, the Supervisory Board received close cooperation and favorable conditions to carry out its supervisory duties from the Board of Directors, the Director, and the management staff of the Company, through the provision of complete and accurate information, reports, and documents related to the company's governance, business operations, and financial situation.

III. CONCLUSIONS AND RECOMMENDATIONS

The Company's operations over the past year have complied with the Law on Enterprises, the Company's Charter, and relevant regulations, while strictly adhering to the resolutions of the General Meeting of Shareholders and the Board of Directors.

For the year 2026, the Supervisory Board recommends the following to the Board of Directors and the Management Board:

- Enhance asset utilization and operational efficiency: Regularly review and evaluate the performance of investment projects while optimizing cash flow in business operations.
- Strengthen cost management: Closely monitor operating expenses to improve operational efficiency and overall business performance.
- Corporate governance excellence: Continue to refine and enhance the quality of management and governance, aiming to increase corporate value and maximize shareholder benefits.
- Human resource development: Formulate and implement appropriate plans and policies to supplement and develop human resources, meeting the increasing demands of business operations.
- Risk management and forecasting: Strengthen analysis and forecasting capabilities to proactively control, prevent, and mitigate business risks.

IV. SUPERVISORY BOARD OPERATIONAL PLAN FOR 2026

Based on the Supervisory Board's performance in 2025 and the Company's business plan for 2026, the Supervisory Board proposes the following operational plan for 2026:

- Monitoring compliance with legal regulations, company charter, implementation of resolutions of the General Meeting of Shareholders, and implementation of resolutions and decisions of the Board of Directors;
- Review the reasonableness and monitor the issuance and implementation of the Company's internal management documents;
- Inspect and monitor the implementation of the annual production and business plan;
- Review the business performance report, financial statements, and management evaluation report of the Board of Directors for 2026. Analyze and assess the company's financial situation, management practices, capital utilization, operational efficiency, and debt repayment capacity;
- Review and verify the process of signing economic contracts;
- Inspect and monitor the company's investment activities;
- Collaborate with the Board of Directors and the Management Board in managing the Company's equity capital;
- Report of the annual general meeting of shareholders;
- Other matters fall under the jurisdiction of the Supervisory Board.

The above is the Report on the Supervisory Board's activities in 2025 and the activity plan for 2026. We respectfully submit this report to the General Meeting of Shareholders for consideration and approval.

Wishing the General Meeting a great success.

HEAD OF THE SUPERVISORY BOARD

Chu Thi Mai Huong

DRAFT

No.: /2026/BC-PCT

Ho Chi Minh City, [date] 2026

**REPORT ON IMPLEMENTATION RESULTS
PRODUCTION AND BUSINESS PLAN FOR 2025 AND PLAN FOR 2026**

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

In accordance with Resolution No. 01/2025/NQ-PCT-ĐHCD dated March 24, 2025, and Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, of the General Meeting of Shareholders, the Director of Global Pacific Shipping Joint Stock Company would like to summarize the results of business operations in 2025 and the projected business plan for 2026 of the Company as follows:

I. RESULTS OF PRODUCTION AND BUSINESS PERFORMANCE IN 2025

1. Business and production situation in 2025

In 2025, the Company's business operations will be impacted by a volatile global economic environment. According to the International Monetary Fund and the World Bank, tight monetary policy and high interest rates are increasing financing costs. Simultaneously, the World Trade Organization notes a decline in global trade due to geopolitical conflicts. Meanwhile, according to Clarksons Research, the shipping market is under pressure as the supply of ships is increasing faster than demand, driving down international freight rates. This will consequently affect the Company's business performance. The financial targets for 2025 are as follows:

Unit of measurement: Million VND

No.	Indicators primarily	Plan (KH) 2025	Implemented (TH) in 2024	To be implemented by 2025	Ratio TH2025 /2024 (%)	Ratio of TH/KH 2025 (%)
1	Total revenue	810.550	545.530	743.874	136	92
2	Profit before tax	105.717	110.064	69.427	63	66
3	Net profit after tax	84.353	87.787	55.346	63	66
4	Pay into the state budget	21.365	21.443	14.380	67	67

(Total revenue includes: revenue from production and business operations, financial revenue, and other income)

Expected business results for 2025:

- Total revenue reached 743,874 million VND, achieving 136% of the set plan and increasing by 92% compared to the 2024 performance.
- The pre-tax profit target reached VND 69,427 million, achieving 63% of the set plan and 66% of the 2024 performance target.
- The after-tax profit target reached VND 55,346 million, achieving 63% of the set plan and 66% of the 2024 performance.

Although profit targets did not meet planned expectations, in absolute terms, the Company still recorded significant efforts. In particular, total revenue reached VND 743,874 million, achieving 92% of the plan but representing a strong 36% growth compared to 2024. This demonstrates that the Company's scale and operational capacity are still expanding, especially with the significant contribution from the timely commissioning of the PCT-Artemis vessel at the beginning of the year.

The 2025 results highlight the need to enhance management capabilities in a volatile environment, particularly in optimizing cash flow and controlling financial costs. Given rising input and operating costs and shrinking profit margins, the company needs to continue strengthening its management and closely monitoring production and business costs to improve operational efficiency in the future.

2. Investing and liquidating assets

In 2025, the Company successfully invested in vessel No. 05 - the PCT-Artemis, as planned and approved by the first extraordinary General Meeting of Shareholders in 2024. The investment project for a product/chemical tanker (19,000–25,000 DWT) commenced in June 2024 and was completed with the purchase of the PCT-Artemis vessel (formerly Opec Victory).

- Completion and commissioning date: January 2025.
- Original cost of assets: VND 634,870,262,127.

3. Financial management

Financial management is carried out strictly according to regulations, ensuring timely balancing of cash flow based on revenue and expenditure needs. Funds from business operations and asset liquidation are used efficiently, while flexible investments are made in time deposits at banks and credit institutions.

4. Business management and administration**4.1 Human resource management**

By December 31, 2025, the total number of technical, safety, and management staff working in the office and crew members will be 184, including 130 crew members and 54 onshore workers.

4.2 Social welfare work, group activities

- In 2025, the Company strictly adhered to the regulations on salary and bonus payments for employees, and implemented social insurance, health insurance, unemployment insurance, and other employee benefits in accordance with the law and company regulations.
- The company's management practices continue to be improved, contributing to enhanced control and specialization in the company's management, meeting the company's requirements during the restructuring phase.
- The Company's Trade Union regularly collaborates closely in cultural and sports activities; activities to care for the material and spiritual lives of employees: holding meetings for female employees on March 8th and October 20th; giving gifts to children on June 1st; and organizing thoughtful visits to employees and their families.

5. Overall assessment of the results achieved.

- Although business performance did not meet the set targets due to the impact of macroeconomic factors and unpredictable fluctuations in the shipping market, the Company still recorded many positive results. Notably, the successful investment and commissioning of the PCT-Artemis vessel was in line with the direction of the General Shareholders' Meeting and the Board of Directors.
- In addition, the company continues to maintain and strictly adhere to international safety and technical standards such as SIRE, ISM Code, and ISO 9001:2015, ensuring that the fleet is always in optimal operating condition, meeting the requirements of major partners.
- Alongside its business operations, the company ensures safe operation without serious incidents, while also focusing on the well-being and welfare of its employees, contributing to the stability and development of its workforce.

II. PRODUCTION AND BUSINESS PLAN FOR 2026

1. Basis for establishing planning targets

- Analysts forecast that global merchandise trade growth will slow significantly, reaching only about 0.5%, due to the impact of increasing protectionist trade trends and geopolitical fragmentation. In the chemical shipping sector, the market is projected to face significant supply pressure as approximately 46% of new vessels in this segment are expected to be delivered by 2026.
- Increasingly stringent environmental regulations, particularly the expanded application of the EU ETS system, will raise compliance costs and create further challenges for shipping companies.
- However, demand for cargo in ton-miles remains strong, with increases of 30–70% on major shipping routes, mainly due to ships having to adjust their routes to avoid unstable areas, notably the Strait of Hormuz in the Middle East.

- In this context, Vietnam continues to stand out with its prospect of sustained GDP growth above 6% and its strong ability to attract FDI inflows, creating a favorable foundation for transportation needs>Loading and trading.

2. Planning tasks

2.1. Fleet management and operation

- Continue to strengthen the management and operation of the company's owned fleet and provide ship management services to partners.
- The organization of routine and intermediate maintenance for the Loyal vessel ensures timely completion at appropriate costs and meets the vessel's operational plan.

2.2. Market development and investment

- Research, explore, and expand markets for the oil/chemical tanker fleet that the company owns and for future investment projects.
- Conduct market research and evaluation to develop new investment plans.
- Continue investing in the construction of four new oil/chemical tankers with a deadweight tonnage of 25,900 DWT.

2.3. Managing and controlling costs and improving efficiency.

- Improve management and administration within the company, particularly enhancing the quality of safety management and technical management. Thoroughly implement cost-saving measures and strictly manage and control fuel costs, technical management costs, and product losses in all production and business activities.
- Continue to improve the organizational and management structure; review and enhance the quality of human resources, strengthen training and recruitment efforts to supplement the workforce with qualified and experienced personnel to meet the company's development requirements.

2.4. Dividend policy

- Dividends will be distributed in the form of shares at a rate of 10% of the charter capital at the time of implementation in 2026.

3. Financial targets of the 2026 plan

According to the content presented in the Board of Directors' report on the approval of the 2025 business plan, the main financial indicators are as follows:

Unit of measurement:

Million VND

Key indicators	Plan for 2026
Total revenue	737.804
Profit before tax	80.019
Net profit after tax	64.015

4. Solutions for implementing the 2026 plan.

Business and exploitation solutions:

- Optimize vessel allocation and deployment, maintain coordination mechanisms, and develop operational plans to secure the oil/chemical transportation market.
- Closely monitor developments in the ship trading market; actively work with brokers and shippers in the region to obtain information on ship trading market trends, freight rates, management requirements, and cost factors to complete the investment project.
- Continue to maintain and build relationships with chartering partners, facilitating smooth vessel operations with the goal of expanding the market.
- Strengthen marketing efforts, build and expand relationships, and coordinate with: customers, port authorities, registration authorities, warehouses, agents, broker networks, etc.

Solutions regarding management and organization:

- Strengthen maintenance, repair, and timely supply of materials and equipment to ensure the technical condition of the fleet is always in good shape, minimizing downtime due to technical reasons. Maintain the SIRE (Security, Emergency, Receipt, and Inspection) of Oil Majors for the Company's fleet.
- Focus on improving and enhancing management, administration, and organizational structure at PCT. Continue reviewing, supplementing, and perfecting regulations, rules, economic and technical standards, the Safety Management System (ISM code), and MLC 2006, and upgrading the Quality Management System (ISO 9001:2015) to contribute to cost reduction and improved efficiency in production and business operations.
- Strengthen cost-saving measures, improve inspection/control, and closely manage accounts receivable to ensure that no uncollectible debts or bad debts arise.
- Building and improving a positive working environment allows employees to contribute and fully utilize their abilities. Actively attracting talented workers, caring for and improving the material and spiritual well-being of employees, and creating a cohesive and supportive work environment within the company.

The above is the Director's report on the business performance in 2025 and business orientation for 2026. With the support of shareholders, the close guidance and assistance of the Board of Directors, the Management Board and all employees will strive to utilize their full potential to achieve the 2026 plan.

Thank you very much./.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Archived: VT, DH (1b)

DIRECTOR

Nguyen Thi Thanh Huyen

DRAFT

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

**SUBMISSION
For approval of the 2025 business performance
and audited 2025 financial statements**

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

1. Results of the implementation of the business production plan for 2025:

Based on the audited financial statements for 2025, the business performance of Global Pacific Shipping Joint Stock Company in 2024 is as follows:

Unit of measurement: Million VND

STT	Target	2025 Plan (KH)	To be implemented (TH) in 2025	Ratio of TH/KH (%)
1	Total revenue and other income	810.550	743.874	92
2	Profit before tax	105.717	69.427	66
3	Net profit after tax	84.353	55.346	66
4	Pay into the State Budget	21.365	14.380	67

2. The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for consideration and approval:

- The audited financial statements for 2025 (attached);
- Approval of the results of the 2025 business production plan based on the audited financial statements for 2025.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

**SUBMISSION
For the appropriation of funds in 2025**

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the 2025 financial statements of Global Pacific Shipping Joint Stock Company, audited by the Branch of Deloitte Vietnam Audit Company Limited.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the submission for appropriation of funds from the undistributed profits of 2025 of Global Pacific Shipping Joint Stock Company, specifically as follows:

Unit of measurement: Vietnamese Dong.

No.	Content	Amount	Note
1	Undistributed after-tax profit according to the audited 2025 financial statements	139.861.086.185	
1.1	Profit carried forward from the previous year	84.515.061.901	
1.2	Profit realized in 2025	55.346.024.284	(1)
2	Profit distribution	53.302.794.214	
2.1	Appropriation for bonus and welfare fund	2.767.301.214	5%*(1)
2.2	Bonus fund for the Executive Board	500.000.000	
2.3	Dividend distribution in the form of shares*	50.035.493.000	
3	Remaining profit	86.558.291.971	

(*) The stock dividend payout rate is 10% of the charter capital according to Resolution No. 01/2025/NQ_PCT-ĐHCD dated March 24, 2025. The stock dividend distribution will be implemented after the Company completes the private placement plan according to Resolution No. 02/2025/NQ_PCT-ĐHCD dated October 27, 2025.

We respectfully submit to the General Meeting for consideration and approval, and authorize the Board of Directors to implement the aforementioned contents.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

DRAFT

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

SUBMISSION

For approval of the business production plan for 2026

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

Based on market conditions and the Company's capabilities, the Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the financial plan targets for 2026 of Global Pacific Shipping Joint Stock Company, specifically as follows:

1. The targets for the 2026 financial plan are as follows:

Unit of measurement: million VND

No	Target	Plan for 2026
1	Total revenue	737.8034
2	Profit before tax	80.019
3	Net profit after tax	64.015
4	Pay into the State Budget	16.004

2. The General Meeting of Shareholders approved and authorized the Board of Directors to approve adjustments to the 2026 business plan (if necessary) to align with the Company's actual business performance in 2026.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

SUBMISSION

For the approval of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the Remuneration Plan for Board of Directors and Supervisory Board members in 2026

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- *Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and related documents;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Report on Remuneration of Members of the Board of Directors and the Supervisory Board for the year 2025 and the Remuneration Plan for 2026 of Global Pacific Shipping Joint Stock Company, specifically as follows:

1. Report on remuneration of Board of Directors and Supervisory Board members in 2025:
 - For full-time members of the Board of Directors and Supervisory Board: Salaries and bonuses will be paid according to the Company's Salary and Bonus Payment Regulations.
 - For non-executive members of the Board of Directors and Supervisory Board:
 - The remuneration levels for 2025, approved in Resolution No. 01/2025/NQ-PCT-DHCD dated March 24, 2025, are as follows:

+ Chairman of the Board	: 10,000,000 VND/person/month.
+ Board Member	: 8,000,000 VND/person/month.
+ Head of the Supervisory Board	: 5,000,000 VND/person/month.
+ Supervisory Board Member	: 3,000,000 VND/person/month.
 - Total remuneration paid to non-executive members of the Board of Directors and Supervisory Board in 2025: VND 543,937,161 (Five hundred forty-three million nine hundred thirty-seven thousand one hundred sixty-one dong).
2. Proposed remuneration plan for members of the Board of Directors and Supervisory Board in 2026:
 - For full-time members of the Board of Directors and Supervisory Board: Salaries and bonuses will be paid according to the Company's Salary and Bonus Payment Regulations.
 - For non-executive members of the Board of Directors and Supervisory Board:

● The compensation rates for 2026 are as follows:

- | | |
|---------------------------------|--------------------------------|
| + Chairman of the Board | : 10,000,000 VND/person/month. |
| + Board Member | : 8,000,000 VND/person/month. |
| + Head of the Supervisory Board | : 5,000,000 VND/person/month. |
| + Supervisory Board Member | : 3,000,000 VND/person/month. |

● The total expected remuneration for non-executive members of the Board of Directors and Supervisory Board in 2026 is VND 636,000,000 (Six hundred and thirty-six million dong).

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

No.: /2026/TTr-PCT-BKS

Ho Chi Minh City, [date] 2026

SUBMISSION

**For the selection of an independent auditing company
to audit the 2026 financial statements**

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- *Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and related documents;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.*

Regarding the selection of the Company's auditing firm for 2026, the Supervisory Board has reviewed and evaluated experienced auditing firms from the list of auditing firms approved by the State Securities Commission. The Supervisory Board proposes that the General Meeting of Shareholders approve the following:

Through the list of independent auditing firms that will provide auditing and review services for the Company's financial statements in 2026, specifically:

1. Deloitte Vietnam Audit Company Limited.
2. Ernst & Young Vietnam Company Limited.
3. KPMG Limited Company.

Through authorizing the Board of Directors to decide on the selection of one of the three aforementioned auditing firms to audit the annual financial statements; and to review the interim financial statements for the fiscal year 2026 in accordance with current regulations.

Respectfully submitted to the Congress for consideration and approval.

Recipient:

- As above;
- Board of Directors;
- Archived: VT, BKS
(1b).

HEAD OF THE SUPERVISORY BOARD

Chu Thi Mai Huong

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

SUBMISSION
For the change of the head office address

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the company's actual operational situation.

In order to optimize management and operating costs in the coming period, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the change of the head office address, specifically as follows:

1. Change of head office address:
 - Registered head office address: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.
 - The proposed new head office address is: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.
2. Amend the Company's Articles of Association as follows:

Current content	Revised content
Article 2. Name, form, head office, branches, representative offices and operating period of the Company ...	Article 2. Name, form, head office, branches, representative offices and operating period of the Company ...
2. The company's registered office is: - Head office address: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.	2. The company's registered office is: - Head office address: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.

3. The Director – the legal representative – is tasked with implementing the necessary procedures to adjust the registered office address, amend the content of the Business Registration Certificate, and carry out other necessary tasks arising from the change of the Company's registered office address.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

DRAFT

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

**SUBMISSION
For amendments to the company's Charter**

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents;
- Pursuant to Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;
- Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

In the context of significant changes in corporate governance regulations, updating the Charter demonstrates a commitment to compliance and lays the groundwork for maintaining transparency and protecting the legitimate rights of stakeholders. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and additions to the Company's Charter, ensuring compatibility with current legal frameworks.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

CHARTER

(Revised and effective from .../.../2026)

Ho Chi Minh City, [date] [month] 2026

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INTRODUCTION

This Charter was adopted by Resolution of the Annual General Meeting of Shareholders held on June 25, 2021, amended for the second time by Resolution of the Extraordinary General Meeting of Shareholders 2022 held on October 25, 2022, and Resolution of the Board of Directors dated September 7, 2023, amended for the third time by Resolution of the Annual General Meeting of Shareholders 2024 dated February 29, 2024, and Resolution of the Board of Directors dated March 27, 2024, amended for the fourth time by Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026, of Global Pacific Shipping Joint Stock Company.

I. DEFINITION OF TERMS IN THE STATUTES

Article 1. Explanation of Terms

1. In these Regulations, the following terms are understood as follows:
 - a. *"Charter capital"* is the total par value of shares sold or subscribed for upon the company's establishment and as stipulated in Article 6 of these Charters;
 - b. *"Capital with voting rights"* is equity capital, whereby the owner has the right to vote on matters within the authority of the General Meeting of Shareholders;
 - c. *"Enterprise Law"* refers to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and any amendments or supplements thereto (if any).
 - d. *"Securities Law"* refers to the Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and any amendments or supplements thereto (if any).
 - e. *"Vietnam"* is the Socialist Republic of Vietnam.
 - f. *"Founding date"* is the date the company was registered with the business registration authority. Issuance of the Certificate of Business Registration (Business Registration Certificate and equivalent documents) for the first time;
 - g. *"Business executives"* are the Director, Deputy Director, Chief Accountant, and other executives are appointed by the Board of Directors upon the recommendation of the Director, in accordance with the Company's organizational structure and internal management regulations;
 - h. *"Business Manager"* includes the Chairman of the Board of Directors, members of the Board of Directors, Directors or General Directors, and individuals holding other managerial positions as stipulated in the Company's Charter and applicable laws;
 - i. *"The person involved"* are individuals and organizations as stipulated in Clause 23, Article 4 of the Enterprise Law and Clause 46, Article 4 of the Securities Law;
 - j. *"Shareholders"* mean individual or organization that owns at least one share of the Company;
 - k. *"Major shareholder"* is a shareholder as defined in Clause 18, Article 4 of the Securities Law;

- l. *"The owner benefits"* mean an individual who has de facto ownership of the company's charter capital or has controlling power over the company;
 - m. *"Operating period"* refers to the Company's operating period as stipulated in Article 2 of these Charters and any extension period (if any) approved by the Company's General Meeting of Shareholders;
 - n. *"Stock Exchange"* refers to the Vietnam Stock Exchange and its subsidiaries.
2. In these Statutes, references to one or more other regulations or documents, including amendments or replacements, are prohibited.
 3. The headings (chapters, articles of these Statutes) are used for convenience in understanding the content and do not affect the content of these Statutes.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION OF THE COMPANY AND THE COMPANY'S LEGAL REPRESENTATIVE

Article 2. Name, form, head office, branches, representative offices and operating period of the Company

1. Company Name
 - Company name written in Vietnamese: GLOBAL PACIFIC MARITIME TRANSPORT JOINT STOCK COMPANY
 - Company name in English: GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

The company is a joint-stock company with legal personality in accordance with current Vietnamese law.
2. The company's registered office is:
 - Head office address: Service Area No. 04, 6th Floor, Tower R2, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.
 - Phone: (028) 62582 330/6 2582 331
 - Fax: (028) 62582 334
 - Email: info.pct@tanker.com.vn
 - Website: www.pct.com.vn
3. The company may establish branches and representative offices in its business area to pursue its operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.
4. Unless the Company terminates its operations prematurely in accordance with Clause 2 of Article 52 or extends its operations as stipulated in Article 53 of these Charters, its operating period begins from the date of establishment and is indefinite.

Article 3. Legal Representative of the Company

1. The company has one legal representative, who is the Director.
2. The legal representative of the Company is an individual who represents the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company as a party requesting the resolution of civil matters, plaintiff,

defendant, or party with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.

3. The legal representative of the Company has the following responsibilities:

- a. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the legitimate interests of the business;
- b. To be loyal to the interests of the Company; not to abuse one's position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals;
- c. Provide timely, complete, and accurate information to the Company regarding businesses that you or your related parties own or have shares or capital contributions in, as required by law.

4. The legal representative of the Company shall be held personally liable, in accordance with the law, for damages to the Company resulting from a breach of the responsibilities stipulated in Clause 3 of this Article.

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

Article 4. Objectives of the Company's Operations

1. The company's business lines are:

- Other specialized wholesale trade not classified elsewhere;
- Wholesale trade of metals and metal ores;
- Labor supply and management;
- Wholesale of solid, liquid, and gaseous fuels and related products;
- Road passenger transport within and outside the city;
- Road freight transport;
- Inland waterway freight transport;
- Coastal and ocean freight transport;
- Real estate business, land use rights belonging to the owner, user or lessee;
- Short-term accommodation services;
- Restaurants and mobile food service establishments;
- Maintenance and repair of automobiles and other motor vehicles;
- Renting of machinery, equipment and other tangible goods without an operator;
- Manufacture of automobiles and other motor vehicles;
- Electricity production;
- Transmission and distribution of electricity;
- Wholesale trade of agricultural and forestry raw materials and live animals;
- Wholesale of machinery, equipment and other machine parts;
- Wholesale food sales;
- Wholesale of other building materials and installation equipment;
- Advertisement;

- Specialized design activities;
- Other mining activities not otherwise classified;
- Shipbuilding and floating structures;
- Manufacture of other transport vehicles and equipment not elsewhere classified;
- Repair other equipment;
- Installation of industrial machinery and equipment;
- Selling spare parts and accessories for automobiles and other motor vehicles;
- Agents, brokers, and auctioneers of goods;
- Other road passenger transport;
- Activities that directly support water transport services;
- Other support services related to transportation;
- Technical inspection and analysis;
- Other professional, scientific and technological activities not elsewhere classified;
- Motor vehicle rental;
- Educational support services;
- Retail sale of passenger cars (9 seats or fewer);
- Automobile and other motor vehicle dealerships;
- Loading and unloading goods;
- Management consulting services.

2. The company's operational objectives are:

Continuously developing production and business activities in the registered fields and industries to ensure the preservation and development of capital and maximize profits for the Company and its shareholders; providing professional ship management services and ensuring customer satisfaction; and guaranteeing stable employment and benefits for employees.

Article 5. Scope of Business and Activities of the Company

1. The company is permitted to conduct business activities in the sectors specified in this Charter and published on the National Business Registration Portal.
2. The company may conduct business in industries and professions that are not prohibited by law and are approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, SHAREHOLDERS

Article 6. Charter capital, shares, and shareholders

1. The company's charter capital is VND 500,354,930,000 (*In words: Five hundred billion three hundred fifty-four million nine hundred thirty thousand dong*).

The total charter capital of the Company is divided into 50,035,493 (*In words: Fifty million thirty-five thousand four hundred and ninety-three*) shares with a par value of 10,000 (*ten thousand*) VND/share.

2. The company may change its charter capital with the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

3. The Company's shares on the date of adoption of these Articles of Association are common shares. The rights and obligations of shareholders are stipulated in Articles 10 and 11 of these Articles of Association.
4. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.
5. In the event that the Company issues additional common shares, the common shares offered must be preferentially offered to existing shareholders in proportion to their respective common shareholdings in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of common shares not subscribed for by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other shareholders and parties under conditions and methods less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or as stipulated by securities law.
6. The Company may repurchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law.
7. The company may issue bonds and other securities upon approval by the General Meeting of Shareholders and in accordance with the law. Bond certificates or other securities certificates issued by the Company bear the signature of the legal representative and the seal of the Company.

Article 7. Stock Certificate

For shareholders who have not deposited their securities with the Company, In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be reissued the certificate by the Company upon the shareholder's request. The shareholder's request must include the following information:

1. Information regarding the stock has been lost, damaged, or otherwise destroyed;
2. We commit to taking responsibility for any disputes arising from the reissuance of new shares.

Article 8. Transfer of shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. Shares listed and registered for trading on the Stock Exchange are transferable in accordance with the provisions of the law on securities and the securities market.
2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 9. Organizational structure, governance and control

The Company's organizational structure for management, administration, and control includes:

1. General Shareholders' Meeting;
2. Board of Directors;
3. Supervisory Board;
4. Manager.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 10. Rights of Shareholders

1. Common shareholders have the following rights:
 - a. Shareholders are entitled to attend and speak at General Meetings of Shareholders and exercise their voting rights directly or through authorized representatives, or through online conferences, electronic voting, or other electronic forms in accordance with the company's charter and applicable laws. Each common share has one voting right.
 - b. Receive dividends at the rate determined by the General Meeting of Shareholders;
 - c. Shareholders have the right to purchase newly offered shares in proportion to their ownership of common shares in the Company.
 - d. You are free to transfer your shares to others, except in cases where transfer is restricted by law and the Company's Articles of Association;
 - e. Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights, and request correction of inaccurate information.
 - f. Review, search, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - g. When the company is dissolved or goes bankrupt, shareholders are entitled to receive a portion of the remaining assets in proportion to their shareholding in the company after the company has paid all debts and other obligations, and after preferred shareholders (if any) have been granted a share.
 - h. Requiring the company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;
 - i. Equal treatment is guaranteed. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In cases where the Company has preferred shares, the rights and obligations associated with those preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders.
 - j. To have full access to regular and extraordinary information disclosed by the Company in accordance with the law;
 - k. To protect their legitimate rights and interests; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;
 - l. Other rights as prescribed by law and these Statutes.

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

a. The Board of Directors may request the convening of a General Meeting of Shareholders in the following cases: (i) the Board of Directors seriously violates the rights of shareholders, the obligations of managers, or makes decisions exceeding its delegated authority; or (ii) when the Board of Directors violates the Company's Charter or acts contrary to the resolutions of the General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing and must include the contents stipulated in the internal regulations on corporate governance. The request must be accompanied by documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or decisions exceeding its authority. Shareholders or groups of shareholders are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.

b. Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets;

c. The Supervisory Board is required to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, business registration number or legal document number, and registered office address of corporate shareholders; number of shares and registration date of each shareholder, total number of shares of the entire shareholder group, and ownership percentage in the total shares of the Company; the issue to be examined and the purpose of the examination;

d. Proposals for inclusion in the General Meeting of Shareholders' agenda must be in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;

e. Other rights are provided for by law and in these Statutes.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board. The nomination process for the Board of Directors and the Supervisory Board is as follows:

- a. Ordinary shareholders forming a group to nominate people to the Board of Directors and the Supervisory Board must notify the shareholders attending the meeting of the group meeting at least five (05) working days before the opening of the General Meeting of Shareholders.
- b. The nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out in accordance with Articles 23 and 34 of this Charter and the Internal Regulations on Corporate Governance.

Article 11. Obligations of Shareholders

Shareholders have the following obligations:

1. Pay for the shares you committed to purchase in full and on time.
2. Shareholders are not permitted to withdraw contributed capital in the form of common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.
3. Comply with the Company's Articles of Association and internal management regulations.
4. Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. The Company is responsible for protecting the information it provides in accordance with its Articles of Association and applicable laws; it shall only use the provided information to exercise and protect its legitimate rights and interests; and it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.
6. Attend the General Shareholders' Meeting and exercise your voting rights through the following methods:
 - a. Attend and vote directly at the meeting;
 - b. Authorize other individuals or organizations to attend and vote at the meeting;
 - c. Attend and vote via online conference, electronic voting, or other electronic means;
 - d. Send the voting ballot to the meeting via mail, fax, or email.
7. Individuals shall be held personally liable for any of the following acts committed in the name of the Company:
 - a. Violation of the law;
 - b. Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c. Pay off debts that are not yet due in order to mitigate financial risks to the Company.
8. Fulfill other obligations as required by applicable law.

Article 12. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders meets annually once (01) a year and within four (04) months from the end of the financial year. The Board of Directors decides to extend the annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chair attends the meeting and must be in the territory of Vietnam.
2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the audited annual financial statements. If the audited annual financial statements contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative from the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. This representative from the approved auditing firm is obligated to attend the Annual General Meeting of Shareholders.
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 benefit of the Company;
 - b. The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;
 - c. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Articles of Association;
 - d. At the request of a shareholder or group of shareholders owning 5% or more of the total number of common shares;
 - e. As requested by the Supervisory Board;
 - f. Other cases as prescribed by law and these Regulations.
4. Convening an extraordinary general meeting of shareholders.
 - a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date of occurrence of the case specified in point b, Clause 3 of this Article or upon receipt of a request to convene a meeting as prescribed in point d, Clause 3 of this Article, or within sixty (60) days from the date of occurrence of the case specified in point c, Clause 3 of this Article;
 - b. In the event that the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Supervisory Board shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law;

c. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point d, clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in the Enterprise Law.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. The procedure for organizing a General Meeting of Shareholders is regulated by Clause 5, Article 140 of the Enterprise Law.

Article 13. Rights and obligations of the General Meeting of Shareholders

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

- a. Through the company's development strategy;
- b. Deciding on the types of shares and the total number of shares of each type authorized for sale; determining the annual dividend rate for each type of share;
- c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;
- d. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement;
- e. Decision to amend and supplement the Company's Charter;
- f. Through annual financial reports;
- g. The decision is to repurchase more than 10% of the total shares sold of each class;
- h. Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;
- i. Decision to reorganize or dissolve the Company;
- j. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- k. Approve the Internal Governance Regulations; the Regulations on the Operation of the Board of Directors and the Supervisory Board;
- l. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;
- m. Other rights and obligations as prescribed by law.

2. The General Shareholders' Meeting discussed and approved the following matters:

- a. The company's annual business plan;
- b. The annual financial statements have been audited;

- c. The Board of Directors' report on the governance and performance of the Board of Directors and each individual member of the Board of Directors;
 - d. Report of the Supervisory Board on the Company's business results, the performance of the Board of Directors and the Director;
 - e. Self-assessment report on the performance of the Supervisory Board and its members;
 - f. Dividend rates per share for each class;
 - g. Number of members of the Board of Directors and the Supervisory Board;
 - h. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;
 - i. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
 - j. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the company's operations when deemed necessary;
 - k. Supplementing and amending the Company's Articles of Association;
 - l. The type of shares and the number of new shares issued for each type of share and the transfer of shares by founding members within the first three (03) years from the date of establishment;
 - m. Dividing, separating, merging, consolidating, or transforming the Company;
 - n. Reorganize and dissolve (liquidate) the company and appoint a liquidator;
 - o. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - p. The decision is to repurchase more than 10% of the total shares sold of each class;
 - q. The company enters into contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the company's assets as recorded in the most recent financial statement;
 - r. Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law; amended by Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
 - s. Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Supervisory Board;
 - t. Other matters as prescribed by law and these Statutes.
3. All resolutions and matters on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 14. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may attend the meeting in person or authorize one or more other individuals or organizations to

attend, or attend the meeting through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.

2. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law.

Authorized representatives attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

3. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the event that any of the following situations occur:

- a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;
- b. The principal has revoked the designation of authorization;
- c. The grantor has revoked the authority of the grantee.

This clause does not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 15. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders shall only be adopted if approved by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or approved by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.

2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is only valid when there are at least two (02) shareholders (or their authorized representatives) and holding at least 1/3 of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be held again within the next thirty (30) days and those holding shares of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class present in person or through their representatives may request a secret ballot. Each share of the same class has 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 17, 18 and 19 of these Regulations.
4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the distribution of the Company's profits or assets shall not be altered when the Company issues additional shares of the same class.

Article 16. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.

1. The Board of Directors convenes an annual or extraordinary general meeting of shareholders. The Board of Directors may also convene an extraordinary general meeting of shareholders in the cases stipulated in Clause 3, Article 12 of these Charters.
2. The person convening the General Meeting of Shareholders must perform the following tasks:
 - a. Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date;
 - b. Prepare the program and content for the congress;
 - c. Prepare documents for the conference;
 - d. Draft resolution of the General Shareholders' Meeting based on the agenda of the meeting;
 - e. Determine the time and location for holding the congress;
 - f. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;
 - g. Other tasks related to the congress.
3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders on the List of those entitled to attend the meeting no later than twenty-one (21) days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders, and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

- a. Meeting agenda and materials to be used in the meeting;
 - b. List and detailed information of candidates in case of election of members of the Board of Directors or Supervisory Board;
 - c. Voting slip;
 - d. Draft resolutions for each item on the meeting agenda.
4. Shareholders or groups of shareholders owning 05% or more of the total number of common shares have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than three (03) working days before the opening date of the meeting. Proposals must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the proposed issue to be included in the agenda.
5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4 of this Article if it falls under one of the following cases:
- a. The petition was submitted after the deadline stipulated in Clause 4 of this Article;
 - b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 10 of these Charters.
 - c. The proposed issue falls outside the scope of authority of the General Meeting of Shareholders;
 - d. Other cases as prescribed by law and these Regulations.
6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 17. Conditions for holding a General Meeting of Shareholders

1. The General Meeting of Shareholders is conducted when the number of shareholders present represents more than 50% of the total voting rights. If the required quorum is not met within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting.
2. If the first meeting does not meet the quorum requirements as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within thirty (30) days from the date of the first planned meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total voting rights.
3. If the second meeting does not meet the quorum requirements as stipulated in Clause 2 of this Article, the notice of the third meeting must be sent within twenty (20) days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes of the shareholders present.

Article 18. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the meeting commences, the Company must carry out the shareholder registration procedure. The procedure for registering shareholders to attend the meeting is specified in detail in the Company's internal regulations on corporate governance.
2. The election of the chairperson, secretary, and vote counting committee is regulated as follows:
 - a. The Chairman of the Board of Directors presides over or authorizes another member of the Board of Directors to preside over 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 of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting;
 - b. Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;
 - c. The chairperson appoints one or more people to act as meeting secretaries;
 - d. The General Meeting of Shareholders shall elect one or more members to the vote counting committee upon the recommendation of the meeting chairman.
3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.
4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.
 - a. Arrange seating at the Shareholders' General Meeting venue;
 - b. Ensure the safety of everyone present at the meeting venues;
 - c. Facilitating shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.
5. The General Meeting of Shareholders will discuss and vote on each item on the agenda. Voting will be conducted by vote of approval, disapproval, and abstention. The results of the vote count will be announced by the chairperson immediately before the meeting adjourns.

6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of any previously voted-on items remains unchanged.

7. The person convening or presiding over the General Meeting of Shareholders has the following rights:

a. Require all meeting attendees to undergo security checks or other lawful and reasonable security measures;

b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the Shareholders' General Meeting.

8. The Chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than three (03) working days from the date the meeting is scheduled to commence and may only postpone or change the meeting place in the following cases:

a. The meeting venue does not have enough convenient seating for all attendees;

b. The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote;

c. Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.

9. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions adopted at that meeting shall be effective and enforceable.

10. In cases where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic means as prescribed in Article 144 of the Enterprise Law and Clause 3, Article 273 of Government Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

11. Every year, the Company holds a General Meeting of Shareholders at least once (01). The annual General Meeting of Shareholders is not held in the form of taking shareholder opinions in writing.

Article 19. Conditions for the adoption of a Resolution of the General Meeting of Shareholders

1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting

at the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:

- a. Types of shares and the total number of shares of each type;
- b. Changes in industry, occupation, and business sector;
- c. Changes to the company's organizational and management structure;
- d. An investment project or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's Articles of Association stipulate a different percentage or value;
- e. Reorganize or dissolve the company.

2. Resolutions are passed when the number of shareholders holding more than 50% of the total voting rights of all shareholders present and voting at the meeting. approved, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.

3. Resolutions passed by 100% of the total voting shares at the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the company's charter.

Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.

The authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders are carried out according to the following regulations:

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in the following cases:

- a. Company development strategy;
- b. Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
- c. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the company's most recent financial statement, unless the company's charter stipulates a different percentage or value;
- d. Through annual financial reports;
- e. Reorganize or dissolve the company.

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballots. The requirements and methods for sending ballots and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 16 of this Charter.

3. The main contents of the opinion poll form, the method of submitting the opinion poll form to the Company, the conditions for ensuring the validity of the opinion poll form, and the minutes of the opinion poll counting are specifically stipulated in the Company's internal regulations on corporate governance.
4. The Board of Directors counts the votes and prepares the vote count report in the presence of the Supervisory Board or shareholders who do not hold management positions in the Company. Members of the Board of Directors, the vote counters, and the vote supervisors are jointly responsible for the honesty and accuracy of the vote count report; and jointly responsible for any damages arising from decisions made due to dishonest or inaccurate vote counting.
5. The vote count minutes and resolution must be posted on the Company's website within twenty-four (24) hours from the time the vote count ends.
6. The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms must all be kept at the Company's head office.
7. A resolution is adopted by written shareholder consultation if it is approved by shareholders holding more than 50% of the total voting shares of all shareholders entitled to vote, and it has the same value as a resolution adopted at the General Meeting of Shareholders.

Article 21. Resolutions and Minutes of the General Meeting of Shareholders

1. Shareholders' General Meetings must be recorded in minutes and may also be audio or video recorded and stored in other electronic forms. Detailed regulations regarding the minutes of Shareholders' General Meetings are implemented according to the Company's Internal Regulations on Corporate Governance.
2. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.
3. Resolutions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the Resolution.
4. In the event that a shareholder or group of shareholders requests the Court to annul a resolution or part thereof of the General Meeting of Shareholders as stipulated in Article 22 of these Charters, that resolution shall remain in effect until a Court decision annuls the resolution or part thereof takes effect, except in cases where interim injunctive measures are applied by a competent authority.
5. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours from the date of the closing of the Meeting.

Article 22. Request for annulment of a Shareholders' General Meeting Resolution

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, a shareholder or group of shareholders owning 05% or more of the total number of common shares has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions by the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the Company's Charter, except as stipulated in Clause 3, Article 19 of these Charters.
2. The content of the resolution violates the law or these Statutes.

In the event that a resolution of the General Meeting of Shareholders is annulled by a court decision, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within sixty (60) days in accordance with the procedures stipulated in the Enterprise Law and this Charter.

VII. BOARD OF DIRECTORS

Article 23. Nomination and candidacy of Board of Directors members

1. If the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors shall be published in accordance with the provisions of the Company's internal regulations on corporate governance.
2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Articles of Association.
3. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as required by law.
4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the company's charter.

Article 24. Composition and term of office of the Board of Directors members

1. Number of Board of Directors members There are at least three (03) people and at most eleven (11) people. The specific number of Board of Directors members will be decided by the General Meeting of Shareholders.
2. The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.
3. The structure of the Board of Directors is as follows:
 - a. The number of non-executive members of the Company's Board of Directors must be as follows:
 - (i) There must be at least one (01) non-executive member in case the company has three (03) to five (05) members of the Board of Directors;
 - (ii) There must be at least two (02) non-executive members in case the company has six (06) to eight (08) members of the Board of Directors;
 - (iii) There must be at least three (03) non-executive members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.
 - b. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.
 - c. The total number of independent members of the Board of Directors must meet the following criteria:
 - (i) There must be at least one (01) independent member in case the company has three (03) to five (05) members of the Board of Directors;
 - (ii) There must be at least two (02) independent members in the case where the company has 06 to 08 members of the Board of Directors;
 - (iii) There must be at least three (03) independent members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.
4. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.
5. The appointment of Board members must be disclosed in accordance with the law on information disclosure in the securities market.
6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.
7. A member of the Board of Directors may only simultaneously be a member of the Board of Directors or Board of Members in a maximum of five (05) other companies.

Article 25. Powers and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- a. The company's strategic decisions, medium-term development plans, and annual business plans;
- b. Propose the types of shares and the total number of shares authorized for sale for each type;
- c. Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;
- d. Deciding on the selling price of the Company's shares and bonds;
- e. The decision to repurchase shares is governed by Clauses 1 and 2 of Article 133 of the Enterprise Law;
- f. Decisions on investment options and investment projects are made within the authority and limits prescribed by law;
- g. Deciding on solutions for market development, marketing, and technology;
- h. Through purchase, sale, loan, lending contracts and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Enterprise Law;
- i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;
- j. Supervise and direct the Director and other managers in the daily operation of the Company's business;
- k. Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

- l. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;
 - m. The audited annual financial statements are presented to the General Meeting of Shareholders;
 - n. Proposing the dividend rate to be paid; deciding on the timeframe and procedures for paying dividends or handling losses incurred during business operations;
 - o. Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;
 - p. Decisions to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; and the Regulations on the disclosure of company information;
 - q. Dividend payments to shareholders shall be made in accordance with the law after being approved by the Annual General Meeting of Shareholders;
 - r. Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.
3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities. Amended by Clause 82, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.

Article 26. 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 are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's 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 in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation

in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 27. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors may not also hold the position of Director.

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

a. Develop the program and activity plan for the Board of Directors;

b. Prepare the agenda, content, and documents for the meeting; convene, chair, and preside over the Board of Directors meeting;

c. Organizing the adoption of resolutions and decisions by the Board of Directors;

d. Monitoring the implementation process of resolutions and decisions of the Board of Directors;

e. Presiding over the General Meeting of Shareholders;

f. Other rights and obligations as stipulated in the Enterprise Law and the Company's Articles of Association.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed or removed from office.

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the

position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Article 28. 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 seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (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 (01) and may hold extraordinary meetings.

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

a. A proposal may be made by the Supervisory Board or an independent member of the Board of Directors;

b. There is a proposal from the Director or at least five (05) other managers;

c. There is a proposal from at least two (02) members of the Board of Directors;

The proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions falling within the authority of the Board of Directors.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. If the meeting is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

5. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, 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 voting ballot of the members.

Notices inviting the Board of Directors to a meeting may be sent by invitation, telephone, fax, electronic means, or other methods depending on the time, but must ensure that the message reaches the contact address of each Board member registered with the Company.

6. The Chairman of the Board of Directors or the convener sends the notice of meeting and accompanying documents to the Supervisors as they would to the members of the Board of Directors.

7. Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions but not to vote.
8. The Board of Directors meeting shall be held when at least three-quarters (3/4) of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the members of the Board of Directors are present.
9. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:
 - a. Attend and vote in person at the meeting;
 - b. Authorize another person to attend the meeting and vote as stipulated in Clause 11 of this Article;
 - c. Participate and vote via online conference, electronic voting, or other electronic means;
 - d. Submit your ballot to the meeting via mail, fax, or email.
10. If ballots are sent to the meeting by mail, they must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. Ballots may only be opened in the presence of all attendees.
11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members.
12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 29. Subcommittees of the Board of Directors

1. The Board of Directors may establish a subcommittee to be responsible for development policy, human resources, compensation, internal audit, and risk management. The number of members of the subcommittee shall be decided by the Board of Directors and shall be at least three (03) people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members attend and vote to approve them at the subcommittee meeting.
2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Article 30. Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Enterprise Law.
2. The person in charge of corporate governance may not simultaneously work for an approved auditing firm that is auditing the Company's financial statements.
3. The person in charge of company administration has the following rights and responsibilities:
 - a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;
 - b. Prepare for meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
 - c. Providing advice on meeting procedures;
 - d. Attend meetings;
 - e. Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
 - f. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board;
 - g. Monitor and report to the Board of Directors on the Company's information disclosure activities;
 - h. To serve as the point of contact with relevant stakeholders;
 - i. Confidentiality of information in accordance with legal regulations and the Company's Articles of Association.
 - k. Other rights and obligations as prescribed by law and the Company's Articles of Association.

VIII. DIRECTORS AND OTHER EXECUTIVES

Article 31. Organizational structure of the management apparatus

The Company's management system must ensure that the management team is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a Director, Deputy Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors.

Article 32. Business Managers

1. Business executives have a responsibility to support the company in achieving its operational and organizational goals.

2. The director receives a salary and bonuses. The director's salary and bonuses are determined by the Board of Directors.
3. Executive salaries are included in the Company's business expenses in accordance with corporate income tax regulations, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Shareholders' Meeting at the annual meeting.

Article 33. Appointment, dismissal, duties and powers of the Director

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to be the Director.
2. The Director is responsible for managing the Company's day-to-day business operations, is supervised by the Board of Directors, and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.
3. The Director's term of office shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company's Charter.
4. The director has the following rights and responsibilities:
 - a. To make decisions on matters relating to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;
 - b. To implement the resolutions and decisions of the Board of Directors;
 - c. To organize and implement the company's business plan and investment strategy;
 - d. Proposing a plan for the company's organizational structure and internal management regulations;
 - e. Appointing, dismissing, and removing management positions within the Company, except for those positions under the authority of the Board of Directors;
 - f. Decisions regarding salaries and other benefits for employees in the Company, including managers, fall under the Director's appointing authority.
 - g. Recruitment of workers;
 - h. Proposing a plan for paying dividends or handling business losses;
 - i. Other rights and obligations as prescribed by law, the Company's Articles of Association, and resolutions and decisions of the Board of Directors.
5. The Director is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and responsibilities and must report to these levels when requested.
6. The Board of Directors may dismiss the Director when a majority of the Board members with voting rights present at the meeting approve and appoint a new Director to replace him.

IX. SUPERVISORY BOARD

Article 34. Candidacy and Nomination of Supervisors

1. The nomination and candidacy of Supervisors shall be conducted in accordance with the provisions of Clauses 1 and 2 of Article 23 of these Regulations.
2. If the number of candidates for the Supervisory Board nominated through candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Supervisory Board members in accordance with the law.

Article 35. Inspectors

1. The Company has three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.
2. The inspector must meet the following standards and conditions:
 - a. Not subject to the legal restrictions on establishing and managing businesses in Vietnam;
 - b. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
 - c. Not a family member of a member of the Board of Directors, Director, or Deputy Director;
 - d. Not necessarily a company manager; not necessarily a shareholder or employee of the Company.
3. The inspector does not fall under the following categories:
 - a. Working in the accounting and finance department of the company;
 - b. Being a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to that.
4. The supervisor is dismissed in the following circumstances:
 - a. No longer meets the qualifications and conditions to be an Inspector as prescribed in Clause 2 of this Article;
 - b. A resignation letter was submitted and accepted;
 - c. Other cases as prescribed by law.
5. Supervisors are dismissed in the following circumstances:
 - a. Failure to complete assigned tasks or duties;
 - b. Failure to exercise one's rights and obligations for six (06) consecutive months, except in cases of force majeure;
 - b. Repeated and serious violations of the duties of the Auditor as stipulated in the Enterprise Law and the company's charter;
 - c. Other cases as decided by the General Meeting of Shareholders.

Article 36. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among its Supervisors; the election, dismissal, and removal are based on a majority vote. More than half of the members of the Supervisory Board must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

2. Rights and responsibilities of the Head of the Supervisory Board:

- a. Convene a meeting of the Supervisory Board;
- b. Request the Board of Directors, Directors, and other executives to provide relevant information for reporting to the Supervisory Board;
- b. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 37. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

1. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct the Company's operational inspection, and dismiss approved auditors when deemed necessary.
2. Accountable to shareholders for their supervisory activities.
3. Monitoring the company's financial situation and ensuring compliance with the law in the operations of board members, directors, and other managers.
4. Ensure coordinated operations with the Board of Directors, the CEO, and shareholders.
5. In case of detecting violations of the law or violations of the company's charter by members of the Board of Directors, Directors and other business executives, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;
6. Develop the operating regulations for the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
7. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree 155/2020/ND-CP dated December 31, 2020, detailing a number of provisions of the Securities Law.
8. They have the right to access the company's records and documents kept at the head office, branches, and other locations; and the right to visit the workplaces of the company's managers and employees during working hours.
9. They have the right to request the Board of Directors, members of the Board of Directors, Directors, and other managers to provide complete, accurate, and timely

information and documents regarding the management, operation, and business activities of the Company.

10. Other rights and obligations as prescribed by law and these Statutes.

Article 38. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least two (02) times a year, with at least two-thirds (2/3) of the Supervisors attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and the Supervisors attending the meeting must sign the minutes. Minutes of the Supervisory Board meetings must be kept to determine the responsibilities of each Supervisor.
2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 39. Salary, remuneration, bonuses and other benefits of the Auditor

1. The Supervisory Board is paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.
2. The Supervisory Board is reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.
3. Salaries and operating expenses of the Supervisory Board are included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements..

X. RESPONSIBILITIES OF BOARD MEMBERS, AUDITORS, DIRECTORS, AND OTHER EXECUTIVES

Members of the Board of Directors, Supervisors, Directors, and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in good faith and with due diligence for the benefit of the Company.

Article 40. Responsibility for honesty and avoiding conflicts of interest

1. Board members, supervisors, directors, and other managers must disclose their related interests as required by the Enterprise Law and relevant legal documents.
2. Members of the Board of Directors, Supervisors, Directors, other managers, and their related parties may only use information obtained in their capacity as part of their roles to serve the interests of the Company.
3. Members of the Board of Directors, Supervisors, Directors, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of

transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For such transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

4. Board members are not permitted to vote on transactions that benefit that member or their related parties, as stipulated by the Enterprise Law and the Company's Articles of Association.

5. Members of the Board of Directors, Supervisors, Directors, other managers, and related parties of these entities are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

6. The director must not be a related person of the business manager, the company's and parent company's auditor, the representative of state capital, or the representative of the enterprise's capital in the company and parent company as stipulated in point d, clause 46, Article 4 of the Securities Law.

7. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, Directors, other executives, and individuals or organizations related to these entities shall not be invalidated in the following cases:

a. For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the Board members, Supervisors, Directors, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Board members who have no vested interest;

b. For transactions of greater than 35% or transactions resulting in a transaction value arising within twelve (12) months from the date of the first transaction of a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction as well as the relationship and interests of the Board of Directors, Supervisors, Directors, and other executives have been disclosed to the shareholders and approved by the General Meeting of Shareholders by a vote of shareholders without an interest.

Article 41. Liability for damages and compensation

1. Board members, supervisors, directors, and other executives who breach their duties and responsibilities of integrity and care, or fail to fulfill their obligations, shall be liable for damages caused by their misconduct.

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil, administrative, and non-civil cases initiated by the Company) if such persons have been or are members of the Board of Directors, Supervisory Board, Directors, other executives, employees, or authorized

representatives of the Company who have been or are performing duties under the Company's authorization, provided that such persons have acted in good faith and due diligence in the interests of the Company in compliance with the law and there is no evidence to confirm that such persons have violated their responsibilities.

3. Compensation costs include incidental expenses (including attorney fees), judgment costs, fines, and payments actually incurred or deemed reasonable in resolving these cases within the framework of the law. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO EXAMINE COMPANY RECORDS AND ACCOUNTING

Article 42. Right to access books and records

1. Ordinary shareholders have the right to access the books and records, specifically as follows:

a. Ordinary shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right, directly or through an authorized representative, to submit a written request. The authorized representative of a shareholder may review, examine, and extract minutes and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except those relating to the Company's trade secrets and business secrets. Requests for inspection by an authorized representative of a shareholder must be accompanied by a letter of authorization from the shareholder they represent or a notarized copy of such authorization.

2. Members of the Board of Directors, Supervisors, Directors, and other executives have the right to access the Company's shareholder register, shareholder list, books, and other records for purposes related to their positions, provided that such information is kept confidential.

3. The company must keep these Articles of Association and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at its head office or another location provided that the shareholders and the Business Registration Authority are notified of the location where these documents are stored.

4. The company's charter must be published on the company's website.

XII. WORKERS AND TRADE UNIONS

Article 43. Workers and trade unions

1. The director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives.
2. The Director shall plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 44. Profit Distribution

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the Company's retained earnings.
2. The company does not pay interest on dividend payments or payments related to a particular stock.
3. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.
4. In the event that dividends or other payments related to a stock are paid in cash, the Company must make the payment in Vietnamese Dong. Payment 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 bank details provided by the shareholder but the shareholder does not receive the money, the Company is not liable for the amount transferred to that shareholder. Dividend payments for listed/registered shares on the stock exchange may be made through a securities company or the Vietnam Securities Depository Center.
5. Based on the Enterprise Law and the Securities Law, the Board of Directors passes a resolution or decision 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 are handled in accordance with the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 45. Bank Accounts

1. The company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.
2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts overseas in accordance with the law.
3. The company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the company has opened accounts.

Article 46. Fiscal Year

The Company's fiscal year begins on January 1st of each year and ends on December 31st of each year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on December 31st of the year of issuance of that Business Registration Certificate.

Article 47. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or a specific accounting system approved by the Ministry of Finance.
2. The company maintains accounting records in Vietnamese and keeps accounting records in accordance with accounting laws and related legislation. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.
3. The company uses the Vietnamese Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

XV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 48. Annual, semi-annual and quarterly financial reports

1. The company must prepare annual financial statements, and these statements must be audited in accordance with the law. The company must publish the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.
2. Annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. Annual financial statements must truthfully and objectively reflect the company's operational situation.
3. The company must prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the legal regulations on information disclosure in the securities market and submit them to the competent State authority.

Article 49. Annual Report

The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.

XVI. COMPANY AUDIT

Article 50. Auditing

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 the selection of one of these firms to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of

Directors. The independent auditing firm performing the audit for the Company must be one approved by the State Securities Commission.

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

3. Independent auditors conducting the audit of the Company are entitled to attend the General Meeting of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. SIGN OF THE COMPANY

Article 51. Company Seal

1. The seal includes seals made at seal engraving establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.

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

3. The Board of Directors and the Director shall use and manage the seal in accordance with current laws and regulations.

XVIII. DISSOLUTION OF THE COMPANY

Article 52. Dissolution of the Company

1. A company may be dissolved in the following circumstances:

a. The company's operating period, as stated in its charter, has expired without a decision to extend it.

b. According to resolutions and decisions of the General Meeting of Shareholders;

c. The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise;

d. The competent court of Vietnam declares the company bankrupt in accordance with current law;

e. Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended term) is 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 required) as prescribed by law.

Article 53. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the end of the operating term so that shareholders can vote on the extension of the Company's operating term as proposed by the Board of Directors.

2. The operating period is extended when the number of shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting is reached. The shareholders' general meeting approved.

Article 54. Liquidation

1. At least six (06) months before the Company ceases operations or after the decision to dissolve the Company is made, the Board of Directors shall establish a Liquidation Committee of three (03) members, of which two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be paid by the Company before other debts of the Company.
2. The Liquidation Committee is responsible for reporting the date of establishment and the date of commencement of operations to the Business Registration Authority. From that point onwards, the Liquidation Committee acts on behalf of the Company in all matters related to the Company's liquidation before the Courts and administrative agencies.
3. The proceeds from the liquidation will be paid out in the following order:
 - a. Liquidation costs;
 - b. Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
 - c. Tax debt;
 - d. Other liabilities of the Company;
 - e. The remaining amount after all debts from items (a) to (d) above have been paid is distributed to the shareholders. Preferred shares are given priority in payment.

XIX. RESOLVING INTERNAL DISPUTES

Article 55. Resolution of Internal Disputes

In the event of disputes or claims arising concerning the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, the Company Charter, other legal regulations, or agreements between (i) Shareholders and the Company; (ii) Shareholders and the Board of Directors, Supervisory Board, Director, or other executives, the following procedures shall apply:

1. Any disputes arising from or relating to these Articles of Association, the Company's operations, the rights and obligations of shareholders, Company managers, or between these entities shall first be resolved through negotiation and conciliation. Except in cases 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 fifteen (15) working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, either party may request the Company's Trade Union Executive Committee to appoint an independent expert to act as a conciliator in the dispute resolution process.
2. In the event that the parties fail to reach a conciliation agreement within six (06) weeks from the date one party sends a written request for conciliation to the other party, or

the conciliation result is not accepted by the parties, either party has the right to submit the dispute to the Vietnam International Arbitration Center (VIAC) for resolution in accordance with the arbitration rules of this Center.

3. Shareholders, managers, and the Company are deemed to have accepted this arbitration agreement by engaging with the Company. This arbitration agreement is legally binding on the parties.

4. Dispute resolution in court is only permitted in cases where the law so provides or when the arbitration agreement is invalid.

5. The parties shall bear their own costs related to negotiation and mediation. Arbitration fees shall be determined by the Arbitration Panel in accordance with the law.

XX. SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 56. Company Charter

1. Amendments and additions to these Charters must be considered and decided by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Company's operations not addressed in these Charters, or in the event that new legal provisions differ from the provisions in these Charters, those provisions shall automatically apply to govern the Company's operations.

21. EFFECTIVE DATE

Article 57. Effective Date

1. This charter consists of thirty-eight (38) pages, twenty-one (21) chapters, and fifty-seven (57) articles, which were approved and accepted by the General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City.

2. The regulations are made in five (05) copies, all of which are of equal value.

3. These bylaws are the sole and official document of the Company.

4. Copies or extracts of the Company's charter are valid only when signed by the Company's legal representative.

**LEGAL REPRESENTATIVE
DIRECTOR**

Nguyen Thi Thanh Huyen

APPENDIX TO THE STATUTES

**Amendments and revisions to the Charter are adopted by decision of
General Shareholders' Meeting**

This is the latest update/amendment.	Time	Old content	Content after additions and revisions
First time	12/12/2022	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 230,000,000,000 (In words: Two hundred and thirty billion Vietnamese Dong). The total charter capital of the Company is divided into 23,000,000 (twenty-three million) shares with a par value of VND 10,000 per share.</p>	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 275,998,960,000 (In words: Two hundred seventy-five billion nine hundred ninety-eight million nine hundred sixty thousand dong). The total charter capital of the Company is divided into 27,599,896 (twenty-seven million five hundred ninety-nine thousand eight hundred ninety-six) shares with a par value of VND 10,000 per share.</p>
Second time	20/09/2023	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 275,998,960,000 (In words: Two hundred seventy-five billion nine hundred ninety-eight million nine hundred sixty thousand dong). The total charter capital of the Company is divided into 27,599,896 (twenty-seven million five hundred ninety-nine thousand eight hundred ninety-six) shares with a par value of VND 10,000 per share.</p>	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 500,354,930,000 (In words: Five hundred billion three hundred fifty-four million nine hundred thirty thousand dong). The company's total charter capital is divided into 50,035,493 (fifty million thirty-five thousand four hundred and ninety-three) shares with a par value of VND 10,000 per share.</p>

This is the latest update/amendment.	Time	Old content	Content after additions and revisions
Third time	29/02/2024	<p>Article 2: Name, form, head office, branches, representative offices and operating period of the Company</p> <p>1. Company name Company name in Vietnamese: Vietnam Gas and Chemical Transport Joint Stock Company. The company name in English is: Viet Nam Gas and Chemicals Transportation Corporation.</p> <p>2. The company's registered office is Headquarters: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Ward 15, District 11, Ho Chi Minh City, Vietnam</p> <p>Article 58: Effective date</p> <p>1. This Charter consists of thirty-eight (38) pages, twenty-one (21) chapters, and fifty-eight (58) articles, which were approved by the 2nd Extraordinary General Meeting of Shareholders of Vietnam Gas and Chemical Transport Joint Stock Company on October 25, 2022, held on October 25, 2022, and the Board of Directors on September 7, 2023, at Service Area No. 04, 6th Floor, Tower R2, The Everrich Building, 968 3/2 Street, Ward 15, District 11, Ho Chi Minh City, and the full text of this Charter was accepted and approved by the Board of Directors.</p>	<p>Article 2: Name, form, head office, branches, representative offices and operating period of the Company</p> <p>1. Company name Company name in Vietnamese: GLOBAL PACIFIC SEA TRANSPORT JOINT STOCK COMPANY Business name in English: GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY</p> <p>2. The company's registered office is Floor 10, Tower 1 of The Nexus (Office - Commercial - Service - Hotel Complex) project, 3A-3B Ton Duc Thang Street, Ben Nghe Ward, District 1, Ho Chi Minh City</p> <p>Article 58: Effective date</p> <p>1. This charter consists of thirty-nine (39) pages, twenty-one (21) chapters, and fifty-eight (58) articles, which were approved and accepted by the Annual General Meeting of Shareholders on February 29, 2024, held on March 27, 2024, of Global Pacific Shipping Joint Stock Company at the 10th floor, Tower 1 of the Office - Commercial - Service - Hotel complex project (The Nexus), 3A-3B Ton Duc Thang Street, Ben Nghe Ward, District 1, Ho Chi Minh City, at the full text of this charter.</p>

This is the latest update/amendment.	Time	Old content	Content after additions and revisions
Fourth time	16/04/2026	As attached.	As attached.

DRAFT

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

SUBMISSION

For the issuance of internal regulations on corporate governance

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents;
- Pursuant to Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;
- Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.
- Pursuant to the Internal Regulations on Corporate Governance issued under Resolution No. 01/NQ-PCT-ĐHCD dated June 25, 2021.

In order to update the latest regulations of the law on enterprises, securities, and especially the Vietnamese Corporate Governance Principles issued by the State Securities Commission in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the issuance of a new internal regulation on corporate governance to replace the old regulation issued under Resolution No. 01/NQ-PCT-ĐHCD dated June 25, 2021. The main content of the new regulation includes transparent decision-making mechanisms, strict control of conflicts of interest, and the application of digital technology in the activities of the General Meeting of Shareholders to maximize the protection of shareholder rights.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

DRAFT

Ho Chi Minh City, month 01 day 30 year 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

*(Issued pursuant to Resolution No./2026/NQ-PCT-ĐHCD dated/...../2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;
- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law;
- Based on the Articles of Association of Global Pacific Shipping Joint Stock Company;
- Based on Resolution No./2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated/...../2026;

The Board of Directors has issued the Internal Regulations on Corporate Governance of Global Pacific Shipping Joint Stock Company, which include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of application

This regulation stipulates the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the Director; the procedures for holding the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, and the Director; and other activities as prescribed in the Company's Charter and other current legal regulations.

Article 2. Scope of Application

This regulation applies to members of the Board of Directors, the Supervisory Board, the Director, and other related parties.

Article 3. Explanation of Terms

Unless otherwise specified by context, terms defined in the Company's Articles of Association shall have the same meaning as those set forth in these Regulations.

CHAPTER II. GENERAL MEETING OF SHAREHOLDERS

Article 4. Role, rights and obligations of the General Meeting of Shareholders

The rights and obligations of the General Meeting of Shareholders are exercised in accordance with Article 13 of the Company's Charter. Some rights and obligations are understood and stipulated as follows:

1. This includes the company's development orientation, encompassing its operational direction and structure; its scope of operations; and the core industries and businesses in which the company will invest and expand its activities.
2. Through the Company's annual financial statements, including the income statement, cash flow statement, balance sheet, notes to the financial statements, and the independent auditor's opinion on the Company's financial statements.
3. This is based on the company's annual business plan, which includes its revenue and profit targets.
4. Through the Board of Directors' Report on governance and performance of the Board of Directors and each Board member, which includes the following contents:
 - a. Reports on the activities of independent board members and the results of each independent board member's assessment of the board's performance.
 - b. Monitoring and evaluation report for the Director and Board of Directors.
 - c. Report on transactions between the Company and the following related parties:
 - Shareholders, authorized representatives of shareholders who are organizations owning more than ten percent (10%) of the total number of common shares of the company and/or their related parties;
 - Members of the Board of Directors, Directors and/or their related persons;
 - Businesses in which members of the Board of Directors, Supervisory Board, Director, or Deputy Director own or have ownership stakes;
 - An enterprise in which a related party of a member of the Board of Directors, Supervisory Board, Director, or Deputy Director owns, jointly owns, or individually owns more than ten percent (10%) of the charter capital.
 - d. Remuneration, operating expenses, and other benefits for the Board of Directors and each individual member of the Board.
 - e. Summarize the meetings of the Board of Directors and the decisions and resolutions of the Board of Directors.
 - f. Activities of subcommittees of the Board of Directors (if any).

- g. Future plans.
5. The Supervisory Board's report on the Company's business results and the performance of the Board of Directors and the Director includes the following contents:
- a. Remuneration, operating expenses, and other benefits for the Supervisory Board and each Supervisor.
 - b. Summary of the Supervisory Board's meetings and its conclusions and recommendations.
 - c. Results of monitoring the company's financial statements, operational performance, and financial situation.
 - d. Report on transactions between the Company and the following related parties:
 - Shareholders, authorized representatives of shareholders who are organizations owning more than ten percent (10%) of the total number of common shares of the company and/or their related parties;
 - Members of the Board of Directors, Directors and/or their related persons;
 - Businesses in which members of the Board of Directors, Supervisory Board, Director, or Deputy Director own or have ownership stakes;
 - An enterprise in which a related party of a member of the Board of Directors, Supervisory Board, Director, or Deputy Director owns, jointly owns, or individually owns more than ten percent (10%) of the charter capital.
 - e. Results of the assessment of the Company's internal control and risk management systems.
 - f. Results of the monitoring of the Board of Directors, the Director, and the Deputy Directors.
 - g. The assessment results reflect the coordination of activities between the Supervisory Board, the Board of Directors, the General Director, and the shareholders.
 - h. Other matters as stipulated in the Regulations on the Operation of the Supervisory Board.

SECTION 1. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS BY VOTING AT THE MEETING SHAREHOLDER MEETING

Article 5. Authority to convene the General Meeting of Shareholders

1. Convening the Annual General Meeting of Shareholders:

The Board of Directors is responsible for convening the Annual General Meeting of Shareholders and selecting a suitable venue within the territory of Vietnam.

2. Convening an extraordinary general meeting of shareholders:

2.1. An extraordinary general meeting of shareholders may be convened by: (i) the Board of Directors; or (ii) the Supervisory Board; or (iii) a shareholder or group of shareholders owning 5% or more of the total number of common shares.

2.2. According to Clause 4, Article 12 of the Company's Charter, the Board of Directors must convene an extraordinary General Meeting of Shareholders within thirty (30) days from the date of occurrence of one of the following cases:

a. The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;

b. Upon the request of a shareholder or group of shareholders owning 5% or more of the total number of common shares in the following cases:

- The board of directors seriously violates the rights of shareholders, the duties of managers, or makes decisions exceeding its delegated authority; or
- When the Board of Directors violates the Company's Articles of Association or acts contrary to the resolutions of the General Meeting of Shareholders.

The request to convene a General Meeting of Shareholders must be in writing and must include the following information:

- For individual shareholders, the full name, contact address, nationality, and legal document number are required; for organizational shareholders, the name, business registration number, or legal document number is required, along with the registered office address is required.
- The number of shares held by each shareholder, the total number of shares held by the entire group of shareholders, and their ownership percentage in the total number of shares in the company.
- The reason and purpose of the meeting, signed by all relevant shareholders, or a written request prepared in multiple copies and signed by all relevant shareholders.
- Documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority.

Shareholders, or groups of shareholders, are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.

2.3. In the event that the Board of Directors fails to convene a meeting as prescribed in Clause 2.2 of this Article, within the next thirty (30) days, the Supervisory Board shall replace the Board of Directors in convening the General Meeting of Shareholders.

2.4. If the Supervisory Board fails to convene a meeting as prescribed in Clause 2.3 of this Article, the shareholder or group of shareholders specified in point b, Clause 2.2 of this Article has the right to represent the Company in convening a General Meeting of Shareholders.

2.5. The Board of Directors must convene an extraordinary General Meeting of Shareholders to elect additional members of the Board of Directors within sixty (60) days from the date of occurrence of the following events:

a. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Charter and the resolution of the General Meeting of Shareholders;

b. The number of independent members of the Board of Directors has decreased and does not meet the minimum number required by the Company's Articles of Association and legal regulations.

2.6. The Board of Directors may also convene an extraordinary general meeting of shareholders when the Board of Directors deems it necessary for the benefit of the Company. Accordingly, convening a meeting is considered necessary when:

a. Annual balance sheets, six (06) month or quarterly reports or audited financial year reports reflecting equity that has been reduced by half (1/2) from the beginning of the period; and/or

b. The independent auditors found the meeting important for discussing the audit report or the Company's financial position, and the Board of Directors also agreed with the auditors' opinion.

Article 6. Notice regarding the convening of the meeting and finalization of the list of shareholders entitled to attend the General Meeting of Shareholders.

1. Before holding the General Shareholders' Meeting, the Board of Directors must hold a meeting to decide on matters related to the meeting, such as determining the record date for compiling the list of shareholders entitled to attend, and assigning tasks for preparation and organization to the Company's specialized departments. Accordingly, the Director establishes the Meeting Organizing Committee to prepare and implement the tasks serving the General Shareholders' Meeting ("Organizing Committee").

2. Following the Board of Directors meeting, the Board will issue a Board Resolution stating the reasons for convening the meeting, the record date for shareholders to attend (final registration date), the date of the meeting, and the location of the General Meeting of Shareholders.

3. In cases where a General Meeting of Shareholders is convened by a shareholder or group of shareholders owning 5% or more of the total number of common shares, this shareholder or group of shareholders must notify the Board of Directors of the meeting. The notification must clearly state the reason for convening the meeting, the expected time and location of the meeting, the record date for shareholders entitled to attend, and must clearly state that the Board of Directors has refused to convene the meeting as requested by this shareholder or group of shareholders. Attached to the notification must be a list of the shareholders or group of shareholders who are convening the meeting (clearly stating the information of each shareholder and the number of shares they own at the time of convening the meeting) and the written request that the shareholder or group of shareholders owning 5% or more of the total number of common shares sent to the Board of Directors to request the

convening of the meeting. The deadline for shareholders or groups of shareholders representing the Company to convene a General Meeting of Shareholders shall not be earlier than thirty (30) days from the date of sending a request to the Board of Directors to convene a General Meeting of Shareholders.

4. The person convening the General Meeting of Shareholders must make a public announcement about the list of shareholders entitled to attend the meeting at least twenty (20) days before the expected final registration date.

5. Notices regarding the convening of the General Meeting of Shareholders must be published on the information channels of the State Securities Commission, the stock exchange where the Company is listed or registered for trading, and on the Company's website.

6. The person convening the General Meeting of Shareholders must perform the following tasks:

- a. Prepare a list of shareholders entitled to attend the meeting;
- b. Providing information and resolving complaints related to the shareholder list;
- c. Plan the agenda and content for the meeting;
- d. Prepare documents for the meeting;
- e. Draft Resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;
- f. Determine the time and location of the meeting;
- g. Send meeting invitation notices to each shareholder on the list of shareholders entitled to attend the meeting;
- h. Other tasks related to the meeting.

Article 7. Preparation of the list of shareholders entitled to attend the meeting.

1. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the invitation to the General Meeting of Shareholders.

2. The process for compiling the list of shareholders entitled to attend the meeting is as follows:

- a. The convenor of the General Meeting of Shareholders will prepare and submit the notification of rights exercise to the Vietnam Securities Depository and Clearing Corporation (“VSDC”) to request VSDC to compile and send to the Company a list of shareholders owning shares of the Company as of the last registration date.
- b. The application for VSDC to compile a list of shareholders entitled to attend the meeting shall be made in accordance with the regulations and/or guidelines of VSDC issued and in effect at the time of the application for compiling the list of shareholders entitled to attend the meeting.

3. The list of shareholders entitled to attend the General Meeting of Shareholders must include the following information:

a. The full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizations, and head office address of organizations.

b. Number of shares held.

Article 8. Notice of convening the General Meeting of Shareholders

1. The notice of the General Meeting of Shareholders must be sent to all shareholders on the list of shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the General Meeting of Shareholders, counting from the date on which the notice is duly sent or transmitted.

2. Notices inviting shareholders to the General Meeting may be sent by post, email, text message, fax, and/or other means of communication to ensure they reach the shareholders' contact addresses.

3. The notice inviting shareholders to the General Meeting is prepared in Vietnamese and may also be prepared in English, and should include the following main contents:

a. Name, registered office address, and business registration number of the Company.

b. Name and contact address of the shareholder.

c. Time and location of the meeting.

d. Meeting agenda.

e. These requirements for meeting participants are intended to ensure the meeting is conducted successfully.

f. Link to the complete meeting documents (in case the meeting documents were not included with the meeting invitation).

4. The documents to be used at the General Shareholders' Meeting, which are enclosed with the Notice of Meeting and/or posted on the Company's website, include:

a. Meeting agenda and materials to be used in the meeting.

b. List and details of candidates in case the General Meeting of Shareholders elects members of the Board of Directors and the Supervisory Board;

c. Voting slips and ballot papers (if there is an election).

d. Draft Resolution of the General Meeting of Shareholders on the matters on the agenda.

Article 9. Program and content of the General Meeting of Shareholders

1. The person convening the General Meeting of Shareholders is responsible for preparing the agenda. The agenda of the General Meeting of Shareholders and related documents concerning the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. If the documents are not included with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:

- a. Meeting agenda, documents to be used in the meeting;
 - b. List and details of candidates in the event of electing members of the Board of Directors or Supervisory Board;
 - c. Voting slip;
 - d. Draft resolutions for each item on the meeting agenda.
2. Shareholders or groups of shareholders as stipulated in Clause 2, Article 10 of the Company's Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than three (03) working days before the opening date of the meeting.
3. The person convening the General Meeting of Shareholders has the right to reject a proposal as stipulated in Clause 4, Article 16 of the Company's Charter if it falls under one of the following cases:
- a. The petition was submitted in violation of the provisions of Clause 2, Article 10 and Clause 4, Article 16 of the Company Charter;
 - b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 2, Article 10 of the Company's Charter;
 - c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.
 - d. Other cases as prescribed by law.
4. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4, Article 16 of the Company's Charter in the proposed agenda and content of the meeting, except as stipulated in Clause 5, Article 16 of the Company's Charter; the proposal will be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 10. Authorization of representatives to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may authorize one or more individuals or other organizations in writing ("Authorized Attendees") to attend the General Meeting of Shareholders. Authorized Attendees do not necessarily have to be shareholders. In addition, shareholders may authorize a member of the Board of Directors or the Director to represent them at the General Meeting of Shareholders. The authorization document must be prepared according to the Company's form and must meet the following requirements in accordance with civil law:
- a. The information of the shareholder and the authorized representative attending the meeting must be clearly stated. If the shareholder and the authorized representative are individuals, their names and legal identification numbers must be clearly stated. If the shareholder and the authorized representative are organizations, the name, business

registration number, and registered office address of the organization must be clearly stated.

b. Number of authorized shares. If more than one authorized representative attends the meeting, the number of authorized shares for each authorized representative must be specifically determined. If the shareholder does not clearly specify the number of authorized shares for each authorized representative, it will be automatically understood that the shareholder's shares will be divided equally among the authorized representatives.

c. Authorization details and scope: specifically outlining the scope and content of the authorization that the authorized person attending the meeting is permitted to perform.

d. The authorization period (the authorization document must remain valid until the completion of the Shareholders' General Meeting).

e. The signature of the shareholder (if the shareholder is an individual) or the shareholder's legal representative (if the shareholder is an organization) and the signature of the authorized representative attending the meeting (if the authorized representative is an organization, the signature of the legal representative is required).

2. Authorized representatives must present the authorization document when registering for the meeting, or they may submit information about the authorization document to the Organizing Committee before the opening day of the meeting. In case of sub-authorization, the meeting participant must also present the original authorization document from the shareholder/authorized representative of the shareholder (if not previously registered with the Company). The scope of sub-authorization must be the same as the scope of the original authorization of the shareholder.

3. Shareholders who terminate or change their authorized representative must notify the Company in writing before the opening date of the meeting.

Article 11. Procedures for registering to attend the General Meeting of Shareholders

1. Shareholders or their authorized representatives may register to attend the Company's General Meeting of Shareholders before the opening date by various means (provided that this registration is made within the time limit stated in the Notice of Invitation to the General Meeting of Shareholders), specifically: (1) sending an email to the Company; or (2) registering by phone; or (3) sending a letter by post. In case of prior registration, shareholders and their authorized representatives must still bring and present their personal identification documents, authorization documents, and other necessary related documents to the meeting organizing committee for verification and registration at the meeting venue.

2. If a shareholder does not register to attend the meeting before the opening date, they may still register to attend in person at the General Meeting.

3. Before the meeting commences, the Organizing Committee must conduct the registration procedure for shareholders attending the meeting. The General Meeting Organizing Committee will assign one or more individuals to verify the eligibility of

shareholders (“Shareholder Eligibility Verification Team”). Shareholders or their authorized representatives attending the General Meeting of Shareholders must register at the registration desk before entering the meeting and sign the pre-prepared list of attending shareholders.

4. The shareholder eligibility verification committee will check the eligibility of shareholders when they register to attend the meeting or their authorized representative. Based on the list of shareholders entitled to attend the meeting, the committee will compare the personal documents of the shareholder or authorized representative, and check the invitation letter and authorization document (if any). If the shareholder or authorized representative does not meet the shareholder eligibility requirements, the committee has the right to refuse their attendance at the meeting.

5. Shareholders or their authorized representatives who arrive after the meeting has commenced are still registered to attend and have the right to vote immediately after registration. In this case, the validity of any previously voted-on items remains unchanged.

6. When registering to attend the General Meeting of Shareholders, based on the meeting documents enclosed with the meeting invitation and/or posted on the Company's website, shareholders are responsible for declaring in detail and truthfully their relevant interests in the agenda items of the General Meeting of Shareholders. The vote counting committee will determine the shareholders' voting rights on matters involving conflicts of interest as stipulated in Article 167 of the Enterprise Law. Failure to declare or making false declarations resulting in violations of voting regulations will be handled in accordance with the law and the Company's charter..

Article 12. Conditions for holding a General Meeting of Shareholders

1. In order to hold a General Meeting of Shareholders, the number of shareholders and authorized representatives attending the meeting must meet a minimum ratio as stipulated in Article 17 of the Company's Charter, specifically:

a. A General Meeting of Shareholders is considered valid when the number of shareholders and their authorized representatives present at the meeting exceeds fifty percent (50%) of the total voting rights.

b. If, after thirty (30) minutes from the scheduled opening time of the General Meeting, the conditions for holding the General Meeting of Shareholders as stated in item a above have not been met, the convener must cancel the meeting. The notice inviting attendees to the second meeting must be sent within thirty (30) days from the date of the first scheduled meeting. The second meeting shall be held when the number of shareholders and authorized persons attending the meeting represents at least thirty-three percent (33%) of the total number of voting shares.

c. If thirty (30) minutes have elapsed since the scheduled opening time of the General Meeting and the conditions for holding the second General Meeting of Shareholders as

stated above have not been met, the convener must cancel the meeting. The notice inviting attendees to the third General Meeting of Shareholders must be sent within twenty (20) days from the date of the planned second meeting. In this case, the meeting will proceed regardless of the number of shareholders or authorized representatives attending.

2. In the case of convening the second and third meetings as mentioned above, the person convening the General Meeting of Shareholders does not need to create a new list of shareholders entitled to attend and can use the list that VSDC provided in the first meeting.
3. The agenda and content for the second and/or third meeting will remain the same as those prepared for the first meeting.

Article 13. Forms of adopting resolutions of the General Meeting of Shareholders

Ordinary shareholders have the right to attend the General Meeting of Shareholders and exercise their voting rights through the following methods:

- a. Attend and vote in person at the meeting;
- b. Authorize another person to attend and vote at the meeting. Shareholders may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders;
- c. Attend and vote electronically through the online meeting system; send voting ballots to the meeting via mail, fax, email, or other means as prescribed by law and the Company's specific regulations when organizing the General Meeting of Shareholders.

Article 14. Voting Procedures

1. Voting ballots will be sent to shareholders along with the meeting invitation, posted on the Company's website, or provided by the Organizing Committee to each shareholder or authorized representative at the time of shareholder registration before the meeting, containing the following main information:

- a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).
- b. The number of shares held by that shareholder or the authorized representative attending the meeting.
- c. The issue requires a vote.
- d. Voting status (including: approve, disapprove, and abstain).

2. The content of the ballot depends on the agenda of the General Shareholders' Meeting. If the meeting includes the election of members of the Board of Directors or the Supervisory Board, the Company will issue shareholders ballots. These ballots will include the following information:

- a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).
- b. The total number of shares held by that shareholder or the authorized representative attending the meeting.

- c. Candidate's name.
- d. The maximum number of votes for each shareholder(s).
- 3. When voting at the General Meeting, shareholders and authorized representatives vote on each item on the agenda using the voting ballot. Voting is conducted by marking one of the voting statuses: "approve," "disapprove," or "no opinion" for each item. Simultaneously, shareholders and authorized representatives must follow the instructions of the vote counting committee.
- 4. A valid ballot must clearly indicate "in favor," "in favor," or "no opinion" on each specific issue and be properly signed by the shareholder or their authorized representative.
- 5. After the voting is complete, shareholders or their authorized representatives place their voting and/or ballot papers into a sealed ballot box for the vote counting committee to count.
- 6. Shareholders or their authorized representatives may also submit their ballots to the General Meeting of Shareholders via mail/fax/email. Shareholders are assured that voting by mail/fax/email is equivalent to voting in person at the meeting.
- 7. To avoid conflicts of interest, shareholders with vested interests will not vote on matters in which they or their related parties are identified as having rights and interests, in order to ensure the transparency and fairness of the meeting. For other matters, they retain their normal voting rights.
- 8. For items subject to public voting by the General Meeting: The Organizing Committee will issue separate voting cards for these items so that shareholders/authorized representatives attending the meeting can vote publicly according to the instructions of the Vote Counting Committee.

Article 15. Method of vote counting

- 1. The General Meeting of Shareholders will elect one or more members to the Vote Counting Committee upon the recommendation of the meeting chairman. The number of members of the Vote Counting Committee will be decided by the General Meeting of Shareholders based on the chairman's recommendation.
- 2. The vote counting committee has the following rights and responsibilities:
 - a. Proceed with counting the ballots and voting slips.
 - b. Prepare and publicly announce the minutes of the vote count and ballot counting before the General Meeting of Shareholders.
 - c. Hand over the vote counting minutes and all sealed ballot papers and voting slips to the Organizing Committee of the Shareholders' General Meeting.
 - d. Responsible for the integrity and accuracy of data, verification, recording of vote counts, and public announcement of vote count results.
- 3. The responsibilities of each member of the vote counting committee are defined as follows:

- a. Head of the vote counting committee: responsible for the procedures, sequence, and legal aspects of conducting voting and elections at the General Shareholders' Meeting.
 - b. The member in charge of data and statistics is responsible for ensuring the accuracy of data, including but not limited to data entry, calculations, and statistics related to the conduct of the General Meeting of Shareholders and vote counting data.
 - c. Vote counting supervisor: responsible for supervising the vote counting process carried out by other members of the Vote Counting Committee.
4. The vote counting committee will examine the ballots and compile the following information:
- a. Number of shareholders who participated in the vote and total number of votes cast.
 - b. The number of valid votes and the number of invalid votes.
 - c. The total number of "approve," "disapprove," and "no opinion" votes for each issue.
5. The person convening the General Meeting of Shareholders has the right to use electronic, automated software that applies barcodes, QR codes, and/or other identification technologies to conduct vote counting in order to ensure accuracy and shorten the counting time. The person convening the General Meeting of Shareholders is responsible for the use of such equipment, tools, and software.
6. The vote counting committee will have personnel to supervise the process and results of the vote counting. All members of the vote counting committee will sign the vote counting minutes to confirm the results.

Article 16. Conditions for the adoption of a resolution

1. Issues on the agenda of the General Shareholders' Meeting are approved if they meet the approval rate stipulated in the Company's Articles of Association.
2. In addition, the General Meeting will approve the Minutes and Resolutions of the Shareholders' General Meeting before the end of the meeting. The approval of the Minutes and the full text of the Resolutions will be made by public voting at the meeting.

Article 17. Announcement of vote counting results

1. After the vote count is completed, the vote counting committee will prepare a vote counting report and announce the results immediately before the meeting adjourns.
2. The vote counting record must include the following information:
 - a. Time and location for the vote counting.
 - b. Composition of the Vote Counting Committee.
 - c. The total number of shareholders participating in the vote and the total number of voting shares held by these shareholders.
 - d. The total number of votes cast for each item on the agenda, including valid, invalid, affirmative, negative, and abstention votes for each item; and the corresponding percentage of the total votes cast by shareholders attending and voting at the meeting.
 - e. The issues were approved and the corresponding voting percentages were given.

3. The vote count minutes must be published on the Company's website within twenty-four (24) hours from the time of adoption of the Resolution of the General Meeting of Shareholders.

Article 18. Methods of objecting to resolutions of the General Meeting of Shareholders

1. In the event that a shareholder objects to a resolution of the General Meeting of Shareholders, this objection must be made in writing, clearly stating the full name, legal document number of the individual or organization, the content of the objection, and the reasons for the objection.

2. This document will be forwarded to the Corporate Governance Officer for review and note-taking.

3. Shareholders who vote against the General Meeting of Shareholders' decision on the reorganization of the company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within ten (10) days from the date the General Meeting of Shareholders approves the decision on the reorganization of the Company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter.

Article 19. Request for annulment of a resolution of the General Meeting of Shareholders

1. Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 10 of the Company's Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

a. The sequence and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violated the provisions of the Enterprise Law and the Company's Charter, except as stipulated in Clause 3, Article 19 of the Company's Charter;

b. The resolution's content violates the law or the Company's Articles of Association.

2. If the Court annuls a resolution or part of the content of the Shareholders' General Meeting Resolution, that resolution shall remain in effect until the Court's decision to annul the resolution or part of the resolution takes effect, except in cases where interim measures are applied by a competent authority.

3. In the event that a resolution of the General Meeting of Shareholders is annulled by a court decision, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within sixty (60) days in accordance with the procedures stipulated in the Enterprise Law and the Company's Charter.

Article 20. Minutes of the Shareholders' General Meeting

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 contain the following main contents:

- a. Company name, registered office address, and registration number.
- b. Time and location of the Shareholders' General Meeting.
- c. Meeting agenda and content.
- d. The names, signatures, and titles of the chairperson and secretary.
- e. Summary of the meeting proceedings and the statements made at the General Shareholders' Meeting on each item on the agenda.
- f. The number of shareholders and the total number of voting rights of shareholders attending the meeting, and an appendix listing registered shareholders/shareholder representatives attending the meeting with their corresponding shareholdings and voting rights.
- g. The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by all shareholders present and voting at the General Meeting.
- h. The issues were approved, and the corresponding percentage of votes were cast in favor. In the event that the chairperson and/or secretary refuse to sign the minutes, the minutes shall remain valid if signed by all other members of the Board of Directors present at the meeting and contain all the required information as stipulated above. The minutes shall clearly state the chairperson's or secretary's refusal to sign the minutes.

2. The minutes must be drawn up in Vietnamese and may also be drawn up in English. In this case, both the Vietnamese and English versions of the minutes have equal legal validity. In case of any discrepancies in content between the Vietnamese and English versions, the content in the Vietnamese version shall prevail.

3. The minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

4. The minutes of the General Meeting of Shareholders must be posted on the Company's website within twenty-four (24) hours from the time of approval.

5. The minutes of the General Shareholders' Meeting are considered authentic evidence of the work done at the General Shareholders' Meeting.

6. Minutes of the General Meeting of Shareholders, appendix listing registered shareholders, proxies for attending the meeting, adopted resolutions, minutes of shareholder eligibility verification, minutes of vote counting, and other documents related to the General Meeting of Shareholders must be stored at the Company's head office.

Article 21. Publication of the Shareholders' General Meeting Resolution

1. Resolutions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the Resolution.

2. Meeting minutes, resolutions of the General Meeting of Shareholders and accompanying documents in the meeting minutes and resolutions (if any) must be posted on the Company's website and must disclose information in accordance with the law within twenty-four (24) hours from the time of issuance.

SECTION 2. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS THROUGH WRITTEN CONSULTATION

Article 22. Cases where written consultation is and is not permitted.

1. All matters within the authority of the General Meeting of Shareholders may be approved by written ballot, except in cases stipulated in Clause 1, Article 20 of the Company's Charter. Resolutions adopted by written ballot have the same validity as resolutions adopted in the case of a General Meeting of Shareholders.

2. The annual general meeting of shareholders was not held through the method of obtaining shareholder opinions in writing.

Article 23. Procedures for holding a General Meeting of Shareholders to adopt resolutions by written ballot.

1. Authority to organize shareholder consultations in writing.

The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders if deemed necessary for the benefit of the Company.

2. Notice regarding obtaining shareholder opinions in writing.

a. When it is deemed necessary to obtain shareholder opinions in writing to pass a resolution of the General Meeting of Shareholders, the Board of Directors will hold a meeting to agree on the issues to be discussed, assign tasks for preparation, and organize the opinion-gathering process.

b. At the meeting, the Board of Directors must determine the purpose and issues requiring consultation, and finalize the registration date to serve as the basis for compiling the list of shareholders to be consulted. These matters must be reflected in a Resolution of the Board of Directors.

- c. The Board of Directors must make a public announcement about closing the list of shareholders to conduct written shareholder consultations at least twenty (20) days before the last registration date.
 - d. Notices regarding the written shareholder consultation must be published on the Company's website, the State Securities Commission's website, and the stock exchange where the Company is listed or registered for trading.
3. Prepare a list of shareholders to be consulted.
- a. The list of shareholders eligible for consultation is the list of shareholders owning shares of the Company as of the record date.
 - b. When it is deemed necessary to obtain shareholder opinions in writing, based on the Resolution of the Board of Directors, the Director will send a notification to VSDC requesting the creation of a list of the Company's shareholders based on VSDC's data.
 - c. The list of notification documents to be submitted to VSDC will follow the regulations and/or guidelines issued by VSDC from time to time.
 - d. The list of shareholders whose opinions need to be solicited shall be prepared no more than ten (10) days before the date of sending the written shareholder opinion ballot.
 - e. The list of shareholders whose opinions are sought must contain the information as stipulated in Article 7.3 of these Regulations.
4. Feedback form and deadline for submitting feedback forms.
- a. The Board of Directors will prepare the ballot, draft resolution of the General Meeting of Shareholders, explanatory documents for the draft resolution and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballot.
 - b. The feedback form must include the following key information:
 - (i) Company name, registered office address, and registration number.
 - (ii) Purpose of soliciting feedback.
 - (iii) The full name, contact address, nationality, and legal document number of an individual shareholder; the name, business registration number or legal document number of an organization, and the registered office address of an organization shareholder; and the full name, contact address, nationality, and legal document number of an individual representative of an organization shareholder; the number of shares of each class and the number of voting rights of the shareholder.
 - (iv) The issue requires consultation before approval.
 - (v) The voting options include: "agree," "disagree," and "no opinion."
 - (vi) The deadline for submitting the answered ballot to the Company is as follows: Shareholders must submit their answered ballot to the Company before the time specified on the ballot, and the submission deadline is calculated from the date the ballot is duly sent or transmitted.

(vii) Full name and signature of the Chairman of the Board of Directors.

5. How to send out survey forms

a. The Board of Directors will send ballots to all shareholders on the shareholder list by post, email, fax, and/or other means of communication to ensure they reach each shareholder's contact address.

b. The explanatory documents for the draft Resolution and the contents requiring comments may be attached to the comment form or posted on the Company's website for shareholders to review before responding to the comment form.

c. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email, provided that the following conditions are met:

(i) In the case of mail submissions: the completed opinion poll form must be signed by the individual shareholder, the authorized representative, or the legal representative of the corporate shareholder. Opinion poll forms sent to the Company must be enclosed in a sealed envelope, collected and stored separately by the Company, and no one is permitted to open them before the vote count.

(ii) In the case of sending ballots by fax or email, the ballots sent to the Company must be collected, stored separately, and kept confidential until the time of vote counting.

d. Survey forms submitted to the Company after the deadline specified on the survey form, or that have been opened in the case of postal mail, or that have been disclosed in the case of fax/email, will be considered invalid.

e. Unreturned ballots will be considered as non-voting ballots.

6. Count the votes and prepare the vote count report.

a. The Board of Directors will establish a Vote Counting Committee to conduct the vote counting and prepare a vote counting report under the supervision and observation of the Supervisory Board or shareholders who do not hold management positions in the Company.

b. The vote count was conducted for each issue being discussed and the results were aggregated based on the "approve," "disapprove," and "no opinion" votes.

c. The vote count report must include the following key information:

(i) Company name, registered office address, and registration number.

(ii) The purpose and issues requiring consultation before the resolution can be passed.

(iii) The number of shareholders with the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote.

(iv) The total number of votes in favor, against, and abstentions for each issue.

(v) The issue has been approved, and the voting percentage in favor is as follows.

(vi) Full name and signature of the Chairman of the Board of Directors, the vote counting supervisor, and the vote counter.

d. Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

7. Announcement of vote count results and publication of the Shareholders' General Meeting Resolution.

a. Based on the vote count results, the Chairman of the Board of Directors will issue a Resolution of the General Meeting of Shareholders.

b. The minutes of the written vote count and the Resolution of the General Meeting of Shareholders must be posted on the Company's website and must disclose information as prescribed by law within twenty-four (24) hours from the time of issuance.

c. The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms are kept at the Company's headquarters.

SECTION 3. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS ONLINE

In addition to in-person meetings, annual and extraordinary general meetings of shareholders may be held online in the event of (i) force majeure events, including but not limited to: natural disasters, war, epidemics, rebellions, riots, terrorism, restrictive or prohibitive decisions of the State; and/or (ii) other objective events that the Board of Directors deems inconvenient and/or inappropriate to hold the general meeting of shareholders in person.

The organization of the General Meeting of Shareholders online will include the main contents as presented in the Articles below. However, if deemed necessary, the convenor of the General Meeting of Shareholders may issue Regulations on the organization of the General Meeting of Shareholders to provide detailed guidance on organizing the General Meeting of Shareholders in the form of an online conference.

Article 24. Notice of convening the General Meeting of Shareholders online

The method for notifying shareholders of an online General Meeting is the same as for notifying them of an in-person General Meeting. Specifically, the person convening the General Meeting will send the meeting notice and meeting documents to the company's shareholders or post these documents on the company's website. However, in the case of an online General Meeting, the person convening the meeting is obligated to prepare additional guidance documents for shareholders to register and attend the meeting online.

Article 25. Method of registering to attend the online General Meeting of Shareholders

1. Shareholders will register to attend the General Meeting of Shareholders online according to the instructions provided by the Organizing Committee, which have been sent to shareholders and/or posted on the Company's website. Accordingly, shareholders will

access the link published by the Organizing Committee and complete the declaration and verification of their shareholder status to attend the meeting.

2. Shareholders are only permitted to attend the online meeting after declaring and verifying their shareholder status. The organizers also ensure that shareholder access is unique and that each shareholder has only one account to access the online meeting room at any given time.

3. The organizers will also provide shareholders with information on technical support personnel and a hotline to assist shareholders in accessing and participating in the meeting.

Article 26. Authorization of representatives to attend the General Meeting of Shareholders online.

Shareholders may authorize another person to attend the General Meeting online. Specific regulations regarding authorization will be decided by the Board of Directors and communicated to shareholders along with the meeting documents.

Article 27. Conditions for conducting online General Shareholders' Meeting

An online General Shareholders' Meeting shall be conducted when the number of shareholders attending the meeting meets the minimum quorum as stipulated in Article 12 of these Regulations.

Article 28. Method of online voting

1. The organizing committee will prepare the technical equipment or means and methods for shareholders to conduct online voting (e-voting), electronic balloting, and/or other electronic voting methods, and will record these online votes of shareholders or their authorized representatives on the agenda items. The specific method will depend on the electronic equipment the Company uses for voting and will be announced to shareholders before each general meeting.

2. Shareholders or their authorized representatives may also vote via email/fax or by mail to the email address, fax number, or mailing address provided by the Organizing Committee, provided that the Organizing Committee receives the shareholder's ballot before the vote counting is completed.

Article 29. Method of online vote counting

The organizing committee will employ modern technologies to conduct the vote counting of shareholders. The vote count will be based on the number of votes cast by shareholders and/or their authorized representatives through online voting (e-voting), electronic ballots, and/or other electronic means, and the number of ballots submitted by shareholders and/or their authorized representatives via post, email, and fax.

The vote counting committee is responsible for the accuracy of this vote count and is liable for any damages arising from resolutions passed due to dishonest or inaccurate vote counting.

Article 30. Notification of vote counting results

The vote count results will be announced at the online General Shareholders' Meeting immediately after the vote count is completed and before the meeting adjourns.

Article 31. Minutes of the Shareholders' General Meeting

The minutes of an online General Meeting of Shareholders shall be prepared in the same manner and include the same contents as the minutes of an in-person General Meeting of Shareholders, as specifically stipulated in Article 20 of these Regulations.

Article 32. Publication of the Shareholders' General Meeting Resolution

Resolutions of the online General Meeting of Shareholders must be posted on the Company's website and must be disclosed in accordance with the law within twenty-four (24) hours from the time of issuance.

SECTION 4. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS THROUGH A MEETING IN PERSON

COMBINED WITH ONLINE

In addition to holding the General Meeting of Shareholders in person and/or online in the manner specified in Sections 2 and 3 of these Regulations, depending on the actual circumstances, the Board of Directors may organize the General Meeting of Shareholders using a combination of in-person and online conferencing.

The organization of the General Meeting of Shareholders through a hybrid format (in-person and online) will include the following main contents; however, if deemed necessary, the convenor of the General Meeting of Shareholders may issue regulations on the organization of the General Meeting of Shareholders to provide detailed guidance on certain issues related to organizing the General Meeting of Shareholders through a hybrid format (in-person and online).

Article 33. Notice of convening the General Meeting of Shareholders

1. Shareholders can attend the General Meeting of Shareholders in person at the meeting venue or participate via online conferencing using modern technology. Accordingly, at the venue where the General Meeting of Shareholders is held in person, the Organizing Committee will provide additional projection screens, computers, and audio-visual broadcasting equipment with internet connectivity to broadcast the meeting live to other shareholders participating online. This ensures a stable connection, clear and consistent image and sound quality between the in-person and online sessions, and protects the rights of all shareholders.
2. The procedure for registering to attend the Shareholders' General Meeting using this combined method is as follows:
 - a. For shareholders attending the meeting in person: registration should be done at the shareholder eligibility check desk located at the meeting venue, following the registration procedure for in-person meetings as stipulated in Article 11 of these Regulations.

b. For shareholders attending the meeting online: please register as instructed in Article 25 of these Regulations.

Article 34. Procedures for registering to attend the General Meeting of Shareholders

Depending on the chosen method of attending the General Meeting, shareholders register to attend the General Meeting of Shareholders in accordance with the provisions of Articles 11 and 25 of these Regulations.

Article 35. Authorization of a representative to attend the General Meeting of Shareholders

Shareholders may authorize representatives to attend the General Meeting of Shareholders in accordance with Articles 10 and 26 of these Regulations.

Article 36. Conditions for conducting

This hybrid General Meeting of Shareholders is conducted when the total number of shareholders/authorized representatives attending both in person and online meets the minimum quorum as stipulated in Article 12 of these Regulations.

Article 37. Forms of adopting resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders are adopted by voting at the meeting (including in-person voting and electronic/online voting).

Article 38. Voting Procedure

Shareholders may vote by: (i) voting in person at the General Meeting, (ii) sending their ballot to the meeting convener by mail/email/fax, or (iii) voting electronically or by other electronic means.

Article 39. Method of vote counting

1. The company will employ modern technologies to conduct the counting of shareholder votes. The vote count will be based on (i) the number of votes cast by shareholders and/or their proxy votes via electronic voting and/or other electronic means; (ii) the number of votes cast by shareholders and/or their proxy votes in person at the meeting (placed in the ballot box); and (iii) the number of ballots submitted by shareholders and/or their proxy votes via mail, email, or fax.
2. The vote counting committee will aggregate the total number of votes in favor, against, and abstentions from all three methods for each agenda item and divide it by the total number of voting shares of all shareholders attending and voting at the General Meeting to determine the corresponding percentages of votes in favor, against, and abstentions for each issue being voted on, thereby determining whether the issue to be voted on has sufficient quorum to be approved.

Article 40. Notification of vote counting results

The results of the vote count will be announced at the General Shareholders' Meeting immediately after the vote count is completed and before the meeting adjourns.

Article 41. Prepare minutes of the Shareholders' General Meeting.

The secretary will prepare the minutes of the General Meeting of Shareholders immediately at the meeting and present them to the General Meeting of Shareholders for approval before adjournment. The minutes of the General Meeting of Shareholders shall include the contents as stipulated in Article 20 of these Regulations.

Article 42. Publication of the Shareholders' General Meeting Resolution

Resolutions of the General Meeting of Shareholders must be posted on the Company's website and must be disclosed in accordance with the law within twenty-four (24) hours from the time of issuance.

CHAPTER III. BOARD OF DIRECTORS

Article 43. Role, rights and obligations of the Board of Directors, responsibilities of Board members

1. The Board of Directors is the governing body of the company, with full authority to exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are stipulated in Article 25 of the Company's Charter.
3. Board members have the right to request the Director and Deputy Directors to provide information and documents on the financial situation and business operations of the Company, provided that such information is for the purpose of performing the duties of the Board members and that such information is notified in writing to the Chairman of the Board of Directors and the Chairman of the Committee under the Board of Directors (if any) of which the requesting Board member is a member. The request must be made in writing, clearly stating the reason for the request, the purpose of using the information, accompanied by a commitment to use the information and documents for the intended purpose and maintain confidentiality, and the request must be sent to the Director at least twenty-four (24) hours in advance. The requested manager must provide timely, complete and accurate information and documents as requested by the Board members.
4. In the event that a member of the Board of Directors misuses or discloses/reveals information, that member shall be held fully liable for any damages incurred by the Company.

Article 44. Nominating, electing, dismissing, and removing members of the Board of Directors.

1. Term of office and number of members of the Board of Directors

The minimum number of Board of Directors members is three (03) and the maximum is eleven (11). The specific number of Board of Directors members will be decided by the General Meeting of Shareholders.

The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected

as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

2. Structure, standards, and conditions for members of the Board of Directors:

a. The Company's Board of Directors structure ensures that at least one-third (1/3) of the total number of Board members are non-executive members.

b. The total number of independent members of the Board of Directors must meet the following criteria:

- (i) There must be at least one (01) independent member in case the company has three (03) to five (05) members of the Board of Directors;
- (ii) There must be at least two (02) independent members in case the company has six (06) to eight (08) members of the Board of Directors;
- (iii) There must be at least three (03) independent members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.

Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the Company's Charter.

3. Nomination and candidacy for Board of Directors members

a. When the Company conducts the election of Board members, candidates may submit their applications to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders to run for election.

b. Shareholders or groups of shareholders owning 10% or more of the total number of common shares are entitled to nominate or run for election as members of the Company's Board of Directors by submitting nomination or candidacy documents to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders for consideration.

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder or group of shareholders; (ii) the candidate commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as a member of the Board of Directors; and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.
- (ii) The candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Companies where the candidate currently holds a position as a member of the Board of Directors/Board of Members or is also running for a position as a member of the Board of Directors and other management positions; The candidate's relationship with related parties; The

candidate's relationship with the Company's key business partners; Information related to the candidate's financial situation and other matters that may affect the candidate's duties and independence as a member of the Board of Directors;

- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders regarding the nomination of the Board member.

The Board of Directors will endeavor to disclose information about candidates before the opening date of the General Meeting of Shareholders in accordance with the law, depending on the availability of candidate information so that shareholders can learn about the candidates before voting. If a candidate has been identified, the Board of Directors must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders. Information related to candidates of the Board of Directors to be disclosed includes:

- (i) Full name, date of birth (day, month, year);
- (ii) Educational qualifications, professional qualifications;
- (iii) Work experience;
- (iv) Other managerial positions (including positions on the Board of Directors/Board of Members of other companies);
- (v) The benefits relate to the Company and its related parties;
- (vi) Companies in which the candidate holds positions as a member of the Board of Directors or Board of Members, other management positions, and any related interests in the candidate's Board of Directors (if any);
- (vii) Other information (if any).

4. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors, as required by law.

5. Method of electing members of the Board of Directors

a. Voting for members of the Board of Directors must be conducted using cumulative voting. 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, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

- b. Shareholders can allocate their votes to each candidate according to a specific number or proportion, or distribute them equally among the selected candidates, and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.
- c. The number of candidates selected must not exceed the number of Board members to be elected.
- d. Based on the number of approved Board of Directors members, the elected members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of Board members is reached, while ensuring that the minimum number of independent Board members stipulated in the Company's Articles of Association is met.
- e. Independent candidates will be selected first (based on the number of votes from highest to lowest, separate for independent candidates). After the minimum number of independent Board members as stipulated has been reached, the selection of the remaining Board members will be based on the number of votes from highest to lowest (including the remaining non-independent and independent Board candidates). A candidate elected as a Board member must have at least one (01) vote.
- f. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, this member will be selected as follows:
 - (i) If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
 - (ii) If the candidate is not a shareholder, the candidate with the longest term as a member of the Board of Directors will be given priority. In case of a tie in terms of term, the number of years served will be considered.

If no candidate is selected according to criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes and select the candidate with the highest number of votes.

6. Cases of dismissal, removal, and appointment of Board of Directors members.

- a. According to Clause 4, Article 24 of the Company's Charter, the dismissal of a member of the Board of Directors shall be carried out as follows:
 - (i) In the event that a member of the Board of Directors no longer meets the qualifications and conditions for membership in the Company's Board of Directors: The Board of Directors is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. The Board of Directors will then vote on the matter before submitting it to the General Meeting of Shareholders for approval.

- (ii) In the event that a member of the Board of Directors submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case is only effective upon a written resolution of the General Meeting of Shareholders.
 - (iii) In the event that a member of the Board of Directors is dismissed by a decision of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.
 - (iv) In the event that a member of the Board of Directors is absent from the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure. This absence includes not attending Board meetings, not completing assigned tasks, and/or not performing assigned duties. In this case, the Board of Directors shall consider and decide before submitting it to the General Meeting of Shareholders for approval.
- b. The election of additional members to the Board of Directors shall be conducted in the following cases:
- (i) The number of Board of Directors members has been reduced by more than one-third (1/3) compared to the number stipulated in the Company's Charter and the decision/resolution of the General Meeting of Shareholders;
 - (ii) The number of independent members of the Board of Directors has decreased, failing to meet the ratios stipulated in the Company's Articles of Association and applicable laws.
 - (iii) The General Meeting of Shareholders elected new members to the Board of Directors to replace the members who were dismissed or removed from office at the most recent meeting.

The election of additional members to the Board of Directors will be based on a list of candidates nominated by (i) the candidates themselves, (ii) shareholders or groups of shareholders, and/or (iii) the Board of Directors.

7. Announcement regarding the election, dismissal, and removal of members of the Board of Directors.

In all cases of changes to the Board of Directors involving the election, dismissal, or removal of Board members, after approval by the General Meeting of Shareholders, the Board of Directors and the Director (Legal Representative of the Company) must disclose information in accordance with the law.

8. Election, removal, and dismissal of the Chairman of the Board of Directors:

a. The Chairman of the Board of Directors is elected from among the members of the Board of Directors by a majority vote.

b. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed or removed from office.

In the event that 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 obligations of the Chairman of the Board of Directors.

In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

c. The removal or dismissal of the Chairman of the Board of Directors will be carried out by a decision of the Board of Directors.

Article 45. Remuneration and other benefits of Board members

1. The remuneration and bonuses of the Board of Directors are determined by a decision of the General Meeting of Shareholders. The total amount is an absolute figure.
2. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
3. Other benefits: Other benefits may include the cost of purchasing liability insurance (if approved by the General Meeting of Shareholders), health insurance packages, etc., for members of the Board of Directors.

Article 46. Sequence and procedures for organizing a Board of Directors meeting.

1. Minimum number of meetings per quarter/year

The Board of Directors must meet at least once every quarter and may hold extraordinary meetings to make decisions by voting at the meeting or by obtaining written opinions.

2. Cases requiring the convening of an extraordinary meeting of the Board of Directors:
- a. The Chairman of the Board of Directors convenes extraordinary meetings of the Board of Directors in the following cases:
- A proposal may be made by the Supervisory Board or an independent member of the Board of Directors;
 - There is a proposal from the Director or at least five (05) other managers;
 - There is a proposal from at least two (02) members of the Board of Directors.
- b. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the above-mentioned proposal. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company. The person making the proposal has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.
3. Notice of Board of Directors Meeting:
- a. The notice of the Board of Directors meeting must be sent to the members of the Board of Directors at least three (03) working days before the meeting is held.
- b. In the case of regular quarterly Board of Directors meetings, the invitation to the meeting will be sent by the Company's Chief Executive Officer. In the case of extraordinary Board of Directors meetings, the invitation will be sent by the Chairman of the Board of Directors or the person convening the meeting.
- c. Meeting notices may be sent by paper invitation, telephone, fax, email, or other means depending on the time, but must ensure that they reach the address of each Board member registered with the Company.
- d. The meeting notice must specify the time and place of the meeting, the agenda, the issues to be discussed and decided, and may also include materials to be used at the meeting and voting ballots for members.
- e. The Board of Directors meeting may be held at the Company's head office or at another address in Vietnam or abroad, as proposed by the Chairman of the Board of Directors and with the agreement of the Board of Directors.
4. Conditions for holding a Board of Directors meeting:
- a. A Board meeting is considered valid when at least three-quarters ($\frac{3}{4}$) of the total number of members are present.
- b. If the convened meeting does not have the required number of members present as stipulated above, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half ($\frac{1}{2}$) of the Board of Directors members are present.
- c. Board members are deemed to have attended and voted at the meeting in the following circumstances:

- (i) Attend and vote in person at the meeting;
- (ii) Authorize someone else to attend the meeting and vote on their behalf;
- (iii) Participate and vote via online conference, electronic voting, or other electronic means;
- (iv) Submit your ballot to the meeting via mail, fax, or email;
- (v) Submit the ballot by other means if approved by a majority of the Board of Directors.

5. Voting method:

- a. The board of directors makes decisions by voting at meetings or by obtaining written opinions.
- b. Each member of the Board of Directors or authorized representative (if any) attending the Board of Directors meeting has one (01) vote.
- c. Board members may send their completed ballots to the meeting by mail, fax, or email. If a Board member sends their ballot by mail, the ballot must be in a sealed envelope and delivered to the Chairman of the Board no later than one (01) hour before the meeting begins. The ballot may only be opened in the presence of all attendees. If sent by fax or email, it must be sent before the end of the vote count.
- d. In the event that the board meeting is held in person, online, or through other electronic means, board members may vote by stating “in favor,” “against,” or “abstain,” or by raising their hand for each item on the ballot.
- e. Board members are not entitled to vote on contracts or transactions in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not counted toward the minimum number of representatives required to convene a Board meeting regarding decisions in which they do not have the right to vote.
- f. Any member of the Board of Directors who benefits from a contract or transaction with the Company shall be deemed to have a substantial interest in that contract or transaction.
- g. According to the above regulations, when issues arise during a Board of Directors meeting concerning the interests of a Board member or the voting rights of a member, and these issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the meeting chair for decision. The chair's decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed.

6. Conditions for passing a resolution by the Board of Directors:

- a. The Board of Directors makes decisions based on a majority vote of the Board members present at the meeting (>50%). In the event of a tie vote, the final decision rests with the side supported by the Chairman of the Board of Directors.

b. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. This resolution is effective and valid as if it were adopted at the meeting.

7. Authorization of another person to attend a meeting by a member of the Board of Directors.

a. Board members may authorize other representatives to attend meetings and vote on their behalf if approved by a majority of the board members.

b. The authorization must be in writing and notified to the Board of Directors in advance for approval before the meeting commences.

c. Authorized representatives must present their authorization letter and other personal legal documents when attending Board of Directors meetings.

8. Prepare minutes of the Board of Directors meeting.

a. Board of Directors meetings must be recorded by the Company's Chief Administrator and may be audio-recorded, transcribed, and stored in other electronic forms.

b. The meeting minutes must include the following key points:

- (i) Name, registered office address, business registration number;
- (ii) Time and location of the meeting;
- (iii) Purpose, agenda, and content of the meeting;
- (iv) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;
- (v) The issue was discussed and voted on at the meeting;
- (vi) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- (vii) The voting results clearly indicate which members approved, disapproved, and abstained.

(viii) The issue was approved, and the voting percentage was in favor.

(ix) The names, signatures of the chairperson and the person recording the minutes.

c. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the aforementioned information, then these minutes are still valid and enforceable. The meeting minutes clearly state that the chairperson or the person recording the minutes refused to sign. The person signing the minutes is jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes is personally liable for any damages incurred by the enterprise due to their refusal to sign the meeting minutes, as stipulated in the Enterprise Law, the company's charter, and relevant laws.

d. The chairperson, the minutes recorder, and any signatories to the minutes shall be jointly and severally liable for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

e. Minutes of the Board of Directors meeting must be prepared in Vietnamese and may also be prepared in English. In this case, the minutes prepared in Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English minutes, the content in the Vietnamese minutes shall prevail.

f. Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office for at least five (05) years.

9. Announcement of the Board of Directors' Resolution:

a. The person in charge of corporate governance is responsible for sending the signed minutes of the Board of Directors meeting to the members via mail or email/fax to the address registered by each member, and these minutes serve as authentic evidence of the work accomplished during the meeting.

b. In accordance with the Board of Directors' resolution on certain matters requiring mandatory information disclosure, the legal representative and/or the person in charge of corporate governance of the Company are responsible for disclosing information as prescribed.

Article 47. Selection, appointment, and dismissal of the person in charge of corporate governance.

1. The person in charge of company administration must meet the following standards:

- Having knowledge of the law;
- You are not allowed to simultaneously work for the independent auditing firm that is auditing the Company's financial statements;
- Other standards as prescribed by law, the Company's Articles of Association, and decisions of the Board of Directors.

2. Appointment of the Head of Corporate Governance:

The Company's Board of Directors must appoint at least one (01) person in charge of Company administration to support Company administration. The person in charge of Company administration may also serve as Company Secretary as prescribed in Clause 5, Article 156 of the Enterprise Law.

3. The Board of Directors may dismiss the Head of Corporate Governance when necessary, provided that this does not violate applicable labor laws.

4. The announcement of the appointment and dismissal of the Company's Head of Administration is made public in accordance with the law.

5. The rights and obligations of the person in charge of corporate governance are governed by Article 30 of the Company's Charter.

CHAPTER IV. THE SUPERVISORY BOARD

Article 48. The role, rights, and obligations of the Supervisory Board, and the responsibilities of the Supervisors.

The rights and obligations of the Supervisory Board, and the responsibilities of the Supervisors, are governed by Article 37 of the Company's Charter.

Article 49. Term of office, number, composition, and structure of the Supervisors

1. The Company has three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

In cases where a Supervisor's term ends at the same time as a new Supervisor's term, the former Supervisor shall continue to exercise their rights and obligations until a new Supervisor is elected and assumes office.

2. Composition and structure of the Auditors

a. The Supervisory Board has one (01) Head of the Board elected by the Supervisory Board from among the Supervisors by majority principle. The rights and obligations of the Head of the Supervisory Board are stipulated in Article 36 of the Company Charter.

b. The Supervisory Board must have more than half of its Supervisors residing in Vietnam.

Article 50. Standards and conditions for Inspectors

The auditor must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following cases:

1. Working in the accounting and finance department of the company;
2. Being a member or employee of an independent auditing firm that audited the Company's financial statements for the three (03) consecutive years prior to that;
3. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the Company's business operations.

Article 51. Nomination and candidacy of Supervisors

1. Nominations and candidacies for the Supervisory Board:

a. When the Company conducts the election of the Supervisory Board, candidates may submit their applications to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders to run for election.

b. Shareholders or groups of shareholders owning 10% or more of the total number of common shares are entitled to nominate or run for the Supervisory Board of the Company by submitting nomination or candidacy documents to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders for consideration.

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder(s) or group of shareholders; (ii) the candidate

commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as Supervisor; and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.

- (ii) The nominee's/candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Relationship of the candidate with relevant parties;
- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders nominating the Supervisor.

Information regarding the candidates for the Supervisory Board that has been released includes:

- (i) Full name, date of birth (day, month, year);
- (ii) Educational qualifications, professional qualifications;
- (iii) Work experience;
- (iv) Other managerial positions;
- (v) The benefits relate to the Company and its related parties;
- (vi) Other information (if any).

2. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient as stipulated, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Supervisory Board members as prescribed by law.

Article 52. Method of electing the Supervisors

The election of the Supervisory Board members must be conducted using cumulative voting. 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 Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

1. Shareholders can allocate their votes to each candidate according to a specific number or proportion, or distribute them equally among the selected candidates, and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.
2. The number of candidates selected must not exceed the number of Supervisors to be elected.

3. Based on the number of approved Auditors, the elected Auditors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of Auditors stipulated in the Company's Charter is reached.

4. In the event that two (02) or more candidates receive the same number of votes for the last member of the Supervisory Board, this member will be selected as follows:

a. If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.

b. If the candidate is not a shareholder, the candidate with the longest tenure as a Supervisory Board member will be given priority. In case of equal tenure, the number of years served will be considered.

5. If no candidate is selected according to criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election among the candidates with an equal number of votes and select the candidate with the highest number of votes.

Article 53. Cases of dismissal or removal of the Supervisory Board

1. According to Clause 4, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:

a. In the event that a Supervisory Board member no longer meets the qualifications and conditions to serve as a Supervisory Board member of the Company: The Supervisory Board is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. Subsequently, the Supervisory Board votes to reach a consensus and submits the report to the Board of Directors for presentation to the General Meeting of Shareholders for approval.

b. In the event that the Supervisory Board submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case will only be effective upon a written resolution of the General Meeting of Shareholders.

2. According to Clause 5, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:

a. In the event that the Supervisory Board fails to complete its assigned duties and tasks: The Head of the Supervisory Board shall gather evidence and information, prepare an assessment report, review the matter, and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.

b. In the event that the Supervisory Board fails to exercise its rights and obligations for six (06) consecutive months, except in cases of force majeure: The Head of the Supervisory Board shall collect evidence, information and prepare an assessment report, review and

make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.

c. In cases where the Supervisory Board repeatedly or seriously violates the duties of a Supervisory Board as stipulated in the Enterprise Law and the Company's Charter: The Head of the Supervisory Board shall collect evidence and information, prepare an assessment report, review and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.

d. In the event that the Supervisor is dismissed by a resolution of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.

Article 54. Notification of election, dismissal, and removal of the Supervisory Board

1. The election of additional Supervisors is conducted in the following cases:

a. The number of remaining Supervisors is less than the minimum number of members required by law and the company's charter;

b. The General Meeting of Shareholders elected a new Supervisory Board member to replace the member who was dismissed or removed from office at the most recent meeting.

The election of additional Supervisors will be based on a list of candidates nominated by (i) the candidates themselves, (ii) shareholders or groups of shareholders, and/or (iii) the Supervisory Board.

2. Announcement regarding the election, dismissal, and removal of the Auditor.

In all cases of changes to the Supervisory Board related to the election, dismissal, or removal of the Supervisory Board, after approval by the General Meeting of Shareholders, the Board of Directors and the Director (Legal Representative of the Company) must disclose information in accordance with the law.

3. Election, dismissal, and removal of the Head of the Supervisory Board:

a. The Head of the Supervisory Board is elected from among the Supervisors by majority vote.

b. The Head of the Supervisory Board is elected at the first meeting of the Supervisory Board within seven (07) working days from the date of the end of the election of that Supervisory Board. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the case where more than one member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Supervisory Board.

In the event that the Head of the Supervisory Board submits a resignation letter or is dismissed or removed from office, the Supervisory Board must elect a replacement within

ten (10) days from the date of receiving the resignation letter or being dismissed or removed from office.

Article 55. Salary and other benefits of the Auditor

1. The remuneration and bonuses of the Supervisory Board are determined by a decision of the General Meeting of Shareholders. The total amount is an absolute figure.
2. The Supervisory Board is reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.
3. The remuneration of each Auditor is included in the Company's business expenses in accordance with the law on corporate income tax, is shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Other benefits: Other benefits may include the cost of purchasing liability insurance (if approved by the General Meeting of Shareholders), health insurance packages, etc., for members of the Supervisory Board.

CHAPTER V. DIRECTOR

Article 56. Role, responsibilities, rights and obligations of the Director

1. The Director is responsible for managing the company's day-to-day business operations; is subject to the supervision and direction of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.
2. The Director must manage the Company's daily business operations in accordance with the law, the Company's charter, the Company's operating regulations, the employment contract signed with the Company, and the resolutions and decisions of the Board of Directors. If the Director's management is contrary to the provisions of this clause and causes damage to the Company, the Director shall be held legally responsible and liable to compensate the Company for the damages.
3. For the Board of Directors, the CEO and other members of the management team are the executive and operational bodies of the Company, ensuring that the Company's operations run smoothly and effectively.
4. The director has the authority to decide on measures exceeding his/her authority in emergency situations such as natural disasters, war, fire, or unforeseen incidents, but must report in writing to the Board of Directors as soon as possible and is accountable to the Board of Directors and the nearest General Meeting of Shareholders for such decisions.
5. The Director has the right to refuse to implement and to reserve his/her opinion on decisions of the Board of Directors if he/she believes that such decisions are unlawful or

detrimental to the interests of shareholders. In this case, the Director must immediately submit a written explanation to the Board of Directors and the Supervisory Board.

Article 57. Appointment, dismissal, signing of contracts, and termination of contracts for the Director

1. Term of office, qualifications and conditions for the Director:

- a. The Director's term of office shall not exceed five (05) years and may be reappointed for an unlimited number of terms.
- b. The director must meet the conditions and standards prescribed by law, specifically:
 - (i) Not among those prohibited from establishing and managing businesses in Vietnam according to the provisions of the Enterprise Law;
 - (ii) They possess the necessary professional qualifications and experience in the field and industry of the Company's business.

2. Nomination, dismissal, and removal of the Director:

a. Nomination for Director

The Board member assigned to oversee human resources or the Human Resources and Compensation Subcommittee (if any) shall submit a written proposal for the appointment of the Director to the Board of Directors after selecting and evaluating the candidate's application.

b. Dismissal and removal of the Director

- (i) The board of directors may meet to vote on the dismissal or removal of the director and the appointment of a new director to replace him.
 - (ii) A director may be dismissed by the Board of Directors in the following circumstances:
 - Due to health reasons preventing me from continuing my work;
 - Employment contract has ended;
 - Retirement and/or no need for contract renewal/re-signing.
 - (iii) A director may be removed from office by the Board of Directors in the following circumstances:
 - Failure to complete assigned tasks or violation of the Company's charter, rules, and regulations;
 - Violating the law to the extent that it leads to criminal prosecution or termination of the employment contract.
 - (iv) Dismissal or removal from office will be expressed through a resolution/decision of the Board of Directors.
3. Appointing and signing an employment contract with the Director:
- a. Appoint
- (i) The Board of Directors appoints the Director after reviewing the proposal from the Board of Directors.

(ii) The appointment will be formalized by a resolution/decision of the Board of Directors.

b. Sign an employment contract with the Director.

(i) The Chairman of the Board of Directors will sign the Director's employment contract on behalf of the Board of Directors.

(ii) Remuneration, salary, benefits, and other terms will be determined by the Board of Directors and stipulated in the employment contract for the Director.

4. Terminate the employment contract with the Director:

The company terminates the employment contract with the Director after the Board of Directors issues a resolution dismissing or removing the Director. The termination of the employment contract with the Director must comply with the provisions of the law, the Articles of Association, this Regulation, and other company regulations. If, after dismissal or removal, the Director continues to work at the company in a different position, the company will sign an addendum to the employment contract to adjust it to the new position.

5. Notification of appointment, dismissal, contract signing, and contract termination for the Director:

The announcement of the appointment, dismissal, signing of contracts, and termination of contracts for the Director will be carried out in accordance with the legal regulations on information disclosure.

6. Salary and other benefits for the Director:

a. The director receives a salary and bonuses. The director's salary, bonuses, allowances, and other benefits are determined by the Board of Directors.

b. The Director's salary is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported at the annual general meeting of shareholders.

CHAPTER VI. OTHER ACTIVITIES

Article 58. Coordination of activities between the Board of Directors, the Supervisory Board, and the Director

1. The procedures for convening, notifying, recording minutes, and notifying the results of meetings between the Board of Directors, the Supervisory Board, and the Director shall be carried out in accordance with Article 46 of these Regulations. The person in charge of corporate governance shall support corporate governance activities and prepare for meetings of the Board of Directors, the Supervisory Board, and the Director as requested by the Board of Directors or the Supervisory Board.

2. Members of the Board of Directors, Directors, and Executive Officers of the Company must provide complete, accurate, and timely information and documents regarding the management, operation, and activities of the Company as requested by the Supervisory Board.

The person in charge of corporate governance must ensure that all copies of resolutions, minutes of meetings of the General Meeting of Shareholders and of the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. The person in charge of corporate governance must ensure that all copies of resolutions, decisions, minutes of meetings of the General Meeting of Shareholders and of the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Director at the same time and in the same manner as to shareholders and members of the Board of Directors.

4. The Director is responsible for submitting regular and ad hoc reports to the Board of Directors on the following specific matters:

- a. Periodically report to the Company's Board of Directors on the performance of assigned duties and responsibilities as stipulated in Clause 4, Article 33 of the Company's Charter and other tasks authorized by the Board of Directors or the General Meeting of Shareholders;
- b. Report to the Board of Directors on matters within the authority of the Board of Directors and the General Meeting of Shareholders;
- c. Prepare ad hoc reports on matters as requested by the Board of Directors and/or the Supervisory Board.

5. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically the Board's oversight of the Directors and other Executives during the fiscal year. If the Board of Directors fails to submit a report to the General Meeting of Shareholders, the Company's annual financial statements will be deemed invalid and not approved by the Board of Directors.

6. The director must report and explain to the General Meeting of Shareholders about:

- a. The status of implementing strategic direction, long-term development plan, and annual production and business plan based on resolutions approved by the Board of Directors and the General Meeting of Shareholders;
- b. The use of capital; investment in purchasing, mortgaging, leasing, renting, liquidating, and transferring fixed assets; employment; and other matters within the Director's authority as stipulated in Clause 4, Article 33 of the Company's Charter;
- c. The Director is responsible for organizing and managing the issuance of share ownership certificates, changes to shareholder information, and the exercise of other shareholder rights as stipulated in the Company's Articles of Association and the law.
- d. Other matters as requested by the General Meeting of Shareholders.

The Board of Directors and the Supervisory Board, based on their rights and obligations, the Director and the business executives, shall issue internal regulations on coordinating control, management, and supervision activities among members of the Board of Directors, the Supervisory Board, and the Director, in accordance with the tasks stipulated in the Company Charter and relevant legal documents.

Article 59. Regulations on annual evaluation of reward and disciplinary activities for members of the Board of Directors, Supervisory Board, Directors and other business executives.

The Company's Board of Directors, based on the rights and obligations of the Board of Directors, the Supervisory Board, the Director, and the business executives, issues regulations on evaluating plan completion, rewarding and disciplining members of the Board of Directors, Supervisory Board, Director, and business executives of the Company.

CHAPTER VII. EFFECTIVE DATE

Article 60. Effective Date

The internal regulations on corporate governance of Global Pacific Shipping Joint Stock Company include seven (07) chapters, sixty (60) articles and are effective from the date of signing.

This regulation replaces the internal regulations on corporate governance of Global Pacific Shipping Joint Stock Company issued together with Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 26, 2025 of the Extraordinary General Meeting of Shareholders in 2025.

Any amendments or additions to these Regulations must be approved by the General Meeting of Shareholders.

Other matters related to corporate governance not addressed in these Regulations shall be governed by the provisions of the law and the Company's Articles of Association.

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

Tran Trung Quoc

No.: /2026/TTr-PCT-HĐQT

Ho Chi Minh City, [date] 2026

SUBMISSION

For the issuance of the Regulations on the operation of the Board of Directors

To: The General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;
- Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

In order to update the latest regulations of the law on enterprises, securities, and especially the Vietnamese Corporate Governance Principles issued by the State Securities Commission in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the promulgation of the Board of Directors' Operating Regulations. The main content of the Regulations includes standardizing the procedures for election, dismissal, and the operating mechanism of the Board of Directors towards professionalization.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

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

Tran Trung Quoc

**REGULATIONS ON THE OPERATION OF THE BOARD OF
DIRECTORS**

*(Issued pursuant to Resolution No./2026/NQ-PCT-ĐHCD dated/...../2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- *Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;*
- *Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;*
- *Based on Decree No. Decree No. 155/2020/ND-CP Government Decree No. 245/2025/ND-CP dated September 11, 2025, detailing the implementation of several articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. Decree No. 155/2020/ND-CP Government Decree dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*
- *Based on the Articles of Association of Global Pacific Shipping Joint Stock Company;*
- *Based on Resolution No./2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated/...../2026;*

The Board of Directors issues the Regulations on the Operation of the Board of Directors of Global Pacific Shipping Joint Stock Company.

The operating regulations of the Board of Directors of Global Pacific Shipping Joint Stock Company include the following contents:

Chapter I. GENERAL PROVISIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Enterprise Law, the company's charter, and other relevant legal provisions.

2. Scope of Application: This regulation applies to the Board of Directors and its members.

Article 2. Principles of operation of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.

2. The Board of Directors assigns responsibility to the Chief Executive Officer to organize and implement the resolutions and decisions of the Board of Directors.

Chapter II. MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have all the rights stipulated in the Enterprise Law, the Securities Law, relevant laws, and the company's charter, including the right to be provided with information and documents on the company's financial situation and business operations.

2. Members of the Board of Directors have the obligations stipulated in the Company's Articles of Association and the following obligations:

a) To perform my duties honestly and diligently for the best interests of the shareholders and the Company;

b) Attend all meetings of the Board of Directors and provide input on the issues discussed;

c) To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations of the Company;

d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, other companies in which the Company holds control of more than 50% of the charter capital and members of the Board of Directors and their related parties; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction;

d) Disclose information when conducting transactions involving the Company's shares in accordance with the law.

3. Independent members of the Company's Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Article 4. Right of Board of Directors members to access information

1. Members of the Board of Directors have the right to request the Director, Deputy Director, and other managers in the Company to provide information and documents regarding the Company's financial situation and business operations.
2. Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are as follows: Internal regulations on corporate governance regulations.

Article 5. Term of office and number of members of the Board of Directors

1. The Board of Directors shall have from three (03) to eleven (11) members. The specific number of members of the Board of Directors shall be decided by the General Meeting of Shareholders. In this regard, the Company must ensure that the number of non-executive members of the Board of Directors and the number of independent members of the Board of Directors comply with the provisions of Clause 3, Article 24 of the Company's Charter.
2. The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Board of Directors member of a company for no more than two (02) consecutive terms.
3. If all members of the Board of Directors complete their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise stipulated in the Company's Articles of Association.
4. The Company's charter specifies the number, rights, obligations, organization, and coordination of activities of the independent members of the Board of Directors.

Article 6. Standards and conditions for membership of the Board of Directors

1. Members of the Board of Directors must meet the following standards and conditions:
 - a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
 - b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of business of the Company, and are not necessarily shareholders of the Company, unless the Company's Articles of Association stipulate otherwise;
 - c) Members of the Company's Board of Directors Only a member of the Board of Directors or Board of Members at a maximum of five (05) other companies may be simultaneously a member of the Board of Directors or Board of Members.;
 - d) Other standards and conditions as stipulated in the Articles of Association and Internal Regulations on Corporate Governance..
2. Independent members of the Board of Directors must meet the following standards and conditions:

- a) Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least three (03) consecutive years prior to this;
- b) Not a person currently receiving a salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;
- c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;
- d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;
- d) Not a person who has been a member of the Board of Directors or Supervisory Board of the Company for at least five (05) consecutive years before, except in the case of being appointed continuously for two (02) terms;
- e) Other standards and conditions as stipulated in the Regulations and the Company's internal governance regulations.

3. An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the aforementioned standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within six (06) months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

- 1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.
- 2. The Chairman of the Board of Directors of the Company may not also hold the position of Director.
- 3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Develop the program and plan of activities for the Board of Directors;
 - b) Preparing or organizing the preparation of the agenda, content, and documents for the meeting; convening, presiding over, and chairing the General Meeting of Shareholders and the meetings of the Board of Directors;
 - c) Organizing the adoption of resolutions and decisions by the Board of Directors;
 - d) Monitoring the implementation of resolutions and decisions of the Board of Directors;

D) Ensure that the Board of Directors submits the annual financial statements, the Company's activity report, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders.;

e) On behalf of the Board of Directors, sign resolutions/decisions of the Board of Directors;

f) To propose to the Board of Directors the appointment, dismissal, and removal of the Director. To sign employment contracts with the Director on behalf of the Board of Directors;

g) Where necessary, the Chairman of the Board of Directors may temporarily suspend the Director's decisions to limit losses and shall then report in writing to the Board of Directors for a formal decision on the suspension or cancellation of such temporary suspension within fifteen (15) days from the date of such temporary suspension;

h) Other rights and obligations as prescribed by law.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or from the date the Board of Directors approves the decision to dismiss the Chairman of the Board of Directors. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

5. When deemed necessary, the Board of Directors shall appoint a company secretary. The company secretary shall have the following rights and obligations:

a) Assisting in organizing and convening General Meetings of Shareholders and Board of Directors; recording meeting minutes;

b) To assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Assisting the Board of Directors in applying and implementing corporate governance principles;

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures;

d) Other rights and obligations as stipulated in the company's charter.

Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors

1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

- a) Not meeting the required standards and conditions To become a member of the Board of Directors in accordance with the law and the Company's regulations.;
- b) A resignation letter has been submitted and accepted;
- c) Other cases as stipulated in the Company's Articles of Association.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

- a) Not participating in the activities of the Board of Directors for six (06) consecutive months, except in case of force majeure;
- b) Other cases as stipulated in the company's charter.

3. When deemed necessary for the benefit of the Company, The board of directors may present The General Meeting of Shareholders shall consider and decide on the replacement of members of the Board of Directors; and the dismissal or removal of members of the Board of Directors, except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

- a) The number of Board of Directors members is reduced by more than one-third compared to the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members is reduced by more than one-third;
- b) The number of independent members of the Board of Directors has decreased, failing to meet the required ratio. of the law and the Company's Articles of Association;
- c) Except as provided in points a and b of this clause, The Board of Directors will present The General Shareholders' Meeting elected a new member to replace the Board of Directors member who was dismissed or removed from office at the most recent meeting.

Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors

1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows:

- a) If ordinary shareholders form a group to nominate candidates for the Board of Directors, they must notify the shareholders attending the meeting about the group meeting. at least fifteen (15) days before the opening of the Shareholders' General Meeting;

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders to be candidates for the Board of Directors. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

c) The maximum number of candidates that a shareholder or group of shareholders mentioned in Clause 1 of this Article is entitled to nominate or run for election is determined as follows:

- Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total common shares of the Company may nominate a maximum of one (01) candidate to be elected to the Board of Directors;
- Shareholders or groups of shareholders owning from twenty percent (20%) to less than thirty percent (30%) of the total common shares of the Company may nominate a maximum of two (02) candidates for election to the Board of Directors;
- Shareholders or groups of shareholders owning thirty percent (30%) or more of the total number of common shares of the Company may nominate a maximum of three (03) candidates for election to the Board of Directors.

2. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. The voting for members of the Board of Directors must be conducted using the cumulative voting method, 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, and shareholders have the right to allocate all or part of their total votes to one or more candidates. Shareholders can allocate their votes to each candidate with a specific number of votes or a specific percentage, or they can distribute them equally among the selected candidates and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.

4. The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In this process, independent

candidates will be selected first (based on the number of votes from highest to lowest, separate for independent candidates). After reaching the minimum number of independent Board members as stipulated, the selection of the remaining Board members will be based on the number of votes from highest to lowest (including the remaining non-independent and independent Board candidates). A candidate elected as a Board member must have at least one (01) vote.

5. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, then:

- If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
- If the candidate is not a shareholder, the candidate with the longest term as a member of the Board of Directors will be given priority. In case of a tie in terms of term, the number of years served will be considered.
- If no candidate is selected based on the two criteria mentioned above, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes and choose the candidate with the highest number of votes.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

1. In the event that candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the published personal information and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors shall be published in accordance with the internal regulations on corporate governance.

2. The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations and guidelines on information disclosure.

Chapter III. BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders.

3. The Board of Directors adopts resolutions and decisions by voting at meetings or by obtaining opinions in writing. Each member of the Board of Directors has one vote.

4. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual consequences and shall compensate the Company for the damages; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.

1. The Board of Directors approves contracts and transactions of less than thirty-five percent (35%) or transactions resulting in a total transaction value arising within twelve (12) months from the date of the first transaction of less than thirty-five percent (35%) of the total value of assets recorded on the Company's most recent financial statements between the Company and one of the following parties:

- Members of the Board of Directors, Supervisors, Directors, other managers, and related parties of these entities;
- Shareholders, authorized representatives of shareholders owning more than ten percent (10%) of the Company's total common stock capital and their related parties;
- Businesses involvedMembers of the Board of Directors, Supervisors, Directors, and other managers of the company..

2. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within seven (07) days from the date of receiving the notification. Members of the Board of Directors who have an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.

1. 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 benefit of the Company;
- b) The number of remaining Board of Directors members is less than the minimum number required by law, or the number of Board of Directors members is reduced by more than one-third compared to the provisions in the Company's Charter, or the number of independent Board members is reduced to below the minimum number required by law.;

c) At the request of a shareholder or group of shareholders owning five percent (05%) or more of the total number of common shares. Requests to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders, or the request must be made in multiple copies and include the signatures of all relevant shareholders.

d) At the request of the Supervisory Board;

d. Other cases as prescribed by law and the Company's Articles of Association.

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

a) Prepare a list of shareholders entitled to attend the meeting;

b) Providing information and resolving complaints related to the shareholder list;

c) Develop the agenda and content for the meeting;

d) Prepare documents for the meeting;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;

e) Determine the time and place of the meeting;

g) Send meeting notices to each shareholder entitled to attend the meeting as stipulated in the Enterprise Law;

h) Other tasks related to the meeting.

Article 14. Subcommittees assisting the Board of Directors.

1. The Board of Directors establishes the Audit Committee, the Strategy Committee, the Human Resources Committee, and the Compensation Committee to support the Board's operations. In addition to these committees, the Board of Directors may establish other special committees after obtaining the approval of the General Meeting of Shareholders.

2. The number of members of the subcommittee decided by the Board of Directors shall be at least three (03) people including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute the majority in the subcommittee and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. Each subcommittee may have its own operating regulations; however, the activities of the subcommittee must ensure that they do not violate the provisions of the Articles of Association and the internal regulations on corporate governance. regulations of the Board of Directors and legal regulations. A subcommittee resolution is only effective when: (i) a majority of the members present and voting in favor of it are present at the subcommittee meeting and (ii) Approved by the Board of Directors.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Chapter IV. Board Meetings

Article 15. Board Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (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 (01) 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 the recommendation of the Supervisory Board or an independent member of the Board of Directors;
- b) With the recommendation of the Director or at least five (05) other managers;
- c) There is a proposal from at least two (02) members of the Board of Directors;
- d) Other cases as stipulated in the company's charter.

4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors. In this case, the Board of Directors will elect the meeting chair by majority vote, and the person who proposed convening the Board meeting will have the right to participate.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, 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 voting ballot of the members.

Notices inviting the Board of Directors to a meeting may be sent by invitation, telephone, fax, electronic means, or other methods, depending on the time and ensure that the message reaches the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the Supervisors as is done with the members of the Board of Directors.

Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions but not to vote.

8. A Board of Directors meeting shall be held when at least three-quarters (3/4) of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors are present.

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

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend the meeting and vote;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the ballot to the meeting via mail, fax, or email;
- d) Submitting ballots by other means with the approval of a majority of the Board of Directors.

10. In case of sending ballots to the meeting by mail (by post), the ballots must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. The ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members. Authorization must be in writing and sent to the Head of Corporate Governance at least one (01) day before the opening date. The authorized person to attend the Board of Directors meeting is responsible for maintaining the confidentiality of information related to the meeting; in case of breach, they must compensate the Company for any damages incurred.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting. Except in cases of dismissal, the removal of the Director must be approved by at least two-thirds (2/3) of the Board of Directors members (excluding the vote of a Board member who also holds the position of Director). In case of a tie, the final decision rests with the side whose opinion is supported by the

Chairman of the Board of Directors. In the event of a tie vote, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 17. Minutes of the Board of Directors Meeting

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in English, including the following main contents:

- a) Name, address of head office, business registration number;
- b) Time and place of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;
- d) Issues discussed and voted on at the meeting;
- e) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- g) The voting results clearly indicate which members approved, disapproved, and abstained;
- h) The issue that was approved and the corresponding percentage of votes in favor;
- i) Full name and signature of the presiding officer and the person recording the minutes.

The minutes will be sent by the Corporate Governance Officer to the members of the Board of Directors.

2. If the chairperson and/or the person recording the minutes refuse to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in Clause 1 of this Article, then these minutes shall be valid.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

5. Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the content in the Vietnamese version shall prevail.

Chapter V. REPORTING AND DISCLOSING BENEFITS

Article 18. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

- a) Report on the company's business results;

- b) Financial statements;
 - c) Report evaluating the company's management and operations;
 - d) The Supervisory Board's assessment report.
2. Reports stipulated in points a, b and c of Clause 1 of this Article must be submitted to the Supervisory Board for appraisal no later than thirty (30) days before the opening date of the Annual General Meeting of Shareholders.
3. The reports stipulated in Clause 1 of this Article and the audit report must be kept at the Company's head office no later than ten (10) days before the opening date of the Annual General Meeting of Shareholders. Shareholders who have continuously owned shares of the Company for at least one (01) year have the right to personally or together with a lawyer, accountant, or auditor with a professional certificate to directly review the reports stipulated in this Article.

Article 19. 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 are entitled to remuneration and bonuses and other benefits. Remuneration is calculated based on the number of working days required to complete the tasks of each Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's 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 in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.
6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not

cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 20. Disclosure of related interests

Unless otherwise stipulated in the Company's Articles of Association, the disclosure of the Company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:
 - a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;
 - b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.
2. The declaration stipulated in Clause 1 of this Article must be made within seven (07) working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within seven (07) working days from the date of the corresponding amendments or additions.
3. Members of the Board of Directors are not permitted to perform any work in the Company's business activities in their own name or on behalf of others. If it is absolutely necessary to perform work in their own name, they must...The nature and content of the work must be explained to the Board of Directors and can only be carried out after approval by a majority of the remaining members of the Board of Directors. If any activity is carried out without declaration or approval from the Board of Directors, all income derived from that activity shall belong to the Company.

Chapter VI. RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 21. Relationship between members of the Board of Directors

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.
2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 22. Relationship with the Executive Board

In its governance role, the Board of Directors issues resolutions for the CEO and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

Article 23. Relationship with the Supervisory Board

1. The relationship between the Board of Directors and the Supervisory Board is one of collaboration. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

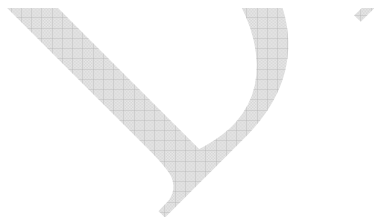
Chapter VII. IMPLEMENTATION PROVISIONS

Article 24. Effective Date

The operating regulations of the Board of Directors of Global Pacific Shipping Joint Stock Company include seven (07) chapters, twenty-four (24) articles and are effective from ... month ... year 2026.

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

Tran Trung Quoc



RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprise No. 59/2020/QH14 adopted on June 17, 2020, effective from January 01, 2021 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026, No. .../2026/BBH-PCT-ĐHCD dated ... 2026 of Global Pacific Shipping Joint Stock Company;

RESOLVES:

Article 1. To approve the following contents:

1. Report on the Board of Directors' activities in 2025 and the 2026 operational plan.
2. Report on annual evaluation by independent board of directors members.
3. Report on the Supervisory Board's activities in 2025 and the 2026 operational plan.
4. Report on the Director's 2025 business performance and 2026 business plan.
5. Submission for approval of the 2025 business performance and audited 2025 financial statements.
6. Submission for the 2025 fund appropriation.
7. Submission for approval of the 2026 business plan.
8. Submission for approval of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the 2026 remuneration plan.
9. Submission for the selection of an independent auditing firm for the 2026 financial statements.
10. Submission for the change of head office address.
11. Submission for amendments to the Company's Charter.
12. Submission for the issuance of the Internal Regulation on Corporate Governance.
13. Submission for the issuance of the Operational Regulation of the Board of Directors.

Article 2. The Board of Directors is responsible for directing and implementing the contents that have been approved by the General Meeting of Shareholders, based on the compliance with the State laws and the Company's Charter of Operation.

Article 3. This resolution has been approved by the General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company and takes effect from the date of signing.

Recipients:

- Members of the BOD;
- BOS, the Board of Management;
- The shareholders;
- Archived: AD, BOD, DH (2b).

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**

Tran Trung Quoc