

Huế, ngày 17 tháng 4 năm 2026

Hue City, April 17th 2026

NGHỊ QUYẾT
ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026 (NIÊN KHÓA 2025)
RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 (YEAR OF 2025)

- Căn cứ Luật doanh nghiệp số 59/2020/QH14 ngày 17/06/2020;
Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Căn cứ Điều lệ hoạt động của Công ty cổ phần du lịch Hương Giang;
Pursuant to the operation charter of Huong Giang Tourist Joint Stock Company;
- Căn cứ Biên bản Đại hội đồng cổ đông thường niên của Công ty cổ phần Du lịch Hương Giang đã được Đại hội đồng cổ đông thông qua ngày 17/4/2026;
Pursuant to the Minutes of the Annual General Meeting of Shareholders of Huong Giang Tourist Joint Stock Company approved by the General Meeting of Shareholders on April 17th, 2026;

QUYẾT NGHỊ/RESOLUTION:

Điều 1: Đại hội đồng cổ đông thường niên ngày 17 tháng 4 năm 2026 của Công ty Cổ phần Du lịch Hương Giang đã quyết nghị như sau:

Article 1: *The Annual General Meeting of Shareholders on April 17th, 2026 of Huong Giang Tourist Joint Stock Company decided as follows:*

Quyết nghị 1: Thông qua Báo cáo của HĐQT đánh giá kết quả hoạt động năm 2025 và phương hướng hoạt động năm 2026.

Content 1: *Approve the report of the Management Board on evaluating the performance in 2025 and the direction of operation in 2026;*

Quyết nghị 2: Thông qua Báo cáo của Ban Tổng Giám đốc Công ty về kết quả hoạt động SXKD năm 2025 và Kế hoạch kinh doanh năm 2026;

Content 2: *Approve the Report of the Board of Directors on the results of production and business activities in 2025 and the business plan in 2026;*

Quyết nghị 3: Thông qua Báo cáo của Ban Kiểm soát Công ty về công tác giám sát năm 2025 và phương hướng hoạt động năm 2026;

Content 3: *Approve the Report of the Board of Supervisors of the Company on supervision in 2025 and operation direction in 2026;*

Quyết nghị 4: Thông qua Báo cáo tài chính của Công ty năm 2025 đã được Công ty TNHH Hãng kiểm toán AASC kiểm toán.

Content 4: *Approve the Company's financial statements for 2025 audited by AASC Auditing Firm Co., Ltd.*

Quyết nghị 5: Không tiến hành chi trả cổ tức, thù lao HĐQT và BKS năm 2025.

Content 5: *Not paying dividends and remuneration for the Management Board and Supervisory Board for year 2025.*

Quyết nghị 6: Phê duyệt chỉ tiêu kế hoạch lợi nhuận, trích lập các quỹ và cổ tức năm 2026, cụ thể như sau:

Content 6: *Approval of profit plan targets, setting aside funds and dividends in 2026, specifically as follows:*

- (1) Dự kiến lợi nhuận sau thuế của Công ty năm 2026 (lỗ): **(2,498) tỷ đồng**
Expected profit after tax of the Company in 2026 (loss): (2.498) billion VND
- (2) **Không tiến hành** trích lập quỹ và không chia thù lao của HĐQT và Ban Kiểm soát năm 2026.
Not establishing funds and no remuneration of the Board of Management and Supervisory Board in 2026.
- (3) **Không tiến hành chi trả cổ tức năm 2026.**
Not paying dividends in 2026.

Quyết nghị 7: Phê duyệt việc sửa đổi Điều lệ, Quy chế nội bộ về quản trị Công ty, Quy chế hoạt động của HĐQT và BKS như sau: đính kèm nội dung Điều lệ và các Quy chế.

Content 7: *Approve the amendment of the HGT Operating Charter, Internal regulations on corporate governance, operating regulations of the Management Board and Supervisory Board. Attach content of Charter and Regulations*

Quyết nghị 8: Thông qua việc ủy quyền cho Ban kiểm soát lựa chọn công ty kiểm toán có chất lượng để thực hiện kiểm toán báo cáo tài chính của Công ty năm 2026. Danh sách các Công ty kiểm toán gồm:

Content 8: *Approve the authorization for the Board of Supervisors to select a qualified auditing company to audit the financial statements of the Company in 2026. The list of auditing companies includes:*

- (1) Công ty TNHH Hãng Kiểm toán (AASC)
Audit Firm Company Limited (AASC)
- (2) Công ty TNHH Kiểm toán KPMG – Chi nhánh Hồ Chí Minh
KPMG Auditing Company Limited – Ho Chi Minh Branch
- (3) Công ty TNHH Ernst & Young
Ernst & Young Co., Ltd

Quyết nghị 9: Thông qua kết quả Bầu cử Hội đồng quản trị Công ty nhiệm kỳ 2026-2031, cụ thể:

Content 9: *Approval of the results of the election of the Board of Management of the Company for the term 2026-2031, specifically:*

Những cá nhân sau đây trúng cử Hội đồng quản trị Công ty cổ phần Du lịch Hương Giang, nhiệm kỳ 2026 – 2031: *The following individuals have been elected to the Board of Management of Huong Giang Tourist JSC for the term 2026 – 2031:*

Stt No.	Họ và Tên Full name	Số phiếu bầu No. of votes	Tỷ lệ % Percentage %
1	Ông Toshihiko Takahashi <i>Mr. Toshihiko Takahashi</i>	17.794.423	99,9944%
2	Ông Johnny Cheung Ching Fu	17.794.423	99,9944%

	Mr. Johnny Cheung Ching Fu		
3	Ông Lê Bá Giang Mr. Le Ba Giang	17.794.423	99,9944%
4	Ông Đinh Nhật Tân Mr. Dinh Nhat Tan	17.794.423	99,9944%

Quyết nghị 10: Thông qua kết quả Bầu cử Ban Kiểm soát Công ty nhiệm kỳ 2026-2031, cụ thể:

Content 10: Approval of the results of the election of the Board of Supervisors of the Company for the term 2026-2031, specifically:

Những cá nhân sau đây trúng cử Ban Kiểm soát Công ty cổ phần Du lịch Hương Giang, nhiệm kỳ 2026 – 2031/The following individuals have been elected to the Board of Supervisors of Huong Giang Tourist JSC for the term 2026 – 2031:

Stt No.	Họ và Tên Full name	Số phiếu bầu No. of votes	Tỷ lệ % Percentage %
1	Bà Fumiyo Okuda Ms. Fumiyo Okuda	17.782.723	99,9983%
2	Ông Lê Đức Quang Mr. Le Duc Quang	17.782.723	99,9983%
3	Ông Nguyễn Phước Quý Thịnh Mr. Nguyen Phuoc Quy Thinh	17.782.723	99,9983%

Điều 2: Nghị quyết này có hiệu lực kể từ ngày 17 tháng 4 năm 2026.

Article 2: This Resolution takes effect from April 17th, 2026.

Điều 3: Hội đồng Quản trị, Ban Kiểm soát, Ban Tổng Giám đốc và Cổ đông Công ty Cổ phần Du lịch Hương Giang chịu trách nhiệm thi hành nghị quyết này./.

Article 3: The Board of Management, Board of Supervisors, Board of Directors and Shareholders of Huong Giang Tourist Joint Stock Company are responsible for the implementation of this resolution./.

Nơi nhận/Recipients:

- Như điều 3/As article 3;
 - UBCK Nhà nước, HNX/ SSC; HNX
 - Công bố website Công ty/ Published on Company's website;
 - Lưu VT, Thư ký HĐQT;
- Record: reception, BOM secretary;

TM. ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN

For. ANNUAL GENERAL SHAREHOLDER MEETING

Chủ tọa đại hội – Chairman of the meeting



Toshihiko Takahashi

HUONG GIANG TOURIST JSC**SOCIALIST REPUBLIC OF VIET NAM**Independence - Freedom - Happiness

**THE MINUTES OF ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2026 (FISCAL YEAR 2025)
HUONG GIANG TOURIST JOINT STOCK COMPANY**

I. Information of the company:

- Name: Huong Giang Tourist Joint Stock Company (“HGT”)
- Head office address: 02 Nguyen Cong Tru street, Thuan Hoa ward, Hue city
- Tel: 0234.3826070 – 3826071 Fax: 0234.3833588
- The Business registration certificate No. 3300101124 issued by Thua Thien Hue department of Planning and Investment for the first time on 25th Dec, 2007. Register change of 13th on Jan 10th, 2025;
- Charter capital: 200,000,000,000 dong (Two hundred billion dong)

II. Time, venue and participants:

- Time: Opening at 13:40, Friday, on April 17th, 2026.
- Venue: 5 floor, Conference meeting of Huong Giang Resort & Spa – 51 Le Loi street, Hue city.
- Participants:
 - + The shareholders of Huong Giang Tourist Joint Stock Company follow the appendix of the list of shareholders registered to attend the meeting with this minutes.
 - + Members of the Board of Management.
 - + Board of Supervisors and Board of Directors.
- Guests:
 - + Representative of AASC Auditing Firm Co., Ltd.
 - + Representative of Law Firm Hoang Ngoc Thanh and associates.

III. Meeting’s procedures:**1. Report of shareholders' status participation at the Annual General Shareholder Meeting in 2026 (Fiscal year 2025):**

Mr. Thai Van Khoa - Head of the shareholders’ status inspection board reported the results as follows:

- Total number of shareholders to be convened: 206 shareholders according to the list of shareholder issued by Vietnam Deposit Centre (“VSD”) closed on March 13th, 2026.
- Total number of shareholders/authorized representatives of shareholders present at the meeting: **17**
- Total number of shares issued: **20,000,000 shares** (Twenty million shares)
- The total number of shares of shareholders / authorized representatives of shareholders/ attend online present at the General Meeting at the opening time: **17,792,823** shares with the attendance rate of **88.9641%**.

Based on Clause 1, Article 18 of the charter of Huong Giang company on conditions for conducting the Annual General Shareholders Meeting (“GSM”), the GSM of Huong Giang Tourist JSC 2026 (fiscal year 2025) on April 17th, 2026 is eligible to conduct in accordance

with the law. Shareholders, the authorized representatives of shareholders and shareholders participating in the online form have the right to vote by the number of shares owned or the number of authorized representative shares.

2. Mr. Ho Van Toai – Head of Human Resource department on behalf of organization board presented the Agenda of the GSM, regulation on organization.

The Agenda of the meeting includes:

- (1) BOM's report in 2025;
- (2) BOD's report on business result 2025 and business plan 2026;
- (3) BOS's report in 2025;
- (4) Draft report on amendments to the company charter, internal regulations on corporate governance, and regulations on the operation of the Management Board and the Supervisory Board;
- (5) The Board of Management presents statement No. 27/TT-HDQT requesting the General Meeting to vote on and approve the contents of the meeting;
- (6) Approve the list of auditing companies to audit the Company's financial statements in 2026;
- (7) Election of the Management Board and Supervisory Board for the term 2026 – 2031;
- (8) Other issues under the authority of the General Meeting of Shareholders.

*** About the Regulation on organization of the GSM:** posted on the company website.

*** The Meeting approved:**

According to the Vote Counting Committee's report, the total number of voting shares held by shareholders/authorized representatives/shareholders attending the General Meeting online at the time of voting is 17,793,523 shares, equivalent to 17,793,523 votes. Voting results:

- a. Agenda of General Shareholders' Meeting with the approval rate of 100%
- b. Regulations on organization at the GSM with the approval rate of 100%
- c. **The Presidium, chairperson** with the approval rate of 100%, consists of 05 members:
 1. Mr. Toshihiko Takahashi - BOM Chairman, Meeting Chairperson;
 2. Ms. Fumiyo Okuda - BOS member;
 3. Mr. Johnny Fu - BOM member, General Director;
 4. Mr. Le Ba Giang - BOM member, Deputy General Director;
 5. Mr. Dinh Nhat Tan - BOM member.
- d. **Secretary Board** with the approval rate of 100%, consists of 02 members:
 1. Mr. Thai Văn Khoa - Head of Investment Department
 2. Ms. Truong Thi Quynh Tram - Assistant HRM.
- e. **Vote counting Board** with the approval rate of 100%, consists of 03 members:
 1. Ms. Nguyen Ngoc Dieu Loan - Company Chief Accountant
 2. Mr. Le Van Mui - IT manager

3. Mr. Le Van Tuan Hai

- Accountant.

Thus, the Meeting approved the Agenda, Regulations on organization of the General Meeting, Election Regulations, Presidium, Secretary Board and Vote Counting Board.

IV. Contents of the meeting:

1. Mr. Toshihiko Takahashi – Chairman of Board of Management, speech opening the GSM.

2. Mr. Le Ba Giang – BOM member, Deputy General Director of Huong Giang company presented: (1) BOM's report; (2) BOD's report on business result 2025 and business plan 2026. *(As the draft report was published on company's website)*

3. Mr. Nguyen Phuoc Quy Thinh – Authorized representative reported the supervisory activities of the Board of supervisors in 2025 and operation plan in 2026.
(As the draft report was published on company's website)

4. Mr. Ho Van Toai - Presenting the draft amendments to the Articles of Association, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Management Board and the Supervisory Board.

5. Mr. Le Ba Giang – BOM member, Deputy General Director of Huong Giang company presented Statement No. 27/TT-BOM dated April 17th, 2026 of the Management Board on requesting the General Shareholder Meeting to vote on contents under the authority of the General Meeting of Shareholders.

V. Discussion at the meeting:

The shareholders had no comments.

VI. The General shareholders meeting proceed to vote on the following contents:

1. Based on the Content of Statement No. 27/TT-HDQT dated on April 17th, 2026 of the Board of Management asking for shareholder's opinions at the GSM to voting for the contents under the approval authority of the annual GSM, specifically:

- 1) Approval of the Board of Management's report;
- 2) Approval of the Board of Directors's report;
- 3) Approval of the Board of Supervisors's report;
- 4) Approve the financial statement of the company which have been audited in 2025;
- 5) Approve non-payment dividend and remuneration of the Board of Management and Board of supervisors in 2025.
- 6) Approve the figures on profit plan, appropriation of funds and dividends in 2026;
- 7) Approve the amendment of the HGT Operating Charter, internal regulations on corporate governance, and regulations on the operation of the Management Board and the Supervisory Board;
- 8) Approval of the list of auditing company to audit the financial statement of the company in 2026.

2. The Annual GSM conducted the electronic vote

According to the report of the Vote Counting Board, the total number of shares with voting rights of shareholders/authorized representatives/shareholders attending the meeting in the online form at the time of voting is **17,800,323 shares, equivalent to 17,800,323 votes.**

The voting results on contents of statement are as follows:

Content 1: The General shareholders meeting voted to approve the report of BOM on performance of in 2025 and plan for operation in 2026.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 2: The General shareholders meeting voted to approve the Report of BOD on business results in 2025 and business plan for 2026.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 3: The General shareholders meeting voted to approve the Report of BOS on activities in 2025 and operation plan for 2026.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 4: The General Shareholders Meeting voted to approve the contents of company financial statement audited in 2025.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 5: The General Shareholders Meeting voted non-payment dividends and remuneration of the Board of Management and Board of Supervisors in 2025.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 6: The General Shareholders Meeting voted to approve the figures of the company's business plan for 2026, specifically:

- (1) Estimated profit after tax in 2026 (loss): **(2.498) billion Vnd**
- (2) Do not set aside funds and none paying the remuneration of the Board of Management and the Board of Supervisors for 2026.
- (3) **Not paying dividends for year 2026;**

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 7: The General Shareholder Meeting voted to approve the amendment of the HGT Charter, Internal regulations on corporate governance, operating regulations of the Management Board and Supervisory Board.

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

Content 8: The General Shareholder Meeting voted to authorize the Board of Supervisors to select the auditing company to audit financial statement of the company in 2026.

The list of auditing companies as below:

- (1) AASC auditing Co., Ltd
- (2) KPMG auditing Co., Ltd – Ho Chi Minh Branch
- (3) Ernst & Young Co., Ltd

Number of votes agreed:	17,797,323	accounting for:	100%
Number of votes disagreed:	0	accounting for:	0%
Number of votes without comment:	0	accounting for:	0%

Conclusion: Pursuant to Article 20 of the company's charter regulating on the adoption of the decision of the General Shareholders Meeting, the above content has been approved by the General Shareholders Meeting.

VII. The General Shareholders' Meeting elected members of the Management Board and the Supervisory Board for the term 2026 – 2031:

According to the Vote Counting Board's report, the total number of voting shares held by shareholders/authorized representatives/shareholders attending the General Meeting online at the time of voting is **17,800,323** shares, equivalent to **17,800,323** votes.

1. The results of the election for the Management Board for the term 2026 – 2031 are as follows:

No.	Full name	Number of votes	Rate %
1	Mr. Toshihiko Takahashi	17,794,423	99.9944%
2	Mr. Johnny Cheung Ching Fu	17,794,423	99.9944%
3	Mr. Le Ba Giang	17,794,423	99.9944%
4	Mr. Dinh Nhat Tan	17,794,423	99.9944%

The following individuals were elected to the Management Board of Huong Giang Tourist Joint Stock Company for the term 2026 – 2031:

No.	Full name	Number of votes	Rate %
1	Mr. Toshihiko Takahashi	17,794,423	99.9944%
2	Mr. Johnny Cheung Ching Fu	17,794,423	99.9944%
3	Mr. Le Ba Giang	17,794,423	99.9944%
4	Mr. Dinh Nhat Tan	17,794,423	99.9944%

2. The results of the election for the Supervisory Board members for the 2026-2031 term are as follows:

No.	Full name	Number of votes	Rate %
1	Ms. Fumiyo Okuda	17,782,723	99.9983%
2	Mr. Le Duc Quang	17,782,723	99.9983%
3	Mr. Nguyen Phuoc Quy Thinh	17,782,723	99.9983%

The following individuals were elected to the Supervisory Board of Huong Giang Tourist Joint Stock Company for the term 2026 – 2031:

No.	Full name	Number of votes	Rate %
1	Ms. Fumiyo Okuda	17,782,723	99.9983%
2	Mr. Le Duc Quang	17,782,723	99.9983%
3	Mr. Nguyen Phuoc Quy Thinh	17,782,723	99.9983%

VIII. Approval of the GSM Minutes:

Mr. Thai Van Khoa, on behalf of the GSM secretary board, read the full contents of the Meeting's minutes and the resolutions issued by Annual General Shareholders Meeting in 2026 (fiscal year 2025) of Huong Giang Tourist JSC.

The General Shareholder Meeting acknowledged and praised the interest to follow up and contribute comments of shareholders.

The General Shareholder Meeting unanimously assigned the Board of Management to organize the implementation of resolutions of the Annual GSM.

The General Shareholder Meeting voted to approve the Minutes and the resolutions issued by the Annual General Shareholders Meeting in 2026 (fiscal year 2025) with the voting rate of 100%.

The Annual General Shareholder Meeting ended at 15:30 on the same day./.

THE ANNUAL GENERAL SHAREHOLDERS MEETING ON APRIL 17TH, 2026

SECRETARY OF MEETING



Thai Van Khoa

CHAIRPERSON OF THE MEETING



Toshihiko Takahashi

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HUONG GIANG TOURIST JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness**

Hue City, April 17th, 2026

REPORT OF THE GENERAL DIRECTOR OF THE COMPANY

On business results in 2025 and business plan in 2026

At 2026 Annual General Meeting of Shareholders

I. Business results in 2025

1. Factors affecting business results in 2025:

Advantages: The government has expanded visa exemptions and e-visas, facilitating the attraction of international tourists. The road network and domestic and international air routes are well-developed. Hue possesses a rich system of cultural, historical, and natural heritage sites, attracting both domestic and international visitors. The locality has focused on developing diverse forms of green tourism, ecotourism, and experiential tourism alongside traditional tourism products. The tourism environment in the area continues to improve, ensuring security and safety.

Difficulties: The prolonged storms at the end of 2025 negatively impacted transportation infrastructure, landscapes, and tourist attractions, disrupting business operations and increasing disaster relief costs for businesses. The economic recession, high inflation rates, a trend towards tightening spending, and rising input costs and the partial closure of Huong Giang Hotel for over six months to implement upgrade plans, put significant pressure on production costs and directly affected the company's business results.

2. Business performance results in 2025

No.	Target	Unit	Actual 2024	Plan 2025	Actual 2025	Act 2025/ Act 2024 (%)	Act 2025/ Plan2025 (%)
1	Sales and service delivery revenue	million dong	57,444	52,691	38,473	67	73
2	Cost of goods sold	"	44,003	39,660	33,449	76	84
3	Sales and service delivery gross profit	"	13,441	13,031	5,024	37	39
4	<i>Revenue from financial operations</i>	"	80,534	2,745	7,158	9	261
5	<i>Financial expenses</i>	"	4,964	838	3,696	74	441
	<i>In which: loan interest</i>		1,758	838	810	46	97
6	<i>Sales expenses</i>		1,341	1,271	1,234	92	97
7	<i>Enterprise management expenses</i>	"	19,939	18,336	26,794	134	146
8	Net Profit from business activities	"	67,731	(4,669)	(19,542)	(29)	419
9	<i>Other incomes</i>	"	31	-	93	300	-
10	<i>Other expenses</i>	"	934	-	20	2	-
11	Other profits	"	(903)	-	73	(8)	-
12	Accounting profit before tax	"	66,828	(4,669)	(19,469)	(29)	417
13	Current corporate income tax expense		2,196	-	433	20	-
14	Profit after corporate income tax	"	64,632	(4,669)	(19,902)	(31)	426

According to the business results report, the target of profit after tax in 2025 made a profit of 19,902 million VND, decreasing the profit compared to the plan is 15,233 million VND (the plan 2025, the loss is 4,669 million VND).

3. Cause analysis and performance results:

3.1 Huong Giang Hotel Resort & Spa:

In 2025, Huong Giang Hotel must implement an investment plan for upgrades, therefore, revenue and profit targets will decrease compared to 2024, specifically:

Revenue in 2025 is projected at 33,513 million VND, a decrease of 35% compared to the same period in 2024. Profit before tax: loss of 1,877 million VND, a decrease of 3,188 million VND compared to the 2025 plan and a decrease of 6,788 million VND compared to 2024.

3.2 Huong Giang Travel Company Limited:

Regarding business performance in 2025, the target for revenue from the sale of goods and services is 16,562 million VND, a decrease of 16% compared to the same period in 2024; Net profit after tax: a loss of 3,163 million VND, reduced losses by 37% compared to the same period in 2024.

3.3 Hotel De La Cite Imperiale Company Limited:

Regarding business performance in 2025, the target for revenue from the sale of goods and services is 82.878 million VND, an increase of 1% compared to the same period in 2024; Net profit after tax: a loss of 9,671 million VND, reduced losses by 8% compared to the same period in 2024.

3.4 Saigon Morin Hue Company Limited:

Regarding business results for 2025, the target for revenue from the sale of goods and services is 63,781 million VND, an increase of 3% compared to the same period in 2024; Profit after tax: profit of 8,679 million VND, an increase of 3% compared to the same period in 2024.

II. Performance result of projects:

1. Project at 85 Nguyen Chi Dieu – NAMA resort

The People's Committee of Thua Thien Hue Province (now the People's Committee of Hue City) issued Decision No. 3280/QĐ-UBND approving the zoning plan (scale 1/2000) for the Hue Imperial Citadel area and Decision No. 2871/QĐ-UBND dated November 7, 2024, approving the adjustment of the land use plan until 2030.

On July 01st, 2025, the People's Committee of Hue City issued an official document to central ministries and agencies to request guidance, consideration, and resolution of obstacles related to 15 projects in Hue City and NAMA is one of them.

Currently, the City People's Committee is continuing to review and resolve the obstacles regarding the NAMA project after being approved by the Government at the request of the People's Committee of Hue City.

2. Joint venture agreement at Saigon Morin Co., Ltd

The Members' Council of Saigon Morin Hue Co., Ltd. has coordinated to complete the internal procedures to replace the capital representative and join the SMH Members' Council as requested by SGT.

HGT and SGT have worked closely with each other's legal teams over the past

period to revise and finalize the Charter. However, because SGT Group is a state-owned enterprise, and the Chairman of SGT has just been newly appointed, the Ho Chi Minh City People's Committee has directed the Ho Chi Minh City Department of Finance to review the Charters of many units under the SGT Group. Therefore, the Charter of Saigon Morin Hue Co., Ltd. is also currently under review.

III. Performance result of other tasks

1. Regarding investment and purchasing:

On December 10, 2024, the Company's Management Board issued a Resolution approving the investment plan for the renovation of Huong Giang Hotel, with a total investment of VND 38 billion. To implement the Management Board's Resolution, on May 9, 2025, the Company's General Director issued Decisions regarding: Appointing the Project Manager and Financial Supervisor for the Huong Giang Hotel renovation project; Establishing a project support team and defining the team's responsibilities. The Company coordinated with relevant parties to organize the groundbreaking ceremony on May 15, 2025.

The renovation was officially completed at the end of November 2025. Due to adverse weather conditions, including heavy rain and prolonged flooding, the final handover date was delayed. After the contractor and supervisory consultant rectified several defects, on January 1, 2026, the Project Contractor completed and handed over the entire renovated project area to Huong Giang Hotel for operation and use, and transitioned to the warranty period. Coordination is underway to develop maintenance procedures for the invested facilities.

The investment has brought about a noticeable transformation, from the landscaped gardens to the interior furnishings, bedrooms, restaurant, garden, swimming pool, etc and services at Huong Giang Hotel.

2. Regarding financial work:

The financial situation of the Company during the year is always reflected honestly, timely and transparently. Strictly adhere to the regulations on capital and asset management, profit distribution, financial and accounting management as prescribed by law.

The process of seeking opinions has been carried out, and the Company's Management Board has issued a Resolution regarding the Memorandum of Audit Results from AASC Audit Company on assessing the recoverability of debts as a basis for provisioning.

Focus on reconciling accounts payable, conducting asset and inventory checks, and completing tax settlement reports (corporate income tax, personal income tax) on time. Implement the establishment of provisions and transfer of expenses related to completed projects in accordance with legal regulations.

Conduct reviews and audits of semi-annual and year-end financial statements as required. Maintain control over cash flow at all facilities. Control costs, cost of goods sold, and gross profit margin (GPP). Fulfill all tax obligations and other obligations to the State as required.

3. Regarding Administration and Human Resource management

The Board of Directors of the Company has managed the daily operations of the Company based on the functions and tasks prescribed in the Charter of HGT's operations and the provisions of law, ensuring accuracy and consistency. Focus on

enhancing transparency, sustainability, strengthening risk management, and complying with legal standards and regulations in all of the Company's operations.

Carry out procedures to seek approval from the Management Board of the Company for matters under the approval authority of the Management Board. Organize full and timely implementation of the Resolutions and Decisions of the Management Board of the Company in the fields of investment, finance, human resources and business operations.

Perform monthly reports on the overview of the operations of the Company's Office and affiliated units to the Chairman and members of the Management Board to promptly adjust, supplement and decide on flexible policies for the Company's operations.

Establish a centralized storage system for company documents and related units at the Company Office. Effectively implement service agreements (SLAs) between the Company Head Office and units related to HGT Company.

Implement procedures for periodic and ad hoc information disclosure, reports to the State Securities Commission, Hanoi Stock Exchange, Vietnam Securities Depository and Clearing Corporation regarding shareholder management, transactions of major shareholders, and related persons of the Company in accordance with the provisions of law.

Proposed to the Company's Board of Management to initiate procedures to report to the State Securities Commission and the Hanoi Stock Exchange that Huong Giang Tourist Joint Stock Company meets the requirements as a public company as stipulated by regulations.

Continue to effectively carry out the assignment and division of tasks within the Company's Board of Directors to operate and manage all activities of the Company and participate in and promptly resolve requests from local authorities and relevant agencies, especially for the Company's projects.

4. General assessment:

Despite the challenges and opportunities encountered, in 2025, the Board of Directors and the entire workforce of the Company made efforts to promptly implement the resolutions of the General Shareholders' Meeting and the resolutions of the Management Board in the following areas: daily business management; investment management and upgrading of facilities; financial and accounting management; maintaining stability of internal policies; and ensuring compliance with legal regulations in the Company's operations. Units focused on improving the quality and professionalism of products and services, diversifying approaches to reaching and promoting products to customers. However, while some units showed positive development trends, the business results of some units were still unsatisfactory.

IV. Business Plan 2026:

1. Business targets:

In addition to the advantages, the tourism business situation in 2025 is forecasted to continue to face numerous difficulties due to war and conflict. Based on each unit's business plan forecast, the Company's Board of Directors develops a business plan for the whole company in 2026 as follows:

Revenue & Financial Income: **69,974 million VND.**

Profit after tax (loss): **-2,498 million VND.**

Specific by unit:

a. Huong Giang Hotel Resort & Spa

No.	Target	Unit	Business Plan 2026
1	Total net revenue (include service fee)	VND million	62,850
2	Total cost	VND million	58,844
3	Profit before tax	VND million	4,006

b. Head Office of Huong Giang Tourist JSC

No.	Target	Unit	Business Plan 2026
1	Total net revenue	VND million	7,111
	<i>In which:</i>	"	
	- Revenue from financial activities	"	1,449
	- Revenue from Facility 11 Le Loi	"	5,473
	- Other revenue:		189
2	Total cost	VND million	13,615
	<i>In which:</i>		
A	Operating costs and depreciation of fixed assets	VND million	10,370
B	Interest expenses	VND million	644
C	Cost at unit 11 Le Loi	VND million	2,601
3	Profit after tax	VND million	(6,504)

2. Main solutions:

Maintain and enhance governance standards and transparency, and continue to improve the corporate governance framework. Focus on improving the operational capacity of departments under the Company's Head Office. Manage risks flexibly and adapt to domestic and international developments.

Prepare all necessary procedures, investment capital, and conditions for the implementation of the NAMA project once the City People's Committee issues a decision on land allocation and construction permits.

Working with relevant departments to: develop marketing strategies aligned with business objectives and target customers; utilize effective communication channels such as social media and online advertising to reach potential customers and enhance brand awareness; adjust service prices to reflect the upgraded facilities. Collect data to selectively target new, potential customers, especially those with high purchasing power; and proactively plan visual presentations of the upgraded products.

Applying technology and management software to optimize management processes. Developing and implementing customer care solutions. Strengthening linkages and building partnerships with travel agencies.

Focus on programs to optimize profits and minimize indirect costs; evaluate and review the currently applied economic and technical standards to make appropriate adjustment. Regularly urge units to actively collect outstanding debts to ensure operational cash flow.

Ensure full and timely submission of governance reports, periodic reports, and

ad hoc reports from all units. Enhance the role and responsibility of the Company's capital representatives in joint ventures and affiliated units. Regularly assess the current state of human resources to develop plans for appropriate arrangement, selection, and replacement.

Improve employee welfare by enhancing labor productivity and business efficiency. Build a friendly work environment to foster employee capabilities and commitment.

Ensure security and safety, disease prevention, fire prevention and fighting, flood and storm prevention, occupational safety and hygiene, food hygiene.

The above is the report of the General Director of the Company on business results in 2025 and business plan in 2026. Kindly submit to the General Meeting of Shareholders of the Company.

GENERAL DIRETOR



Johnny Cheung Ching Fu



Số/Ref No.: 25/26/NQ-HDQT

Huế, ngày/date 17 tháng/month 04 năm/year 2026

**NGHỊ QUYẾT CỦA HỘI ĐỒNG QUẢN TRỊ CÔNG TY
RESOLUTION OF MANAGEMENT BOARD OF THE COMPANY**

(Về việc: Phê duyệt kết quả bầu Chức vụ Chủ tịch Hội đồng quản trị nhiệm kỳ 2026 – 2031,
Người đại diện theo pháp luật của Công ty cổ phần Du lịch Hương Giang)
Subject: Approving the election result for the position of BOM Chairman for the term 2026 -
2031, legal representative of Huong Giang Tourist Joint Stock Company

HDQT CÔNG TY CỔ PHẦN DU LỊCH HƯƠNG GIANG

- Căn cứ Luật doanh nghiệp năm 2020;
Pursuant to the Enterprise Law 2020;
- Căn cứ Điều lệ hoạt động Công ty Cổ phần Du lịch Hương Giang;
Pursuant to the operation charter of Huong Giang Tourist Joint Stock Company
- Căn cứ Quy chế hoạt động của HDQT và Ban Tổng Giám đốc Công ty;
Pursuant to the operation regulations of the BOM and the BOD of the Company;
- Căn cứ Biên bản phiên họp HDQT ngày 17 tháng 04 năm 2026;
Pursuant to the Minutes of the BOM meeting made on April 17th, 2026;
- Căn cứ quyền và nhiệm vụ của Hội đồng Quản trị.
Pursuant to the rights and duties of the Board of Management.

QUYẾT ĐỊNH/DECISION:

Điều 1. Phê duyệt kết quả bầu chức vụ Chủ tịch Hội đồng quản trị nhiệm kỳ 2026 – 2031, Người đại diện theo pháp luật của Công ty cổ phần Du lịch Hương Giang, với thông tin như sau:

Article 1. Approval of the election result for the position of BOM Chairman of Huong Giang Tourist JSC, term 2026 - 2031, with the following information:

Họ và tên: TOSHIHIKO TAKSHASHI.
Full name: TOSHIHIKO TAKSHASHI

Sinh ngày: 25/4/1961.
Date of birth: 25/Apr/1961.

Quốc tịch: Nhật Bản.
Nationality: Japanese

Số hộ chiếu: TT1476924; Ngày cấp: 12/04/2021 ; Nơi cấp: Tokyo, Nhật Bản
Passport No.: TT1476924; Date of issue: 12/Apr/2021; Place of issue: Tokyo, Japan

Chỗ ở hiện tại: Room 203, 2-21-11, Yoyogiuehara, Shibuya-Ku, Tokyo, Nhật Bản
Current address: Room 203, 2-21-11, Yoyogiuehara, Shibuya-Ku, Tokyo, Nhật Bản.

Giữ chức vụ: Chủ tịch Hội đồng quản trị nhiệm kỳ 2026 – 2031, Người đại diện theo pháp luật của Công ty cổ phần Du lịch Hương Giang..
Hold position: BOM Chairman term 2026 – 2031, legal representative of Huong Giang Tourist JSC



Điều 2. Chủ tịch Hội đồng quản trị, Người đại diện theo pháp luật của Công ty thực hiện các quyền, nghĩa vụ theo quy định của Luật Doanh nghiệp 2020, Điều lệ hoạt động của Công ty, Quy chế nội bộ về quản trị doanh nghiệp và Quy chế hoạt động của Hội đồng quản trị Công ty.

Article 2. The BOM Chairman, legal representative of the company exercises the rights and obligations in accordance with the provisions of the Enterprise Law 2020, the Company's operation charter, the internal regulations on corporate governance and the operation regulations of the BOM of the Company.

Điều 3: Nghị quyết này có hiệu lực kể từ ngày ký.

Article 3: This Resolution takes effect from the date of signing.

Điều 4: Thành viên HĐQT, thành viên Ban kiểm soát, Ban Tổng Giám đốc Công ty và các cá nhân có liên quan chịu trách nhiệm thi hành Nghị quyết này./.

Article 4: Members of the BOM, BOS, BOD and relevant individuals are responsible for the implementation of this Resolution./.

Nơi nhận/Recipients:

- Như điều 4/As article 1;

- Lưu VT, Thư ký HĐQT

Record: Reception, BOM secretary;

TM. HỘI ĐỒNG QUẢN TRỊ
For. BOARD OF MANAGEMENT
Chủ tịch/Chairman



Toshihiko Takahashi



Hue City, April 17th, 2026

**REGULATION
ON OPERATION OF THE BOARD OF MANAGEMENT**

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Securities Law; Decree 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, of the Government detailing the implementation of a number of articles of the Securities Law;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Huong Giang Tourist Joint Stock Company.

Pursuant to the Resolution of the General Meeting of Shareholders No. /NQ-DHCD dated April 17th, 2026;

The Management Board promulgates the Regulation on the operation of the Management Board of Huong Giang Tourist Joint Stock Company.

The regulations of the Board of Management of Huong Giang Tourist Joint Stock Company include the following contents:

Chapter I

GENERAL RULES

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The regulations on operation of the Board of Management stipulate the organizational structure of personnel, operating principles, rights and obligations of the BOM and members of the BOM in order to operate according to prescribed in the Enterprise Law, the company's charter and other relevant laws.
2. Subjects of application: This Regulation is applicable to the BOM and members of the BOM.

Article 2. Principles on operation of the BOM



1. The BOM works on a collective basis. The members of the BOM are personally responsible for their work and jointly responsible before the General Meeting of Shareholders and before the law for the resolutions and decisions of the BOM for the development of the company.
2. The BOM assigns responsibility to the Director (General Director) to organize and execute the resolutions and decisions of the BOM.

Chapter II

MEMBERS OF THE BOARD OF MANAGEMENT

Article 3. Rights and obligations of members of the BOM

1. Members of the BOM have full rights in accordance with the Law on Securities, relevant laws and the company's charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and of the units in the Company.
2. Members of the BOM have obligations as prescribed in the company's charter and the following obligation:
 - a) Perform their duties honestly and carefully for the best interests of shareholders and the Company;
 - b) Attend all meetings of the BOM and give opinions on the issues discussed;
 - c) To promptly and fully report to the BOM the remuneration received from subsidiaries, affiliated companies and other organizations;
 - d) Report to the BOM at the latest meeting all transactions between the Company, its subsidiaries and other companies in which the Company takes control 50% or more of the charter capital with members of the BOM and other persons related to that member; transactions between the company and the company in which a member of the BOM is a founding member or executive of the enterprise during the last 3 years before the time of the transaction;
 - đ) Disclose information when trading shares of the Company in accordance with the law.
3. An independent member of the BOM of a listed company has to make an evaluation report on the operation of the BOM.

Article 4. The right to provide information of the BOM members

1. A member of the BOM has the right to request the Director (General Director), Deputy Director (Deputy General Director) and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.
2. Managers are required to provide timely, complete and accurate information and documents at the request of members of the BOM. The order and procedures for requesting and providing information are prescribed by the company's charter.

Article 5. Term and number of members of the BOM

1. The BOM has 04 members.
2. The term of the BOM members shall not exceed 5 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the BOM of a company for no more than 02 consecutive terms.

3. In case all members of the BOM end their terms at the same time, such members shall continue to be members of the BOM until a new member is elected to replace and take over the job, unless the company's charter has other provisions.
4. The company's charter specifies the number, rights, obligations, and method of organizing and coordinating activities of independent members of the BOM.

Article 6. Criteria and conditions for the BOM members

1. Members of the BOM must meet the following criteria and conditions:
 - a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
 - b) Having professional qualifications and experience in business administration or in the field, industry or business line of the Company and not necessarily being a shareholder of the Company, unless otherwise provided for in the company's charter;
 - c) A member of the BOM of the Company may concurrently be a member of the BOM of another company;
 - d) Other standards and conditions according to the company's charter.
2. Independent members of the BOM as prescribed at Point b, Clause 1, Article 137 of the Law on Enterprises must satisfy the following criteria and conditions:
 - a) Not being employee of the Company, its parent company or its subsidiary; is not employee used to work for the Company, its parent company or its subsidiary for at least 3 consecutive years;
 - b) Not being a person who is currently receiving salary or remuneration from the company, except for allowances that members of the BOM are entitled to as prescribed;
 - c) Not being a person whose spouse, biological father, adoptive father, natural mother, adoptive mother, biological child, adopted child, biological brother, biological sister, biological brother is a major shareholder of the Company; is a manager of the Company or a subsidiary of the Company;
 - d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
 - đ) Not being a person who used to be a member of the BOM or BOS of the Company for at least the previous 5 years, except for the case of being appointed for 2 consecutive terms;
 - e) Other criteria and conditions according to the company's charter.
3. Independent members of the BOM must notify the BOM of the fact that they no longer fully meet the criteria and conditions specified in Clause 2 of this Article and are naturally no longer independent members of the BOM from the date of not meeting the criteria and conditions. The BOM must notify the case that independent members of the BOM no longer fully meet the criteria and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a new member of the BOM to supplement or replace independent members of the BOM within 06 months from the date of receipt of the notice of the relevant independent members of the BOM.

Article 7. Chairman of the BOM

1. The Chairman is elected, dismissed or removed by BOM from among the members of the BOM.
2. Chairman of the BOM must not concurrently be the Director (General Director).
3. Chairman of the BOM has the following rights and obligations:
 - a) Prepare program and plan of activities of the BOM;
 - b) Prepare agenda, content and documents for the meeting; convene, preside over and act as chairperson of the BOM meeting;
 - c) Organize the adoption of resolutions and decisions of the BOM;
 - d) Supervise the process of organizing the implementation of resolutions and decisions of the BOM;
 - đ) Chairperson of the General Meeting of Shareholders;
 - e) Other rights and obligations as prescribed by the Law on Enterprises and the company's charter.
4. In case the Chairman of the BOM resigns or is dismissed, the BOM must elect a replacement within 10 days from the date of receipt of the resignation or dismissal. In case the Chairman of the BOM is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the BOM according to the prescribed principles in the company's charter. In case no authorized person or the Chairman of the BOM dies, missing, detained, serving a prison sentence, serving administrative handling measures at a compulsory detoxification establishment, compulsory education, fleeing from residence, restricted or incapacitated civil acts, having difficulties in cognition or behavior control, being banned by the Court from holding certain position, practicing professions or doing certain jobs, the remaining members elect one of the members to hold the position of Chairman of the BOM on the principle that the majority of the remaining members agree until a new decision of the BOM is issued.
5. When deeming it necessary, the BOM shall decide to appoint the company secretary. The company secretary has the following rights and obligations:
 - a) Assist in convening the General Meeting of Shareholders and the BOM; record meeting minutes;
 - b) Support members of the BOM in exercising their assigned rights and obligations.
 - c) Support the BOM in applying and implementing corporate governance principles;
 - d) Supporting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with the obligation to provide information, publicize information and administrative procedures
 - đ) Other rights and obligations as provided for in the company's charter.

Article 8. Dismissal, removal, replacement and supplement of the BOM member

1. The General Meeting of Shareholders dismisses a member of the BOM in the following cases:
 - a) Failing to meet the criteria and conditions as prescribed in Article 155 of the Enterprise Law;

- b) Has a resignation letter and is approved;
 - c) Other cases specified in the company's charter.
2. The General Meeting of Shareholders removes a member of the BOM in the following cases:
- a) Not participating in activities of the BOM for 6 consecutive months, except for force majeure cases;
 - b) Other cases specified in the company's charter.
3. When deeming it necessary, the General Meeting of Shareholders shall decide to replace the members of the BOM; dismiss or remove members of the BOM, other than the cases specified in Clauses 1 and 2 of this Article.
4. The BOM must convene a General Meeting of Shareholders to elect additional members of the BOM in the following cases:
- a) The number of BOM members is reduced by more than one third compared to the number specified in the company's charter. In this case, the BOM must convene a General Meeting of Shareholders within 60 days from the date on which the number of members is reduced by more than one third;
 - b) The number of independent members of the BOM is reduced, not ensuring the ratio specified at Point b, Clause 1, Article 137 of the Law on Enterprises;
 - c) Except for the cases specified at Points a and b of this Clause, the General Meeting of Shareholders elects a new member to replace the member of the BOM who has been dismissed or removed at the nearest meeting.

Article 9. Method of election, dismissal and removal of the BOM member

1. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares have the right to nominate member to the BOM. The nomination of member to the BOM is as follows:
- a) Ordinary shareholders forming a group to nominate member to the BOM must notify the group meeting to the attending shareholders before the opening of the General Meeting of Shareholders;
 - b) Based on the number of BOM member, a shareholder or group of shareholder specified in this Clause is entitled to nominate one or several member according to the decision of the General Meeting of Shareholders as candidate for the BOM. In case the number of candidates nominated by a shareholder or a group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining number of candidates shall be determined by the BOM and other shareholders.
2. If the number of candidates for the BOM through self-nomination and nomination is still not enough as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent BOM shall nominate additional candidates or organize nominations according to the provisions of the company's charter, internal regulations on corporate governance and operation regulations of the BOM. The introduction of additional candidates by the incumbent BOM must be clearly announced before the General Meeting of Shareholders votes to elect members of the BOM in accordance with the law.

3. Voting to elect members of the BOM must be done by cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the BOM and shareholders have the right to put all or part of their total votes on one or several candidates. The elected members of the BOM are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the company's charter is reached. In case there are 02 or more candidates achieving the same number of votes for the last member of the BOM, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria of election regulations or the company's charter.
4. The election, dismissal and removal of members of the BOM shall be decided by the General Meeting of Shareholders on the principle of voting.

Article 10. Announcement of election, removal from duty or dismissal of members of the BOM

1. In case the candidate for the BOM has been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the website of the Company so that shareholders can learn about these candidates before voting, candidates for the BOM must have a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to perform their duties honestly, carefully and in the best interests of the Company if elected as a member of the BOM. Information related to the candidate for the BOM to be disclosed includes:
 - a) Name, date, month, year of birth;
 - b) Qualification;
 - c) Working history;
 - d) Other executive titles (including the position of the BOM of other companies);
 - d) Interests related to the Company and its related parties;
 - e) Other information (if any) as prescribed in the company's charter;
 - g) Public companies must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the BOM, other management positions and interests related to the BOM candidate's company (if any).
2. The announcement of the results of election, dismissal and removal of members of the BOM must comply with the guiding regulations on information disclosure.

Chapter III

BOARD OF MANAGEMENT

Article 11. Rights and obligations of the Board of Management

1. The BOM is the management body of the Company, has full power on behalf of the Company to decide and exercise the rights and obligations of the company, except for the rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the BOM are prescribed by law, the company's charter and the General Meeting of Shareholders. Specifically, the BOM has the following rights and obligations:
- a) Decide on the strategy, medium-term development plan and annual business plan of the Company;
 - b) Propose on the type of shares and the total number of shares to be offered for sale of each type.
 - c) Decide to sell unsold shares within the number of shares authorized to be offered for sale of each type; decide to raise more capital in another form;
 - d) Decide the selling price of shares and bonds of the Company phiếu;
 - đ) Decide to repurchase shares according to the provisions of Clauses 1 and 2, Article 133 of the Law on Enterprises;
 - e) Decide on investment plans and investment projects within the competence and limits prescribed by law;
 - g) Decide on market development, marketing and technology solutions;
 - h) Approve purchase, sale, borrowing, lending and other contracts, transactions valued at 35% of total asset value or more recorded in the Company's most recent financial statements, and contracts, transactions fall under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d Clause 2 Article 138, Clause 1 and Clause 3 Article 167 of the Law on Enterprises.
 - i) Elect, dismiss and removal the Chairman of the BOM; appoint, dismiss, sign contracts, terminate contracts with the Director or General Director and other important managers as prescribed in the company's charter; decide on the salary, remuneration, bonus and other benefits of such managers; appoint an authorized representative to participate in the Members' Council or the General Meeting of Shareholders in another company and decide on the remuneration and other benefits of such persons;
 - k) Supervise and direct the Director or General Director and other managers in running the daily business activities of the Company;
 - l) Decide on the organizational structure, internal management regulations of the Company, to decide on the establishment of subsidiaries, branches and representative offices and to contribute capital and purchase shares of other enterprises;
 - m) Approve the program and documents in service of the General Meeting of Shareholders, to convene the General Meeting of Shareholders or to collect opinions for the General Meeting of Shareholders to pass a resolution;
 - n) Submit audited annual financial statements to the General Meeting of Shareholders;
 - o) Propose the level of dividends to be paid; decide on the deadline and procedures for paying dividends or dealing with losses arising in the course of business;
 - p) Propose the reorganization and dissolution of the Company; Company bankruptcy petition;

- q) Decide to issue the Regulation on operation of the BOD, internal regulations on corporate governance after being approved by the General Meeting of Shareholders; decide to issue the Regulation on the operation of the Audit Committee under the BOM, the Regulation on information disclosure of the Company;
 - r) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the company's charter
3. The BOM shall adopt resolutions, decisions by voting at the meeting, collect opinions in writing or in other forms prescribed by the company's charter. Each member of the BOM has one vote.
 4. In case a resolution or decision passed by the BOM is contrary to the provisions of law, the resolution of the General Meeting of Shareholders or the company's charter, causing damage to the Company, the members approve such the resolution and decision must be jointly and personally liable and must compensate the Company for damage; Members who object to the adoption of the above resolution are exempt from liability. In this case, the shareholders of the Company have the right to request the Court to suspend the implementation or annul the aforesaid resolution or decision.

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

1. The BOM approves contracts, transactions with a value of less than 35% or transactions leading to the total value of transactions arising within 12 months from the date of making the first transaction with a value of less than 35 % of the total value of assets recorded on the latest financial statement or a smaller percentage or value as prescribed in the company's charter between the Company and one of the following entities:
 - Members of the BOM, members of the BOS, General Director (Director), other managers and related persons of the subjects;
 - Shareholders, authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the Company and their related persons;
 - Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.
2. The representative of the Company who signs a contract or transaction must notify the members of the BOM and members of the BOS about the subjects related to such contract or transaction and enclose it with the draft contract or the main content of the transaction. The BOM shall decide on the approval of contracts or transactions within 15 days from the date of receipt of the notice, unless otherwise provided for in the company's charter; Members of the BOM who have interests related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the BOM in convening the Extraordinary General Meeting of Shareholders

1. The BOM must convene an extraordinary General Meeting of Shareholders in the following cases:
 - a) The BOM considers it necessary for the benefit of the Company;

- b) The number of remaining members of the BOM and BOS is less than the minimum number of members as prescribed by law.;
 - c) At the request of a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; The request to convene a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or a written request made in many copies and gather enough signatures of relevant shareholders;
 - d) At the request of the BOS;
 - đ. Other cases as prescribed by law and the company's charter.
2. Convening an Extraordinary General Meeting of Shareholders
- The BOM must convene a General Meeting of Shareholders within 30 days from the date on which the number of remaining members of the BOM, independent members of the BOM or members of the BOS less than the minimum members as prescribed in the company's charter or receive the request specified at point c and point d, clause 1 of this Article;
3. The convenor of the General Meeting of Shareholders must perform the following tasks:
- a) Make a list of shareholders entitled to attend the meeting;
 - b) Provide information and settle complaints related to the list of shareholders;
 - c) Prepare meeting agenda and content;
 - d) Prepare documents for the meeting;
 - đ) Draft resolution of the General Meeting of Shareholders according to the proposed content of the meeting; list and detailed information of candidates in case of election of members of the BOM, members of the BOS;
 - e) Determine the time and location of the meeting;
 - g) Send notice of meeting invitation to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;
 - h) Other tasks for the meeting.

Article 14. Sub-committees assisting the BOM.

1. The BOM can set up a sub-committee to be in charge of development policy, human resources, compensation, internal audit, and risk management. The number of members of the subcommittee shall be decided by the BOM with at least 03 people, including members of the BOM and external members. The activities of the subcommittee must comply with the regulations of the BOM. Resolutions of the subcommittee will only take effect when a majority of members attend and vote for approval at the meeting of the subcommittee.
2. The implementation of the BOM decisions, or of the sub-committees under the BOM must be consistent with the current legal provisions and provisions of the company's charter, internal regulations on corporate governance. .

Chapter IV

MEETINGS OF THE BOARD OF MANAGEMENT

Article 15. Meetings of the Board of Management

1. The Chairman of the BOM shall be elected at the first meeting of the BOM within 07 working days from the end of the election of such BOM. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case more than one member has the highest and equal number of votes or votes, the members elect according to the majority rule to choose one of them to convene a meeting of the BOM.
2. The BOM must have meeting at least once a quarter and may hold an extraordinary meeting.
3. The Chairman of the BOM shall convene a meeting of the BOM in the following cases:
 - a) At the request of the BOS or an independent member of the BOM;
 - b) At the request of the Director or General Director or at least 05 other executives;
 - c) At the request of at least 02 members of the BOM;
 - d) Other cases prescribed by the company's charter.
4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purposes, issues to be discussed and decisions within the competence of the BOM.
5. The Chairman of the BOM must convene a meeting of the BOM within 07 working days from the date of receipt of the request specified in Clause 3 of this Article. In case of failure to convene a meeting of the BOM at the request, the Chairman of the BOM shall be responsible for any damage caused to the Company; The requestor has the right to replace the Chairman of the BOM to convene a meeting of the BOM.
6. The Chairman of the BOM or the person convening the meeting of the BOM must send a notice of invitation to the meeting at least 03 working days before the date of the meeting. The notice of meeting invitation must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting invitation must be enclosed with the documents used at the meeting and the member's vote.

The notice of invitation to the meeting of the BOM may be sent by invitation, by telephone, by fax, by electronic means or by other methods prescribed by the company's charter and shall be guaranteed to reach the contact address of each member of the BOM registered at the Company.
7. The Chairman of the BOM or the convenor shall send the meeting invitation and attached documents to the members of the BOS as to the members of the BOM.

Members of the BOS have the right to attend meetings of the BOM; have the right to discuss but not vote.
8. A meeting of the BOM is conducted when there are 3/4 of the total number of members attending the meeting. In case a meeting convened as prescribed in this Clause does not have enough members to attend the meeting as prescribed, it may be convened a second time within 07 days from the intended date of the first

meeting. In this case, the meeting will be conducted if more than half of the members of the BOM attend the meeting.

9. A member of the BOM is considered to attend and vote at the meeting in the following cases:
 - a) Attend and vote directly at the meeting;
 - b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;
 - c) Attend and vote through videoconferences, electronic voting or other electronic means;
 - d) Send votes to the meeting by mail, fax, email;
 - đ) Send votes by other means as prescribed in the company's charter.
10. In case of sending the vote to the meeting via mail, the vote must be enclosed in a sealed envelope and must be delivered to the Chairman of the BOM at least 1 hour before the opening. Votes are only opened in the presence of all attendees.
11. Members must attend all meetings of the BOM A member may authorize another person to attend the meeting and vote if approved by a majority of members of the BOM.
12. Resolutions and decisions of the BOM shall be adopted if approved by the majority of members attending the meeting; In case the number of votes is equal, the final decision belongs to the side with the opinion of the Chairman of the BOM.

Article 17. Minutes of the BOM meeting

1. Meetings of the BOM must be recorded in minutes and may be recorded and stored in other electronic forms. Minutes must be made in Vietnamese and may also be made in a foreign language, including the following principal contents:
 - a) Name, head office address, enterprise code number;
 - b) Meeting time and place;
 - c) Purpose, agenda and content of the meeting;
 - d) Full name of each member attending the meeting or authorized person to attend the meeting and how to attend the meeting; full names of members not attending the meeting and reasons;
 - đ) The issue is discussed and voted at the meeting;
 - e) Summarize the opinions of each member attending the meeting according to the order of the meeting;
 - g) Voting results, clearly stating the members agreeing, disagreeing and abstaining;
 - h) The issue has been passed and the proportion of votes passed;
 - i) Full name and signature of the chairperson and the person recording the minutes, except for the case specified in Clause 2 of this Article.
2. In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the BOM attend the meeting to sign and have all the contents as prescribed at Points a, b, c, d, dd, e, g and h, Clause 1 of this Article, this minutes shall take effect.

3. The chairperson, the person recording the minutes and the people signing the minutes must be responsible for the truthfulness and accuracy of the content of the minutes of the BOM meeting.
4. Minutes of the BOM meeting and documents used in the meeting must be kept at the head office of the Company.
5. Minutes made in Vietnamese and in a foreign language have the same legal effect. In case there is a difference in content between the minutes in Vietnamese and in a foreign language, the content in the minutes in Vietnamese shall prevail.

Chapter V

REPORTING, PUBLISHING BENEFITS

Article 18. Annual report submission

1. At the end of the fiscal year, the BOM must submit the following report to the General Meeting of Shareholders:
 - a) Report on business results of the Company;
 - b) Financial report;
 - c) Report on assessment of management and administration of the Company;
 - d) Appraisal report of the BOS.
2. The report specified at Points a, b and c, Clause 1 of this Article must be sent to the BOS for appraisal at least 30 days before the opening date of the Annual General Meeting of Shareholders if the charter company has no other provisions.
3. Reports specified in Clauses 1 and 2 of this Article, appraisal reports of the BOS and audit reports must be kept at the head office of the Company at least 10 days before the opening date of the Annual General Meeting of Shareholders if the company's charter does not stipulate a longer time limit. Shareholders who own shares of the Company continuously for at least 01 year have the right to directly review the report specified in this Article or together with a lawyer, accountant or auditor with a practicing certificate.

Article 19. Remuneration, bonus and other benefits of members of the BOM

1. The company has the right to pay remuneration and bonus to members of the BOM according to business results and efficiency.
2. Members of the BOM are entitled to remuneration and bonuses. Remuneration is calculated according to the number of working days necessary to complete the task of a member of the BOM and the remuneration per day. The BOM estimates the remuneration for each member on the principle of consensus. The total remuneration and bonus of the BOM shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the BOM is included in the Company's business expenses in accordance with the law on corporate income tax, shown in a separate section in the Company's annual financial statements and must report to the General Meeting of Shareholders at the annual meeting.
4. Members of the BOM holding executive positions or members of the BOM working in sub-committees of the BOM or performing other jobs outside the scope of normal duties of a member of the BOM may be paid additional remuneration in

the form of a lump-sum salary, salary, commission, percentage of profit or in other forms as decided by the BOM.

5. Members of the BOM have the right to be paid all travel, accommodation, meals and other reasonable expenses that they have had to pay when performing their responsibilities as members of the BOM including expenses incurred in attending meetings of the General Meeting of Shareholders, the BOM or the sub-committees of the BOM.
6. A member of the BOM may purchase liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liability of members of the BOM related to violations of the law and the company's charter.

Article 20. Disclosure of related interests

In case the charter company has no other regulations stricter, the disclosure of interests and related persons of the Company shall comply with the following provisions:

1. Members of the BOM of the Company must declare to the company about their related interests, including:
 - a) Name, enterprise registration number, head office address, line of business of the enterprise in which they own the contributed capital or shares; rate and time of ownership of such contributed capital or shares;
 - b) Name, enterprise registration number, head office address, line of business of the enterprise in which their related persons jointly own or separately own a contributed capital or a share of more than 10% of the charter capital.
2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date of arising related interests; the amendments and supplements must be notified to the Company within 07 working days from the date of the corresponding amendments and supplements.
3. Members of the BOM in their own name or in the name of another person to perform work in any form within the scope of the Company's business must explain the nature and content of such work to the BOM and can only be done when approved by a majority of the remaining members of the BOM; if performed without declaration or without the approval of the BOM, all income from such activities belongs to the Company.

Chapter VI

RELATIONSHIP OF THE BOARD OF MANAGEMENT

Article 21. Relationship between members of the BOM

1. The relationship between the members of the BOM is a cooperative relationship, the members of the BOM are responsible for informing each other about related issues in the process of handling their assigned work.
2. In the process of handling work, the member of the BOM who is assigned the main responsibility must actively coordinate in handling, if there is a problem related to the field under the charge of another member of the BOM. In case there are still differences of opinion among the members of the BOM, the member who is primarily responsible for it shall report it to the Chairman of the BOM for

consideration and decision according to its competence, or organize a meeting or collect opinions of other members of the BOM in accordance with the law, the company's charter and this Regulation.

3. In case of reassignment between members of the BOM, the members of the BOM must hand over the work, relevant documents and records. This handover must be made in writing and reported to the Chairman of the BOM.

Article 22. Relationship with the Executive Board

In the role of management, the BOM issues resolutions for the General Director and the executive apparatus to implement. At the same time, the BOM inspects and supervises the implementation of resolutions.

Article 23. Relationship with the BOS

1. The relationship between the BOM and the BOS is a cooperative relationship. The working relationship between the BOM and the BOS follows the principles of equality and independence, while closely coordinating and supporting each other in the process of performing tasks.
2. When receiving inspection records or general reports of the BOS, the BOM is responsible for studying and directing relevant departments to develop plans and make timely corrections.

Chapter VII IMPLEMENTING PROVISIONS

Article 24. Effectiveness

Operation Regulation of the BOM of Huong Giang Tourist Joint Stock Company includes 07 Chapters and 24 Articles and takes effect from April 17th, 2026.

**For. BOARD OF MANAGEMENT
CHAIRMAN**



Toshihiko Takahashi

Toshihiko Takahashi

HUONG GIANG TOURIST JOINT STOCK COMPANY



**INTERNAL REGULATIONS ON
CORPORATE GOVERNANCE
HUONG GIANG TOURIST JSC**

*(Issued under the Resolution of the Annual General Meeting of Shareholders
on April 17th, 2026)*

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INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
HUONG GIANG TOURIST JOINT STOCK COMPANY
(Issued under the Resolution of the Annual General Meeting of Shareholders
On April 17th, 2026)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly June 17, 2020.

- Pursuant to the Securities Law No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.

- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government Regulates detailing in the implementation of a number of articles of the Law on Securities; Decree 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, of the Government detailing the implementation of a number of articles of the Securities Law;

- Pursuant to the Ministry of Finance's Circular No 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance Guiding a number of articles on corporate governance which is applicable to public companies in Decree No. 155/2020/ND-CP dated December 31 2020 of the Government detailing the implementation of a number of articles of the Securities Law.

- Pursuant to the Charter of Huong Giang Tourist Joint Stock Company,

- Pursuant to the Resolution of the General Meeting of Shareholders No. 23/26/NQ-DHDCD dated April 17th 2026.

The Board of Management promulgates the internal regulations on corporate governance of Huong Giang Tourist Joint Stock Company.

The internal regulations on corporate governance of Huong Giang Tourist Joint Stock Company include the following contents:

CHAPTER I - GENERAL REGULATIONS

Article 1. Meaning, scope of adjustment and subjects of application

1. Internal regulations on corporate governance of Huong Giang Tourist Joint Stock Company were formulated in accordance with the Law on Enterprises, the Law on Securities, and Circular Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding some articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government Detailing the implementation of a number of articles of the Law on Securities and Decree 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, of the Government detailing the implementation of a number of articles of the Securities Law.

2. This Regulation deals with the basic principles of corporate governance to protect the legitimate rights and interests of shareholders; authority, obligations and mode of operation of the Board of Management, the Board of Directors, the Board of Supervisors and other executives of the Corporation.
3. This Regulation will be adjusted with the following main contents:
 - a. Order and procedures for convening and voting at the General Meeting of Shareholders;
 - b. To nominate, run, elect, dismiss and remove from office as to members of the Board of Management;
 - c. Order and procedures for organizing a meeting of the Board of Management;
 - d. To establish and operate of subboards under the Board of Management (if any);
 - đ. To select, appoint and dismiss the Person in charge of Corporation governance (if any);
 - e. To suggest, nominate, elect, dismiss and remove from office Supervisors;
 - f. To select, appoint and dismiss the Chief Executive Officer of the Company;
 - g. To coordinate activities between the Board of Management, Board of Supervisors and General Director;
 - h. Regulations on annual evaluation of activities, commendation and discipline for members of the Board of Management, members of the Board of Supervisors, the General Director and other Executives;
 - i. Regulations on report and information disclosure.
4. Applied subjects of this regulation include:
 - a. Huong Giang Tourist Joint Stock Company;
 - b. Shareholders and organizations and individuals are related persons of shareholders;
 - c. Members of the Board of Management, Supervisors, other executives of the Corporation and organizations and individuals who are related persons of the Board of Management, Supervisors, and person in charge of Company management;
 - d. Organizations and individuals with interests related to the Company.

Article 2. Principles of internal corporate governance

- To comply with applicable laws and regulations;
- To ensure the operational efficiency of the Board of Management and the Board of Supervisors;
- To ensure the rights of shareholders and related persons;
- To ensure fair treatment among shareholders;
- Publicity and transparency in the Company's operations.

Article 3. Explain terminology and abbreviations

1. " Enterprise Law "means the Enterprise Law passed by the National Assembly No. 59/2020/QH14 approved by the National Assembly on June 17, 2020.

2. " Securities Law "means the Securities Law 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.
3. "Related persons" means an individual or an organization defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46 Article 4 of the Law on Securities.
4. "Company ": is Huong Giang Tourist Joint Stock Company
5. "BOM": is the Board of Management
6. "GSM": is the General Shareholders Meeting
7. "BOS": is the Board of Supervisors
8. "Delegate": Shareholders, representatives (persons authorized by shareholders)
9. "Person in charge of corporate governance" is a person with responsibilities and powers defined in Article 281 of Decree 155/2020/ ND-CP.
10. In this Regulation, references to one or some terms or legal documents will include any amendments or replacements of those documents.

CHAPTER II - SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 4. Rights and obligations of shareholders

1. Shareholders have full rights and obligations in accordance with the Law on Enterprises, related legal documents and Articles 11 and 12 of the Company's Charter, especially:
 - a. Right to be treated fairly. Each share of the same type gives shareholders the same rights, obligations and interests. In case the Company has preferred shares, the rights and obligations associated with the preferred shares must be fully disclosed to shareholders and must be approved by the General Meeting of Shareholders;
 - b. The right to access to full periodical and extraordinary information published by the Company in accordance with the law;
2. Shareholders have the right to protect their legal rights. In case the resolution of the General Meeting of Shareholders, the decision, resolution of the Board of Management violates the law or violates the basic rights of shareholders in accordance with the law, shareholders have the right to request to cancel such decision, regulation in the order and procedures of legal provisions. In case decisions violating the law cause damage to the company, the Board of Management, the Board of Supervisors, and the General Director must compensate the company according to its responsibilities. Shareholders have the right to request the company to pay damages in accordance with the law.

Article 5. General Meeting of Shareholders

1. The General Meeting of Shareholders is the highest authority of the Company. The annual general meeting of shareholders is held once a year. The Board of Management or the person who convenes the General Meeting of Shareholders arranges the agenda, arranges a reasonable venue, time to discuss and vote on each issue in the agenda of the General Meeting of Shareholders. The venue of the General Meeting of Shareholders must be within the territory of Vietnam. In case the General Meeting of

Shareholders is held simultaneously at many different locations, the venue of the General Meeting of Shareholders is determined to be the place where the chairperson attends the meeting.

2. Annual shareholders meeting

- a. The General Meeting of Shareholders must hold an annual meeting within four (04) months from the end of the financial year. The Board of Management shall decide to extend the Annual General Meeting of Shareholders in case of necessity, but not exceeding 6 (six) months from the end of the fiscal year.
- b. The annual General Meeting of Shareholders may not be held in the form of collecting written opinions of shareholders.
- c. The Board of Management convenes the annual General Meeting of Shareholders and selects an appropriate location. The Annual General Meeting of Shareholders decides issues in accordance with the law and the Charter of the Company, especially through the annual financial statements and estimates for the next financial year.
- d. In case the audit report of the company's annual financial statements contains material exceptions, conflicting opinions or refusal, the Company must invite a representative of an approved auditing organization to audit the report. Financial statements of the Company to attend the Annual General Meeting of Shareholders and the representative of the above approved audit organization shall have to attend the Annual General Meeting of the Company.

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

- a. The Board of Management deems it necessary for the benefit of the Company;
- b. The annual accounting balance sheet, quarterly or semi-annual reports or audit reports of the fiscal year reflect that the equity has been lost 10%;
- c. When the number of members of the Board of Management, independent members of the Board of Management and remaining Supervisors is less than the minimum number of members prescribed by law or the Board's members is reduced by more than one third ($1/3$) compared to the number of members stipulated in the Charter of the Company.
- d. Shareholder or group of shareholders as stipulated in Clause 3, Article 11 of the Company's Charter requires convening a General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with all signatures of related shareholders or the written request is made in many copies and gathered sufficiently. signatures of related shareholders;
- e. At the request of the Supervisory Board
- f. Other cases as prescribed by law and the Company's Charter.

4. The company must not restrict shareholders to attend the General Meeting of Shareholders, must create conditions for shareholders to authorize representatives to participate in the General Meeting of Shareholders or vote by registered mail when shareholders request. The company must guide the procedure of authorization and make power of attorney for the shareholders as prescribed. The Company tries its best

in applying modern information technology so that shareholders can attend and give their opinions at the General Meeting of Shareholders, including guiding shareholders to vote through online Shareholder Meeting, e-voting or other electronic forms as stipulated in Article 144 of the Enterprise Law and the company's Charter.

5. The report on activities of the Board of Management submitted to the Annual General Meeting of Shareholders must include at least the following:

- To evaluate the performance of the company in the fiscal year, including assessment related to environmental and social responsibilities (if any);
- Activities, remuneration and operating costs of the BOM and each member of the BOM;
- Summary of meetings of the BOM and decisions of the BOM;
- Monitoring results for the General Director;
- Monitoring results for other executives;
- Future plans.

6. The report on activities of the Board of Supervisors submitted to the Annual General Meeting of Shareholders must include at least the following:

- Activities, remuneration and operating costs of the Board of Supervisors and each member of the Board of Supervisors;
- Summary of meetings of the Board of Supervisors and decisions of the Board of Supervisors;
- Results of monitoring the operational and financial situation of the company;
- Performance monitoring and evaluation results for members of the Board of Management, General Director and other executives.
- The report evaluates the coordination of activities between the Board of Supervisors and the Board of Management, General Director and shareholders;
- Report the results of implementing the regulations on corporate governance.

7. Attending the General Meeting of Shareholders of the independent auditor

Auditors or representatives of independent auditing firm may be invited to attend the Annual General Meeting of Shareholders to express their opinions at the General Meeting of Shareholders on matters related to the annual financial statements in case the audit report contains except material.

Article 6. Notice of closing the list of shareholders entitled to attend the General Meeting of Shareholders

1. The list of shareholders entitled to attend the General Meeting of Shareholders is made based on the shareholder register of the Shareholder Management Company. The company must disclose information about making a list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the final registration date.
2. Announcement on closing the list of shareholders who have the right to attend the meeting must be posted on the website of the Company, which clearly states the closing date of the shareholder list to exercise rights and date of transactions that the

buyer is not entitled to the rights, the reason and purpose of the meeting as well as the time, location and content of the expected General Meeting of Shareholders.

Article 7. Order of convening the General Meeting of Shareholders

1. Make a list of shareholders who have the right to attend the General Meeting of Shareholders

The list of shareholders entitled to attend the General Meeting of Shareholders is made based on the List of securities owners made by the Company or the unit authorized to manage shareholders at the time of closing the list. The list of shareholders entitled to attend the General Meeting of Shareholders is made no more than 10(ten) days before the date of sending notice of invitation to the General Meeting of Shareholders.

2. Preparatory work for the General Meeting of Shareholders

- a. The convener of the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders; agenda and content of the congress; documents for the meeting; time and venue of the General Meeting of Shareholders; Inform and send a notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting within the time stipulated in Clause 3 Article 17 of the Company's Charter; and other issues serving the Meeting in accordance with the laws and regulations of the Company. Issues included in the agenda of the General Meeting of Shareholders must be consistent with the authority of the General Meeting of Shareholders prescribed in the Company's Charter.

- b. A shareholder or a group of shareholders are entitled in Clause 3, Article 11 of the Company Charter may propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be made in writing and must be sent to the Company at least three (3) working days before the opening of the General Meeting of Shareholders. The propose must include full name, contact address, nationality, number of legal papers of the individual for shareholders being individuals; name, enterprise code or number of legal papers of the organization, head office address, for shareholders being organizations; number of shares and time of share registration of each shareholder, the total number of shares of the whole group of shareholders and the percentage of ownership in the total number of shares of the Company and the proposed content to be included in the agenda.c. The convenor of the General Meeting of Shareholders has the right to reject the recommendations specified at point (b) of this Clause in the following cases:

- The proposal sent which does not comply with the provisions of point (b) of this clause;
- At the time of the proposal, the shareholder or group of shareholders who does not have at least 5% of ordinary shares as prescribed in Clause 3, Article 11 of the Company's Charter.
- The proposed issue does not fall under the authority of the General Meeting of Shareholders discussing and approving;

3. Notice of convening the General Meeting of Shareholders

- a. The notice of meeting must contain name, address of head office, enterprise code; name and contract address of the shareholder or the authorized representative of the shareholder; time and place of the meeting, how to register to attend the General Meeting of Shareholders and other requirements for the meeting participants.



b. Notice of the General Meeting of Shareholders shall be sent to all shareholders in a guaranteed way to ensure reaching the contact address of the shareholders, and at the same time published on the website of the Company and the State Securities Commission and the Department of 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 invitation to all shareholders in the List of shareholders entitled to attend the meeting at least twelve twenty one (21) days before the opening date of the meeting of the General Meeting of Shareholders (from the date on which the notice was duly sent or delivered), The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the meeting are sent to shareholders and/or posted on the Company's website. In case the document is not attached to the notice of the meeting of the General Meeting of Shareholders, the notice of invitation must clearly state the link to the entire meeting document so that shareholders can access it. The documents include:

- Meeting agenda, documents used in the meeting;
- List and detailed information of candidates in case of electing members of the Board of Management and Supervisors;
- Votes;
- Sample of authorized representative to attend the meeting;
- Draft resolutions for each issue in the agenda.

Article 8. Notice how to register to attend the General Meeting of Shareholders before the opening day of the General Meeting of Shareholders

1. The manner to register to attend the General Meeting of Shareholders must be specified in the Notice of the General Meeting of Shareholders.

2. Shareholders choose the form of registration to attend the General Meeting of Shareholders in the manner stated in the notice, including:

- To attend and vote directly at the meeting;
- To attend and vote via online conferences, electronic voting or other electronic forms (if any);
- To send votes to the meeting via mail, fax, email (if any);
- To authorize another person to attend and vote at the meeting; (In case there is more than one appointed representative, specific number of shares and number of votes authorized for each representative must be specified.) The authorization for the meeting representative must be made in writing according to the form of the Company that has enclosed the invitation to the meeting and must meet the following requirements:

+ If the individual shareholder is an authorized person, it must be signed by the shareholder and the person authorized to attend the meeting (in case of authorization for an individual) / The legal representative of an authorized organization (in case of authorization for organization);

+ In case the institutional shareholder is an authorized person, there must be the signature of the authorized representative, the legal representative of the shareholder and the person authorized to attend the meeting (in case of authorization for

individuals) /the legal representative of an authorized organization (in case of authorization to an organization);

- + In other cases, there must be the signature of the legal representative of the shareholder and the person authorized to attend the meeting;

- + The authorized person attending the General Meeting of Shareholders must bring along his/her personal legal papers to check and return the original written authorization before entering the meeting.

- Other forms of registration to attend the General Meeting of Shareholders are in accordance with the provisions of law.

The Company tries its best in applying modern information technology so that shareholders can attend and give their opinions at the General Meeting of Shareholders, including guiding shareholders to vote through online Shareholder Meeting, e-voting or other electronic forms as stipulated in Article 144 of the Enterprise Law and the company's Charter.

Depending on the specific conditions at the time of holding the General Meeting of Shareholders, the Company applies the appropriate forms of registration, attendance and voting. All methods of application must be specifically instructed in the notice of invitation for shareholders to select and facilitate the application.

Article 9. How to register to attend the General Meeting of Shareholders and Check the status of delegates on the date of the General Meeting of Shareholders

1. Before the opening of the Meeting, the Company must carry out the procedures to register its shareholder and must implement such registration until all shareholders entitled to attend the meeting. Shareholders attending the meeting must bring along the papers specified in the Notice of the General Meeting of Shareholders to confirm the status of Delegates. Registration is carried out at the venue of the General Meeting of Shareholders.
2. When registering to attend, the Company grants each shareholder or authorized representative the right to vote (hereinafter referred to as delegate) vote, on which the registration number, full name of the shareholder or the full name of the authorized representative and the number of votes of that shareholder.
3. Delegates attending the General Meeting of Shareholders late have the right to register immediately and then have the right to participate and vote at the meeting. The Chair is not responsible for stopping the Meeting so that the late delegate registers and the validity of the voting sessions that have been conducted before the late arrival is not affected.

Article 10 General Meeting of Shareholders online.

If natural disasters, epidemics and other emergency situations occur and it is not possible to hold a General Meeting of Shareholders in the usual way, the Company may choose to organize the online meeting of shareholders through information technology facilities.

In the announcement of the General Meeting of Shareholders, the Company must provide instructions on how to participate in and create the most favorable conditions for shareholders to fully exercise their rights and responsibilities at the online meeting of shareholders.

Article 11. Method of voting

1. The General Meeting of Shareholders elects the vote counting board at the request of the Chair of the Meeting.
2. Registered participants will be granted voting cards corresponding to the number of issues to be voted on in the agenda.
3. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and abstention. At the General Meeting, the number of cards that agree with the resolution is collected first, the number of cards that do not agree with the resolution are collected later, and finally count the total number of votes for or against to decide.
4. Shareholders, authorized representative of shareholders are organizations or an authorized person who comes to attend the meeting after the meeting opened, be registered and have the right to vote immediately after registration. The chairperson must not stop the meeting for late registration. In this case, the validity of the votes that have been conducted is not affected.
5. The voting for members of the Board of Management and the Board of Supervisors must be conducted by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Management or the Board of Supervisors and shareholders have the right to accumulate their total votes for one or several candidates.

Article 12. Method of counting votes

1. The vote counting board shall check the number of voting sheets collected against the number of voting sheets delivered of each issue.
2. To collect and classify voting cards of each issue separately by voting for, against, and no opinion.
3. To check the voting sheets approving the resolution first, then check the voting cards disagree and the voting cards have no opinion.

Article 13. Notification of vote counting result

The vote counting result will be announced by the Chair right before the closing of the Meeting.

Article 14. Making Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and can be recorded and kept in another electronic form. The minutes must be made in Vietnamese, can be further made in English and contain the following main contents:
 - a. Name, head office address, enterprise code;
 - b. Time and place of the General Meeting of Shareholders;
 - c. Meeting agenda and meeting content;
 - d. Full name of the Chair and secretary;

- e. Summary of the meeting and speeches at the General Meeting of Shareholders on each issue in the agenda;
 - f. Number of shareholders and total votes of attending shareholders, annex of list of registered shareholders, representatives of shareholders attending the meeting with the corresponding number of shares and votes;
 - g. The total number of votes for each voting issue, clearly stating the voting method, the total number of valid, invalid, agree, disagree and no opinion; the corresponding ratio of the total votes of attending shareholders;
 - h. The issues were passed and the percentage of votes passed accordingly;
 - i. Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the minutes of the meeting, this minutes will take effect if it is signed by all other members of the Board of Management attending the meeting and contains all the contents as prescribed in this Clause. The minutes of the meeting clearly state the refusal of the chairperson and secretary to sign the minutes of the meeting.
2. The minutes made in Vietnamese and English are equally legal. In case of any discrepancies between the Vietnamese and English minutes, the Vietnamese version shall prevail.
 3. Minutes of the General Meeting of Shareholders must be prepared and approved before the end of the meeting. The Chair and secretary of the meeting or someone else signs in the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the content of the minutes.
 4. Minutes of the General Meeting of Shareholders must be sent to all shareholders within fifteen (15) days from meeting end date. Sending the vote counting minutes can be replaced by posting on the company's website.
 5. The minutes of the General Meeting of Shareholders are considered as evidence to verify the work performed at the General Meeting of Shareholders unless there is an objection to the content of the minutes made according to the procedures specified within ten (10) days of sending the minutes.
 6. Minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registered to attend the meeting with signatures of the shareholders, the written authorization to attend the meeting, all documents attached to the minutes (if any) and relevant documents attached to the notice of meeting invitation must be disclosed in accordance with the law on disclosure of information on the stock market and must be kept at the head office of the Company.

Article 15. Announcement of Resolution and Minutes of General Meeting of Shareholders or Minutes of vote counting in case of collecting written opinions to the public

The minutes of the meeting (or minutes of counting votes) and the resolutions of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours or sent to all shareholders within fifteen (15) days after the end of the meeting. At the same time, the Company must disclose information to state management agencies in accordance with the law.

Article 16. Authority and Procedure for collecting written opinions from shareholders through decisions of the General Meeting of Shareholders

The Board of Management has the right to consult shareholders in writing to pass a decision of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the Company, except for the case specified in Clause 2, Article 147 of the Law on Enterprises.

1. Procedures for collecting written opinions in order to pass a resolution of the General Meeting of Shareholders:

- a. Preparation of Documents: The Board of Management must prepare: Opinion form, Resolution of the General Meeting of Shareholders and other documents explaining the Resolution. The Board of Management must ensure sending and announcing documents to shareholders within a reasonable time for consideration of voting and must send at least ten (10) days before the deadline for receiving opinion forms.

The written opinion form must contain the following main contents:

- Name, head office address, enterprise code;
 - Purpose for collecting opinions;
 - Full name, contact address, nationality, number of legal papers of the individual for shareholders being individuals; name, business identification number or legal document number of the organization, head office address, for shareholders being an organization, or full name, contact address, nationality, number of legal papers of the individual with representatives of shareholders being organizations; the number of shares of each class and the number of votes of shareholders;
 - Issues that need to be consulted to pass a resolution;
 - Voting option include approval, disapproval, and no opinion on each issue;
 - The deadline for submitting the answered opinion form to the Company;
 - Full name and signature of the Chairman of the BOM
- b. Notice of closing the list of shareholders in writing. The company shall publish information about making a list of shareholders to collect written opinions in accordance with regulations.
- c. Make a list of shareholders to collect written opinions. The list of shareholders collecting written opinions is similar to the meeting of the General Meeting of Shareholders.
- d. Send documents and opinion form to shareholders. The opinion form attached to the the draft Resolution of the General Meeting of Shareholders and documents explaining the draft Resolution must be sent by guaranteed method to the registered address of each shareholder. The Board of Management must ensure sending and announcing documents to shareholders within a reasonable time for consideration of voting and must send at least ten (10) days before the deadline for receiving written opinion forms.
- e. Receiving the opinion form from shareholders.

The opinion form may be sent to the Company in the following forms: sending mail, fax or email according to the following regulations:

- Mailing: Answered opinion polls must be signed by individual shareholders, authorized representatives or legal representatives of shareholders being organizations. The written opinion form sent to the Company must be kept in a sealed envelope and no one is allowed to open before counting votes;
- Sending fax or email: The opinion form sent by fax or email must be kept confidential until the time of counting votes.

The opinion forms sent to the Company after the deadline specified in the content of the opinion form or opened in the case of mailing or opened in the case of mailing or disclosed in the case of faxing or emailing are invalid. The absentee ballot is considered as a vote not participating in the vote.

f. Vote counting and Making minutes of counting votes The Board of Management shall count the votes and prepares the vote counting minutes in the witness of the Board of Supervisors or shareholders Shareholders who do not hold management positions of the Company. The vote counting minutes must contain the following main contents:

- Name, head office address, enterprise code;
- Purpose and issues to be consulted to pass the resolution;
- Number of shareholders with the total number of votes which distinguishes between the number of valid votes and the number of invalid votes and the method of sending votes, together with the annex of the list of participating shareholders voting;
- Total number of votes approval, disapproval, and no opinion on each issue;
- The issues have been passed; and the respective percentage of votes for approval;
- Full name and signature of the Chairman of the Board of Management, , the vote counting person and the vote counting supervisor.

The members of the Board of Management, the vote counting person and the vote counting supervisor are jointly responsible for the truthfulness and accuracy of the vote counting minutes; jointly take responsibility for damages arising from decisions adopted by untruthful, inaccurate counting votes.

g. Resolution of the General Meeting of Shareholders is passed in the form of shareholders' opinion in writing and is as valid as the resolution passed at the General Meeting of Shareholders.

h. Answered opinion forms, approved vote counting minutes, resolutions and related documents attached to opinion form must be kept at the Company's head office.

2. The Board of Management may not collect written opinions from shareholders in the following cases:

- a) Amending and supplementing the contents of the Company's Charter;
- b) Development orientation of the company;
- c) Types of shares and total number of shares of each class;
- d) Electing, dismissing and removing members of the Board of Directors and the Supervisory Board;
- d) Decide to invest or sell assets valued at 35% or more of the total value of assets recorded in the company's most recent financial statement.

- e) Approving the annual financial statements;
- g) Reorganization and dissolution of the company.

Article 17. Request to cancel the 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 vote counting results to collect written opinions of the General Meeting of Shareholders,, shareholders or group of shareholders as prescribed in Clause 3 Article 11 of the Company's Charter have the right to request the Court or Arbitration to consider and cancel Resolution of the General Meeting of Shareholders in the following cases:
 - a) The order and procedures for convening a meeting or collecting written opinions of shareholders and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 3 Article 20 of the Company's Charter.
 - b) The content of the resolution violates the law or the Charter of the Company.
2. In case a shareholder or group of shareholders requests the Court or Arbitrator to cancel a resolution of the General Meeting of Shareholders as provided for in Clause 1 of this Article, such resolution shall remain effective until the decision to cancel such resolution of the Court or Arbitration takes effect, except for the case of application of provisional urgent measures under a decision of a competent authority.
3. If the Resolution of the General Meeting of Shareholders is canceled by a decision of the Court or the Arbitrator, the convenor of the General Meeting of Shareholders whose Resolution is cancelled shall consider re-organizing the General Meeting of Shareholders within 30 days according to the order and procedures specified in the Law on Enterprises and the Company's Charter.

CHAPTER III - MEMBERS OF BOARD OF MANAGEMENT AND BOARD OF MANAGEMENT

**ITEM I. NOMINATION, VOTE, DISMISAL AND REMOVAL FROM OFFICE
THE MEMBER OF THE BOM**

Article 18. Criteria for members of the Board of Management

1. Having full civil act capacity, not falling into the categories specified in Clause 2, Article 17 of the Enterprise Law;
2. Having professional qualifications and experience in business administration of the company or in the field, industry or business line of the company and not necessarily a shareholder of the company, unless otherwise prescribed by the company's charter.
3. A member of the Board of Management of a company may also be a member of the Board of Management of another company.

Article 19. Method of shareholders, groups of shareholders to nominate and nominate people to be members of the BOM

1. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares have the right to nominate candidates for the Board of Management. A shareholder or group of shareholders holding from 10% to less than 20% of the voting shares may nominate one (1) candidate; from 20% to less than 30% may nominate two (2) candidates; from 30% to less than 50% may nominate three (3) candidates; from 50% to less than 65% may nominate four (4) candidates and if from 65% or more may nominate a sufficient number of candidates.

Ordinary shareholders voluntarily gather into groups that satisfy the prescribed conditions to nominate people to the Board of Management. The meeting of this group must be notified to the Board of Management and shareholders attending the General Meeting of Shareholders before the opening of the General Meeting of Shareholders.

2. In case the number of candidates for the Board of Management through nomination and candidacy is still not enough as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Management shall introduce additional candidates or organize the nomination according to the prescribed by the Company in these Regulations. Procedures for the incumbent Board of Management to introduce candidates to the Board of Management must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Management in accordance with the law and the Company's Charter.

Article 20. Method of electing members of the Board of Management

1. The election of members of the Board of Management is conducted by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Management and shareholders have the right to give all or part of their total votes to one or several candidates.
2. The votes are printed by the Organizing Board, there is a list of candidates, arranged in the order of the Vietnamese alphabet, with the value or number of shares, stamped by the Company.
3. Shareholders have the right to vote for themselves if they are included in the list of candidates in the vote.
4. Votes are distributed at the General Meeting of Shareholders. On each vote, there are names of candidates for the Board of Management, information about shareholders and the total number of voting shares they represent. Shareholders must check the number of shares stated in the vote, if there are any errors, they must notify them again at the time of receiving votes.
5. An invalid vote is one in one of the following cases:
 - Votes not from the Voting Checking Board issued;
 - Votes with a total number of voting rights for the candidates exceeding the total number of voting rights of such shareholders (including ownership and authorization);
 - Votes with erasing or correcting contents;

- Votes with names of people outside the list of nominations and candidates passed by the General Meeting of Shareholders before the election;
 - Other cases as prescribed by law or a resolution of the General Meeting of Shareholders.
6. Candidates elected as members of the Board of Management are determined in accordance with the Law on Enterprises, the Company's Charter, and the election rules adopted by the General Meeting of Shareholders before the election.
 7. The election results are recognized after the election minutes have been approved by the Chairperson and the resolution is passed by the General Meeting of Shareholders.

Article 21. Members of the Board of Management will no longer be members of the Board of Management in the following cases:

A member of the Board of Management will no longer be a member of the Board of Management when he is dismissed, dismissed or replaced by the General Meeting of Shareholders in the following cases:

- 1) Failing to meet the criteria and conditions prescribed in Article 155 of the Enterprise Law;
- 2) Has a resignation letter which is approved;
- 3) Failing to participate in activities of the Board of Management for 6 consecutive months, except in case of force majeure;
- 4) When deemed necessary, the General Meeting of Shareholders shall decide to replace the members of the Board of Management; dismissal or dismissal of members of the Board of Management.
- 5) Other cases as prescribed by law and the Company's Charter.

Article 22. Notice of election, dismissal and replacement of members of the Board of Management

After the decision to elect, dismiss or replace members of the Board of Management, the Company is responsible to publish information on the Company's website and to the state management agencies in accordance with the order and provisions of law.

Article 23. Method of introducing candidates for the Board of Management members

1. The Board of Management convenes a meeting of the Board of Management on the election of members of the Board of Management to popularize the election contents: the number and criteria of candidates participating in the election, the method of nomination and election according to Article 19 of this Regulation. The election will be conducted at the nearest General Meeting of Shareholders.
2. The company issued a public announcement about the election of members of the Board of Management which clearly states the reasons for voting, the number, criteria and methods of election, procedures for performing candidates, nominations ...

3. The Board of Management summarizes the list of candidates through nominations, candidates and verifies information about each candidate to ensure that candidates meet the criteria and criteria to become a Member of BOM in accordance with Clause 2 of this Article.
4. In case the number of candidates approved by the Board of Management and nominated is still insufficient, the Board of Management will prepare a list of candidates according to the following criteria:
 - Number of candidates: is the missing amount after summarizing the list of valid candidates through nominations and candidates in Clause 3 of this Article.
 - The candidates recommended by the Board of Management must be approved by a majority of the current members of the Board of Management.
 - Applicants recommended by the Board of Management must ensure at least the conditions and standards prescribed in the Enterprise Law, Company Charter and this Regulation.

ITEM II. ORDERS AND PROCEDURES FOR BOM MEETING

Article 24. Notice and prepare BOM meeting content

1. The Board of Management must meet regularly at least once a quarter. The Chairperson may convene a meeting whenever necessary.
Forms of meetings of the Board of Management include: Direct meetings; online meeting via Viber, Sky, Video call or other information technology means; Meetings by way of collecting votes to collect opinions in writting of members of the Board of Management.
2. The notice of the meeting of the Board of Management must be sent to the members of the Board of Directors and the Board of Supervisors members at least three (03) working days before the meeting date.
The notice of the meeting of the Board of Management must include the time, venue, agenda, contents of the issues discussed and decided, and the notice of meeting invitation must contain documents used at the meeting and voting cards of the members.
The BOM meeting is conducted at the Company's head office or at another place according to decision of the Chairman of the Board of Management and with the consent of the Board of Management.
3. The Chairman of the BOM or the convenor sends the notice of invitation and the attached documents to the members of the Board of Supervisors, as for the members of the BOM. Members of the Board of Supervisors, are entitled to attend the meetings of the Board of Directors; have the right to discuss but not to vote.
4. The meeting invitation is sent by mail, fax, email or other means, but must ensure that the contact addresses of each member of the Board of Management and the members of Board of Supervisors are registered at the Company.

Members of the Board of Management may request additional contents of the agenda by mail, fax, email or other means to the Chairman of the BOD or convener.

5. Other forms of meeting

a. A meeting of the Board of Management may be held in the form of an online conference among members of the Board of Management when all or some members are in different locations, provided that each member attending the meeting can:

- Hear other members of the Board of Management expressing their opinions in the meeting;

- Speaking to all other attending members at the same time.

b. Discussions between members may be carried out directly by telephone or by other means of communication or a combination of these methods. BOM members attending such meetings are considered to be "present" at that meeting. The meeting venue held in accordance with this regulation is the place where the largest number of members of the Board of Management presents, or the meeting venue with chairperson present.

c. Decisions adopted in a telephone conference held and duly conducted shall take effect immediately upon the conclusion of the meeting but must be affirmed with the minutes signed by all BOM members attending the meeting.

6. Taking written opinions: Decisions passed in a meeting by way of collecting written opinions of members of the Board of Management will be effective when there is a vote counting minutes with the full signature of the chairperson and record person and confirm by vote counting board's representative.

This type of decision has the same validity and validity as a decision adopted by the Board members at a meeting convened and organized as usual. The decision may be adopted by using multiple copies of the same document if each copy has at least one signature of the member.

Article 25. Conditions for organizing the BOM meeting

1. Meetings of the Board of Management shall only be conducted and approved by decisions when at least three-fourths (three-fourths) of the BOM members present in person or through representatives (authorized persons). In case there are not enough members attending the meeting as prescribed, the meeting must be reconvened within seven (7) days from the intended date of the first meeting. The reconvened meeting will be conducted if more than half (1/2) of the BOM members attend the meeting.

BOM members are only allowed to authorize others to attend the meeting if the majority of members of the Board of Management approve.

2. The Chairman of the Board of Management must convene a meeting of BOM, without delay if there is no plausible reason, when one of the following subjects requests in writing, clearly stating the purpose of the meeting and the issue need to discuss and decisions under the competence of the Board of Management:

- Board of Supervisors;

- General Director or at least five (05) other executives;

- Independent members of the Board of Management;

- At least two (02) members of the Board of Management;

3. Meetings of the Board of Management at Clause 2 of this Article must be conducted within seven (07) working days from the date of the meeting proposal. In case the

Chairman of the Board of Management does not accept the convening of the meeting at the request, the Chairman must be responsible for the damage occurred to the Company; Those who propose to hold meetings have the right to replace the Chairman of the Board of Management to convene the Board meeting.

4. In case of request of an independent auditing company to audit the Company's financial statements, the Chairman of the Board of Management must convene a meeting of the Board of Management to discuss the audit report and the situation of the Company.

Article 26. Method of voting and approving Resolutions , Decisions of the Board of Management

1. Except for the provisions of Clause 2 of this Article, each member of the Board of Management or his / her authorized person who is present in person at the meeting of the Board of Management has one (01) vote.
2. Members of the Board of Management are not allowed to vote on contracts, transactions or proposals that such member or person related to that member has interests and interests that conflict or may conflict with the interests of the Company.

Members of the BOM are not included in the minimum number of members present to be able to hold meetings of the BOM about decisions that such member does not have voting rights;

3. According to Clause 4 of this Article, when a problem arises in a meeting of the Board of Management related to the degree of benefits of a member of the Board of Management or with respect to a member's voting rights, those issues are not resolved by voluntarily giving up the voting rights of the BOM members involved, those issues will be transferred to the chairperson of the meeting and the decision of the chairperson related to this issue will be valid as a decision. final decision, unless the nature or scope of benefits of the relevant BOM members has not been fully disclosed;
4. Members of the Board of Management who benefit from a contract stipulated in Point 1 and Point b Clause 6 Article 38 of the company's Charter and in Article 167 of the Law on Enterprises are considered to have significant interests in such contract.
5. Members of the Board of Management can send voting sheets to the meeting via mail, fax, email. In case of sending votes to the meeting via mail, the votes must be kept in a tight envelope and must be delivered to the Chairman of the BOM at least one (01) hour before the opening. Votes can only be opened in the presence of all participants.
6. The BOM passes decisions and resolutions based on the majority of the BOM members attending the meeting. In case the number of votes for and against are equal, the vote of the Chairman of the BOM is the deciding vote.
7. Resolution, decision of the Board of Management in the form of collecting written opinions is approved on the basis of the approval of a majority of the BOM members with voting rights. This resolution, decision is as valid as the resolution, decision passed at the meeting.

Article 27. Minutes of the BOM meeting

1. Meetings of the BOM must be recorded in minutes and may be recorded and kept in electronic format. The minutes must be made in Vietnamese language and may be made in foreign languages with the following principal contents:
 - a. Name, head office address, enterprise code;
 - b. Purpose, agenda and content of the meeting;
 - c. Time and venue of the meeting;
 - d. Full name of each member attending the meeting or the person authorized to attend the meeting and method of attending; full name of members not attending the meeting and reason;
 - e. Issues discussed and voted at the meeting;
 - f. Summary of opinions of each member attending the meeting in the order of the progress of the meeting;
 - g. The voting results clearly state members agreeing, disagreeing and no opinion;
 - h. The issues have been passed and corresponding approval voting percentage;
 - i. Full name, signature of the chairperson, and the secretary. In case the chairperson or secretary refuses to sign the minutes of the meeting, this minutes will take effect if it is signed by all other members of the Board of Management attending the meeting and contains all the contents as prescribed in this Clause. The meeting minutes clearly state the refusal of the chairperson and secretary to sign the meeting minutes.

The chairperson and the meeting secretary or other people who signed in the minutes must be responsible for the truthfulness and accuracy of the content of the meeting minutes.

2. Minutes of the Board meeting and documents used during the meeting must be kept at the head office of the company.
3. Minutes in Vietnamese and foreign languages are equally effective. In case of any discrepancies between the Vietnamese and foreign language versions, the Vietnamese version shall prevail.
4. The Chairman of the Board of Management is responsible for sending the meeting minutes of the BOM to the members and such minutes are the real evidence of the work that has been conducted in the meeting unless there is an objection to the content of minutes within ten (10) days from the date of sending.

Article 28. Notification of BOM Resolution, Decision

After issuing the Resolution, decision of the BOM, the Company is responsible to publish information on the Company's website and to the state management agencies in accordance with the order and regulations of the current.

CHAPTER IV - BOARD OF SUPERVISORS AND MEMBER OF BOS

Article 29. Criteria and conditions for being a member of the Board of Supervisors

1. Members of the Board of Supervisors must meet the following criteria and conditions:
 - a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
 - b) Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or a major suitable to the business activities of the enterprise;
 - c) Not being a family member of a member of the Board of Management, the Director or General Director and other executives;
 - d) Not being the executives of the company; not necessarily a shareholder or employee of the company;
 - e) Not falling into the following cases:
 - Working in the accounting and finance department of the company;
 - Being a member or employee of an independent auditing company that audited the company's financial statements for the previous three (03) years.
2. The Head of the Board of Supervisors must be a professional accountant or auditor and must work full-time at the company.

Article 30. Method of shareholders, groups of shareholders to nominate candidates to position of Supervisor

1. The election and nomination of Supervisors shall be similar to the candidates for the Managing Board members as prescribed in Article 19 of this Regulation. The nomination rate for candidates of the Board of Supervisors is as follows:

A shareholder or group of shareholders holding at least 10% of the total ordinary shares has the right to nominate candidates to the Board of Supervisors. A shareholder or a group of shareholders holding from 10% to less than 20% of voting shares may nominate one (1) member; from 20% to less than 30% may nominate two (2) members; from 30% to less than 50% may nominate three (3) members; from 50% to less than 65% may nominate four (4) members and if 65% or more, they may nominate a sufficient number of candidates.
2. In case the number of candidates for Supervisors through nominations and candidates is not enough, the current Board of Supervisors may nominate more candidates or organize nominations according to a clearly announced mechanism and must be approved by the General Meeting of Shareholders before the nominations are made.

Article 31. Method of electing members of the Board of Supervisors

The election of Supervisor is carried out in the form of cumulative voting and proceeds in the same manner for electing members of the Board of Management prescribed in Article 20 of this Regulation.

Article 32. Cases of dismissal and removal of members of the Board of Supervisors

1. Supervisors are dismissed in the following cases:
 - a. No longer meets the criteria and conditions to act as a Supervisor in accordance with Article 29 of this Regulation, the Charter of the Company and the Law on Enterprises;
 - b. Failing to perform their rights and obligations for six (06) consecutive months, except for force majeure circumstances;
 - c. Have submitted resignation letter which is approved;
 - d. Other cases as prescribed by law, the Charter of the company.
2. Supervisors are removed from office in the following cases:
 - a. Failed to complete the assigned tasks or jobs
 - b. Failure to perform his/her rights and obligations for 6 consecutive months, except for force majeure cases;
 - c. Committing serious or repeated violations of obligations of Supervisors prescribed by the Enterprise Law and the Company's Charter;
 - d. Other cases according to the decision of the General Meeting of Shareholders.

Article 33. Announcement of election, dismissal and removal of members of the Board of Supervisors.

After the decision to elect, dismiss or dismiss members of the Board of Supervisors, the Company is responsible for publishing information on the Company's website and for the state management agencies in the order and according to the law. .

Article 34. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least twice a year, the number of members attending the meeting must be at least two-thirds of members of the Board of Supervisors. The minutes of the meeting of the Board of Supervisors are detailed and clear. The secretary and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. Minutes of meetings of the Board of Supervisors must be kept to determine the responsibilities of each member of the Board of Supervisors.
2. The Board of Supervisors has the right to ask the members of the Board of Management, the General Director and representatives of the independent auditing company to attend and answer questions that the members of the Board of Supervisors are interested in.

CHAPTER V - SELECTION, APPOINTMENT AND DISMISSAL OF THE COMPANY'S CHIEF EXECUTIVE

Article 35. The criteria for selecting a chief executive of the company

1. Standards of company executives

- Having full civil act capacity and not prohibited from managing an enterprise under the Enterprise Law;
- Having professional ethics, being honest, enthusiastic and reputable;
- Mastering the professional, specialized fields in charge;
- Having management capacity;

Specific criteria specific to each position (except for the General Director) will be proposed by the General Director and approved by the Board of Management.

2. Criteria and conditions for acting as General Director / Deputy General Director

In addition to the provisions of Article 64 of the Enterprise Law, the General Director / Deputy General Director must also meet the following criteria and conditions:

- Having enough knowledge and experience in managing the Company: University graduate or above, with experience in managing and operating in the main business practice field of the Company.
- Having good health, good ethics and legal knowledge.
- Other provisions as prescribed by law.

Depending on each stage of the Company's development, the standards and conditions of the General Director are decided by the Board of Management.

Article 36. The appointment of a company executive

1. The Board of Management appoints a member of the Board of Management or hires another person as the General Director. The term of the General Director is not more than five (05) years and may be reappointed with an unlimited number of terms. The Board of Management may dismiss the General Director when a majority of the members of the Board of Management with voting rights attending the meeting approve and appoint a new General Director to replace him.
2. The appointment of company executives (except General Director) includes Deputy General Director, Chief Accountant approved by the Board of Management at the proposal of the General Director.
3. At the request of the General Director and with the approval of the Board of Management, the Company may recruit other executives with the number and standards consistent with the structure and regulations of the Company prescribed by the Board of Management.
4. The company executive must be responsible for performing the obligations prescribed in the Charter so that the Company can achieve the objectives set out in the operation and organization.

Article 37. Signing labor contracts with company executives

After having decision to appoint the Executive of the Board of Management, the Chairman of the Board of Management signs a labor contract with the Company Executive. The content of a labor contract in accordance with the law on labor contracts and agreements is not contrary to the provisions of law.

Article 38. Cases of dismissal of company executives

1. For the position of General Director: The Board of Management may dismiss the General Director when the majority (over 50%) of the BOM members attending the meeting have the right to vote for and appoint a new General Director to replace. The General Director may be dismissed by the BOM in the following cases:
 - Due to the needs of work, transfer, personnel rotation of the Company;
 - Due to lack of health to continue the job;
 - Failing to fulfill tasks or violate internal rules and regulations of the Company;
 - Violating the law but not to the extent of being examined for penal liability or not required to terminate the labor contract;
 - Other cases allowed by law.
2. For positions of other managers of the company: the dismissal and dismissal are decided by the Board of Management at the proposal of the General Director
The above-mentioned dismissal must not contrary to the contractual rights of the dismissed persons (if any).

Article 39. Announcement of appointment, dismissal of company managers

After having the decision to appoint, dismiss the executive, the Company is responsible for publishing information on the Company's website and for the state management agencies in the order and regulations. law.

CHAPTER VI - COORDINATION OF ACTIVITIES BETWEEN THE BOD, BOS AND GENERAL DIRECTOR

Article 40. Working Principles and Operational Coordination

1. Members of the BOM, members of the Board of Supervisors, the General Director and other executives must take self-responsibility during the implementation of the assigned tasks and must seriously coordinate the activities to protect the legitimate interests of shareholders and company development.
2. All members have the right to reserve a unified or inconsistent opinion on a content and be accountable for that as requested.
3. The members of the BOM, the Board of Supervisors, and the General Director frequently exchange work and provide reciprocal information in the spirit of cooperation and support to create working conditions in accordance with the provisions of the Charter and the law to operate business activities of the Company in accordance with the orientation approved by the General Meeting of Shareholders.

Article 41. Coordinate activities between the BOM and the Board of Supervisors

1. The Chairman of the BOM must ensure that the Head of the Board of Supervisors is invited to attend all regular or extraordinary meetings of the Board of Management. The agenda and contents of these meetings must be sent to the Head of the Board of Supervisors at the same time sent to the Board members.

2. In addition to the periodic reports, the Board of Supervisors has the right to request the Board of Management to provide other information related to the management, administration and business activities of the Company.
3. When the Board of Supervisors proposes to select an independent auditing company to audit the Company's financial statements, the Board of Management must respond to the written comments within seven (07) working days.
4. When the Board of Supervisors proposes to amend, supplement or improve the organizational and managerial structure of the Company, the Board of Management is responsible for feedback within fifteen (15) working days.
5. The Board of Management must ensure all financial information and other information provided to members of the BOM must be provided to members of the Board of Supervisors at the same time.

Article 42. Coordinate activities between the BOM and the General Director

1. The General Director is the highest decision maker on all activities of operating the export floor of the company, who is responsible for researching and formulating operation plans for submission to the BOM; organize the implementation of resolutions and decisions of the General Meeting of Shareholders and the BOM.
2. The General Director is entitled to refuse to execute and reserve opinions on decisions of the BOM if he/she finds it illegal, contrary to the State's regulations, and immediately report to the BOM and the Board of Supervisors by written letter.
3. The Board of Management may suspend or cancel the execution of decisions of the General Director if it is deemed unlawful, violates the Charter, resolutions and decisions of the BOM.
4. The General Director has the right to decide measures beyond his authority in emergencies (natural disasters, epidemics, fires, unexpected incidents, ...) but must be responsible for those decisions. At the same time, they must immediately report to the BOM and the General Meeting of Shareholders in the nearest time.
5. For issues approved by the BOM according to the General Director's Statement, the BOM shall respond within seven (07) working days or another deadline as agreed by the two parties.
6. In urgent cases, for purposes related to their duties, members of the Board of Management have the right to request the General Director to provide information about the Company's activities. The General Director is responsible for creating favorable conditions for the Chairman of the BOM and members to access information and reports in the fastest time.

Article 43. Coordinate of activities between the Board of Supervisors and the General Director

1. In case of necessity, the General Director may invite the Head of the Board of Supervisors to attend meetings chaired by the General Director. The content of the meeting must be made in a minutes and sent one (01) to the Board of Supervisors.
2. Members of the Board of Supervisors have the right to request the General Director to facilitate access to files and documents related to the Company's production and business activities. The General Director is responsible for creating favorable

conditions for the Head of the Board of Supervisors and the members of the Board of Supervisors to access information and reports in the fastest time.

3. In case of detecting risks that may greatly affect the prestige or production and business activities of the Company or additional events deemed necessary, the General Director is responsible to immediately inform to the Board of Supervisors for direct follow-up and tracking.

CHAPTER VII - ANNUAL EVALUATION FOR OPERATIONS, COMMENDATION AND DISCIPLINE FOR BOM MEMBERS, MEMBERS OF BOS, GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 44. Performance evaluation

1. The BOM is responsible for developing performance evaluation criteria for all members of the BOM, the General Director and other executives.
2. Annually, based on the assigned functions and tasks and the established evaluation criteria, the BOM organizes the evaluation of activities of members of the BOM and members of the BOD.
3. The Board of Supervisors assesses the activities of members of the Board of Supervisors are organized according to the self-assessment method.
4. The evaluation of the performance of other titles is made by the General Director or may be based on their own self-assessment.
5. Performance evaluation criteria:
 - Performance results assigned include the level of completion, volume, quality, personal work efficiency, development results of the unit.
 - Compliance with the Company's Charter, internal labor regulations, guidelines and policies and legal provisions.
 - Personal competencies include knowledge, expertise, problem-solving ability, and communication and presentation skills.
 - Management and leadership competencies include the ability to manage and operate the process system, the ability to train employees, manage and effectively use resources.
 - Credit worthiness of subordinate employees in the Company.

Article 45 Remunerative

1. Every year, based on the evaluation results of the BOM, the Board of Supervisors and the Executive Board; The General Director submits to the BOM (for the executive apparatus) to propose the reward level for individuals according to the degree of accomplishment of the tasks.
2. Form of reward:
 - By cash.
 - By stock or other form (if any).

3. The reward fund is deducted from the reward fund and bonus fund of shareholders when profits exceed.
4. Reward level: Based on the actual situation of each year to build a specific reward level.

Article 46. Discipline

1. Every year, based on the results of the assessment of production and business activities to determine the extent and form of discipline in accordance with the law and the Company. Members of the BOM, General Director, other Executives and managers who do not fulfill their duties with care, diligence and professional competence will be responsible for their own losses. ca
2. Members of the BOM, the Board of Supervisors, or the executive officer, when performing their duties, commit violations against the laws or regulations of the Company, depending on the seriousness of the violation, may be disciplined, administratively or retrospectively criminal liability in accordance with the law and the Company's Charter. In case of causing damage to the interests of the Company, shareholders or others will have to pay compensation in accordance with the law.
3. Members of the BOM, the Board of Supervisors, and the executive officers who fail to fulfill their duties in comparison with the requirements with honesty, diligence and discretion will be personally responsible for the damage caused by them.

CHAPTER VIII - SELECTION, APPOINTMENT, EXEMPTION AND DISMISSAL

PERSON IN CHARGE OF CORPORATE GOVERNANCE AND SECRETARY OF THE COMPANY

Article 47. The appointment of a person in charge of corporate governance

The BOM must appoint at least 01 people to be in charge of the Person in charge of corporate governance. The term of the person in charge of corporate governance is defined by the BOM, a maximum of five (05) years. The person in charge of corporate governance may concurrently act as the company secretary according to the provisions of the Company Charter and of the Law on Enterprises.

Article 48. Criteria for selecting a person in charge of corporate governance

- Having full civil act capacity, professional ethics, honesty, enthusiasm and prestige;
- Must be knowledgeable about law, must not concurrently work for an independent auditing company that is auditing the financial statements of the company.
- Having management capacity;
- Other criteria prescribed by law, the Charter and decisions of the BOM.

Article 49. Cases of dismissal of the person in charge of corporate governance

The BOM may dismiss a person in charge of corporate governance when the majority (over 50%) of the BOM members attending the meeting has the right to vote for approval and appoint a new person in charge of corporate governance.

The person in charge of corporate governance may be dismissed by the BOM in the following cases:

- Due to the needs of work, transfer, personnel rotation of the Company;
- Due to lack of health to continue the job;
- Failing to fulfill tasks or violate internal rules and regulations of the Company;
- Violating the law but not to the extent of being examined for penal liability or not required to terminate the labor contract;
- Other cases allowed by law.

The above-mentioned dismissal must not contrary to the rights under the signed contract (if any).

Article 50. Announcement of appointment, dismissal the person in charge of corporate governance

Person in charge of corporate governance after having decision to appoint or dismiss the person in charge of corporate governance, the Company is responsible for disclosing information within the Company and to the state agencies, on the website of the Company in accordance with the order and current laws.

Article 51. The Secretary of the Company

1. If considered necessary, the Chairman of the Board of Management shall recruit a secretary for the company to assist the Board of Management and the Chairman of the Board of Management in performing the obligations within their authority in accordance with law and the charter of the company. The Secretary of the Company shall have the following rights and obligations:
 - a. To assist the convention of meetings of the General Meeting of Shareholders or of the Board of Management; to record minutes of meetings;
 - b. To assist members of the Board of Management to exercise the assigned rights and perform the assigned obligations;
 - c. To assist the Board of Management to apply and implement the corporate governance principles;
 - d. To assist the company to build up the relationship with the shareholders and protect the lawful rights and interests of the shareholders;
 - e. To assist the company to properly comply with the obligations to provide and disclose information and comply with administrative procedures.
 - f. Other rights and obligations as stipulated in the charter of the company
2. The Secretary of the Company is responsible for maintaining the confidentiality of information in accordance with the law and the Charter.

CHAPTER IX - DISCLOSURE OF INFORMATION

Article 52. Information disclosure obligations

1. The Company is obliged to publish fully, accurately and timely periodic and extraordinary information on the situation of production and business activities, finance and corporate governance situation for shareholders and competent state management agencies.
2. The company must develop and issue a regulation on information disclosure of the company in accordance with the Securities Law and its guiding documents.

Information disclosure is made in ways that ensure equal access to shareholders and investors. Language used in information disclosure needs to be clear, easy to understand and avoid misleading shareholders and investors.

CHAPTER X - IMPLEMENTATION PROVISIONS

Article 53. Supplement and amend the Regulation on company governance

Amendments and supplements to this Regulation must be considered, voted and approved by the General Meeting of Shareholders of the Company.

Article 54. Validity

1. This Regulation consists of 10 chapters and 54 articles, approved by the General Meeting of Huong Giang Tourist Joint Stock Company on April 17th, 2026 and jointly approves the full text of the regulation.
2. This regulation is unique and official of the company.
3. Copies or excerpts of the Regulation on company governance must be signed by the Chairman of the BOM or signed by the legal representative in order to be valid./.

**ON BEHALF OF GENERAL SHAREHOLDER MEETING
CHAIRMAN OF THE BOM**



Toshihiko Takahashi
Toshihiko Takahashi

C.T.C.P. * 32

Hue, April 17th 2026

OPERATIONAL REGULATION OF THE BOARD OF SUPERVISORS

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; Decree 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, of the Government detailing the implementation of a number of articles of the Securities Law;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ Decree-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Pursuant to the Charter of Huong Giang Tourist Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders No. 23/NQ-GSM dated April 17th, 2026;

The Board of Supervisors promulgates the Operation Regulation of the BOS of Huong Giang Tourist Joint Stock Company;

Operation regulations of the BOS of Huong Giang Tourist Joint Stock Company include the following contents:

Chapter I

GENERAL RULES

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Regulation on operation of the BOS prescribes the organizational structure, personnel, standards, conditions, rights and obligations of the BOS and members of the BOS in accordance with the Law on Enterprises, Charter of the company and other relevant regulations.
2. Subjects of application: Operational regulations of the BOS are applicable to the BOS and its members.

Article 2. Operational principles of the BOS

The BOS works according to the collective principle. The members of the BOS are personally responsible for their work and jointly responsible before the General Meeting of Shareholders, before the law for the tasks and decisions of the BOS.

Chapter II

MEMBER OF THE BOARD OF SUPERVISOR

Article 3. Rights, obligations and responsibilities of members of the BOS

1. Strictly comply with the law, the company's charter, the resolution of the General Meeting of Shareholders and professional ethics in performing the assigned rights and obligations.
2. To perform the assigned rights and obligations honestly, carefully and in the best way to ensure the maximum legitimate interests of the Company.
3. Loyal to the interests of the Company and shareholders; not abuse the position and use information, business secrets, business opportunities and other assets of the Company for personal gain or to serve the interests of other organizations and individuals.
4. Other obligations as prescribed by the Law on Enterprises and the company's charter.
5. In case of violation of the provisions of Clauses 1, 2, 3 and 4 of this Article, causing damage to the Company or other people, the member of the BOS shall be personally or jointly responsible for compensating for such damage. Incomes and other benefits that members of the BOS gained due to violations must be returned to the Company.
6. In case a member of the BOS is found to have committed violations in the exercise of their assigned rights and obligations, a written notice must be sent to the BOS, requesting the violator to stop the violation and remedy consequence.

Article 4. Term and number of members of the BOS

1. The BOS has 03 members, the term of the BOS members is not more than 05 years and can be re-elected for an unlimited number of terms.
2. Members of the BOS are not necessarily shareholders of the Company.
3. The BOS must have more than half of its members permanently residing in Vietnam.
4. If members of the BOS end at the same time, but a member of the BOS for a new term has not been elected, the member of the BOSS whose term has expired will continue to perform his/her rights and obligations until he/she new member of the BOS are elected and take on duties.

Article 5. Criteria and conditions for members of the BOS

1. Members of the BOS must meet the following criteria and conditions:
 - a) Not falling into the category specified in Clause 2, Article 17 of the Enterprise Law;
 - b) Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or in suitable major to the Company's business activities;
 - c) Not being family relation with BOM members, General Director and other managers;
 - d) Not a manager of the Company, not necessarily a shareholder or employee of the Company;
 - đ) Not allowed to work in the accounting and finance department of the Company;

- e) Not be a member or employee of an audit organization approved to audit the Company's financial statements for the previous 3 years;
 - g) Other criteria and conditions as prescribed by relevant laws and the company's charter.
2. In addition to the criteria and conditions specified in Clause 1 of this Article, a member of the BOS of a public company as prescribed at Point b, Clause 1, Article 88 of the Law on Enterprises must not be in family relation to the executives of the Company and the parent company; the representative of the capital portion of the enterprise, the representative of the state capital portion at the parent company and at the Company.

Article 6. Head of the BOS

1. The head of the BOS must have a university degree or higher in one of the majors in economics, finance, accounting, auditing, law, business administration or a major related to the enterprise's business activities.
2. The Head is elected by the BOS from among the members of the BOS; election, dismissal and removal from office on the principle of majority.
3. The rights and obligations of the Head of the BOS are stipulated in the company's charter.

Article 7. Nomination and self-nomination for members of the BOS

1. A shareholder or group of shareholders owning 10% or more of the total number of ordinary shares has the right to nominate member to the BOS. The nomination of persons to the BOS shall be carried out as follows:
 - a) Ordinary shareholders forming a group to nominate persons to the BOS must notify the grouping to the attending shareholders before the opening of the General Meeting of Shareholders;
 - b) Based on the number of members of the BOS, a shareholder or group of shareholders specified in this Clause is entitled to nominate one or several people according to the decision of the General Meeting of Shareholders as a candidate for the BOS. In case the number of candidates nominated by a shareholder or a group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining number of candidates shall be determined by the BOM, the BOS, I and other shareholders nominate.
2. In case the number of candidates for the BOS through nomination and self-nomination is still not enough as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent BOS shall introduce additional candidates or organize nomination in accordance with the provisions of the company's charter, internal regulations on corporate governance and operation regulations of the BOS. The introduction of more candidates by the incumbent BOS must be clearly announced before the General Meeting of Shareholders votes to elect members of the BOS in accordance with law.

Article 8. Method of electing, dismissing and removing members of the BOS

1. The election, dismissal and removal of members of the BOS fall under the authority of the General Meeting of Shareholders.

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2. Voting to elect members of the BOS must be done by the cumulative voting method, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the BOS and shareholders have the right to put all or part of their total votes for one or several candidates. The elected members of the BOS are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the company's charter is reached. In case there are 02 or more candidates achieving the same number of votes for the last member of the BOS, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria prescribed in the election regulations or the company's charter.

Article 9. Cases of dismissal or removal of members of the BOS

1. The General Meeting of Shareholders dismisses a member of the BOS in the following cases:
 - a) No longer meeting the criteria and conditions to be a member of the BOS as prescribed in Article 169 of the Enterprise Law;
 - b) Has a resignation letter and is approved;
 - c) Other cases prescribed by the company's charter.
2. The General Meeting of Shareholders removes a member of the BOS in the following cases:
 - a) Failure to complete assigned tasks or assignments;
 - b) Failing to perform his/her rights and obligations for 6 consecutive months, except for force majeure cases;
 - c) Repeated violations, serious violations of obligations of BOS member in accordance with the Law on Enterprises and the company's charter;
 - d) Other cases according to the resolution of the General Meeting of Shareholders.

Article 10. Notice of election, dismissal and removal of members of the BOS

1. In case the candidate for the BOS has been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website. In order for shareholders to learn about these candidates before voting, the candidate for the BOS must have a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to perform their duties honestly, carefully and in the best interests of the company if elected as a member of the BOS. Information related to the BOS candidate to be announced includes:
 - a) Name, date, month, year of birth;
 - b) Qualification;
 - c) Working history;
 - d) Other management positions;
 - d) Interests related to the Company and its related parties;
 - e) Other information (if any) as prescribed in the company's charter;

- g) The company must be responsible for disclosing information about the companies in which the candidate holds managerial positions and the interests related to the candidate's company of the BOS (if any).
2. The notification of results of election, dismissal and removal of members of the BOS shall comply with the guiding regulations on information disclosure.

Chapter III

BOARD OF SUPERVISORS

Article 11. Rights, obligations and responsibilities of the BOS

1. The BOS supervises the BOM, Director or General Director in the management and administration of the Company.
2. Checking the reasonableness, lawfulness, honesty and prudence in the management and administration of business activities; systematicity, consistency and appropriateness of accounting, statistical and financial reporting.
3. Appraise the completeness, legitimacy and truthfulness of the Company's report on business situation, annual and 6-month financial statements, report on management evaluation of the BOM and submit the appraisal report to the Annual General Meeting of Shareholders. Review contracts and transactions with related persons under the approval authority of the BOM or the General Meeting of Shareholders and make recommendations on contracts and transactions that require approval of the BOM or the General Meeting of Shareholders.
4. Review, examine and evaluate the effectiveness and efficiency of the Company's internal control, internal audit, risk management and early warning systems.
5. Reviewing accounting books, accounting records and other documents of the Company, the management and operation of the Company when deeming it necessary or according to the resolution of the General Meeting of Shareholders or at the request of the shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises.
6. Upon request of a shareholder or a group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises, the BOS shall conduct an inspection within 07 working days from the date of receipt of the request. Within 15 days from the date of completion of the inspection, the BOS must report on the issues requested to be inspected to the BOM and the requesting shareholder or group of shareholders. The inspection by the BOS specified in this Clause must not interfere with the normal operation of the BOM, nor disrupt the Company's business operations.
7. Propose to the BOM or the General Meeting of Shareholders measures to amend, supplement and improve the organizational structure of management, supervision and administration of the Company's business activities.
8. When detecting a member of the BOM, Director or General Director violating the provisions of Article 165 of the Law on Enterprises, they must immediately notify in writing to the BOM, requesting the violator to stop violations and take remedial measures.
9. Attend and participate in discussions at the General Meeting of Shareholders, the BOM and other meetings of the Company.

10. Use independent consultants, the Company's internal audit department to perform assigned tasks.
11. The BOM may consult the BOM before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.
12. Check each specific issue related to management and operation of the Company at the request of shareholders.
13. Request the BOM to convene an extraordinary meeting of the General Meeting of Shareholders.
14. On behalf of the BOM to convene the General Meeting of Shareholders within 30 days in case the BOM fails to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.
15. Request the Chairman of the BOM to convene a meeting of the BOM.
16. Examine, extract and copy part or all of the declared contents List of related persons and related interests declared as prescribed in Clauses 1 and 2, Article 164 of the Law on Enterprises.
17. Propose and recommend to the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the Company's financial statements; the approved audit organization implements to inspect the Company's activities when it deems it necessary.
18. Be responsible to shareholders for their supervisory activities.
19. Supervise the financial situation of the Company, the compliance with the law by members of the BOM, General Director, other managers in all activities.
20. Ensure coordination with the BOM, Director (General Director) and shareholders.
21. In case of detecting illegal acts or violations of the company's charter by members of the BOM, the Director (General Director) and other enterprise executives, the BOS must notify in writing to the BOM within 48 hours, request the violator to stop the violation and have a solution to remedy the consequences.
22. Develop the Regulation on the operation of the BOS and submit it to the General Meeting of Shareholders for approval.
23. Witness the BOM to organize the vote counting and make a minutes of the vote counting if requested by the BOM in the case of collecting shareholders' written opinions to pass a resolution of the General Meeting of Shareholders.
24. The Head of the BOS allows the General Meeting of Shareholders to elect a chairman of the meeting in case the Chairman is absent or temporarily incapacitated but the remaining members of the BOM cannot elect a chairperson. In this case, the person with the highest number of votes shall chair the meeting.
25. To exercise other rights and perform other obligations in accordance with the Law on Enterprises, the company's charter and the Resolution of the General Meeting of Shareholders.

Article 12. Right to be provided with information of the BOS

1. Documents and information must be sent to members of the BOS at the same time and in the same manner as for members of the BOM, including:

- a) Notification of meeting invitation, opinion form of BOM members and enclosed documents;
 - b) Resolutions, decisions and meeting minutes of the General Meeting of Shareholders, the BOM;
 - c) Report of the Director or General Director submitted to the BOM or other documents issued by the Company.
2. Members of the BOS have the right to access files and documents of the Company kept at the head office, branches and other locations; have the right to go to the workplace of managers and employees of the Company during working hours.
 3. The BOM, members of the BOM, the Director or General Director, and other managers must provide fully, accurately and promptly information and documents on the management, administration and business operation of the Company at the request of a member of the BOS or BOS.

Article 13. Responsibilities of the BOS in convening an extraordinary meeting of the General Meeting of Shareholders

1. The BOS is responsible for replacing the BOM to convene the General Meeting of Shareholders within 30 days in case the BOM does not convene the General Meeting of Shareholders in the following cases:
 - a) The number of remaining members of the BOM and BOS is less than the number of members as prescribed by law;
 - b) At the request of a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises;
 - c) When there is a request to convene an extraordinary meeting of the General Meeting of Shareholders of the BOS but the BOS fails to implement.
2. In case the BOS fails to convene the General Meeting of Shareholders as prescribed, the BOS must compensate for any damage incurred to the Company.
3. The expenses for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article will be reimbursed by the Company.

Chapter IV

MEETING OF THE BOARD OF SUPERVISORS

Article 14. Meetings of the BOS

1. The BOS must meet at least two (02) times a year, the number of members attending the meeting is at least two thirds (2/3) of the BOS members.
2. The BOS has the right to request members of the BOM, General Director and representatives of an approved audit organization to attend and answer questions that need to be clarified.

Article 15. Minutes of the BOS meeting

Minutes of the BOS meeting are detailed and clear. The person recording the minutes and BOS members attending the meeting must sign the minutes of the meeting. Minutes of meetings of the BOS must be kept in order to determine the responsibilities of each member of the BOS.

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Chapter V

REPORT AND DISCLOSURE OF BENEFITS

Article 16. Annual report submission

The reports of the BOS at the Annual General Meeting of Shareholders include the following contents:

1. Report on the Company's business results, on the performance of BOM, the General Director to submit to the General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders.
2. Report on performance self-assessment of the BOS and members of the BOS.
3. Remuneration, operating expenses and other benefits of the BOS and each member of the BOS.
4. Summarizing the meetings of the BOS and the conclusions and recommendations of the BOS; results of monitoring the Company's operational and financial situation.
5. Report on evaluation of transactions between the Company, its subsidiaries and other companies controlled by the Company with fifty percent (50%) or more of the charter capital with members of the BOM, the General Director and related persons of that member; transactions between the company and the company in which a member of the BOM is a founding member or a manager of the enterprise during the last 3 years before the transaction;
6. Monitoring results for the BOM, General Director and other business executives.
7. Results of evaluating the coordination between the BOS and the BOM, the General Director and shareholders.
8. Propose and recommend to the General Meeting of Shareholders to approve the list of auditing organizations to audit the Company's financial statements; the audit organization is approved to inspect the Company's activities when it deems it necessary.

Article 17. Salary and other benefits

Salary, remuneration, bonus and other benefits of members of the Supervisory Board shall comply with the following provisions:

1. Members of the BOS are entitled to salary, remuneration, bonus and other benefits according to the decision of the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total salary, remuneration, bonus and other benefits and the annual operating budget of the BOS.
2. Members of the BOS are entitled to be paid for meals, accommodation, travel, expenses for using independent consulting services at a reasonable rate. This total remuneration and expenses must not exceed the total annual operating budget of the BOS approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Salaries and operating expenses of the BOS are included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws and must be made in a separate item in the Company's annual financial statements.

Article 18. Disclosure of related interests

1. Members of the BOS must declare to the Company about their related interests, including:

- a) Name, enterprise registration number, head office address, business lines of enterprises in which they own or own contributed capital or shares; rate and time of ownership, owning of such contributed capital or shares;
 - b) Name, enterprise registration n number, head office address, lines of business of the enterprise in which their related persons own, jointly or separately own a contributed capital or shares of more than 10% of the charter capital rate.
2. The declaration as prescribed in Clause 1 of this Article must be made within 07 working days from the date of arising related interests; the amendments and supplements must be notified to the Company within 07 working days from the date of the corresponding amendments and supplements.
 3. Members of the BOS and related persons of members of the BOS may only use information obtained through their positions to serve the interests of the Company.
 4. Members of the BOS are obliged to notify in writing the BOM and the BOS of transactions between the Company, its subsidiaries and other companies over which the Company holds a controlling interest of fifty percent (50%) or more of the charter capital with a member of the BOS or with related persons of a member of the BOS in accordance with the law. For the above transactions approved by the General Meeting of Shareholders or the BOM, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure
 5. Members of the BOS and their related persons are not allowed to use or disclose to others information to carry out relevant transactions.

Chapter VI

RELATIONSHIP OF THE BOARD OF SUPERVISORS

Article 19. Relationship between members of the BOS

The members of the BOS have an independent relationship, not dependent on each other, but have coordination and cooperation in common work to ensure good implementation of the responsibilities, rights and duties of the BOS as prescribed. law and the company's charter. The Head of the BOS is the person who coordinates work of the BOS but has no power to govern the members of the BOS.

Article 20. Relationship with the Executive Board

The BOS has an independent relationship with the Executive Board of the Company, which is the unit that performs the function of supervising the activities of the Executive Board.

Article 21. Relationship with the BOM

The BOS has an independent relationship with the BOM of the Company, which is the unit that performs the function of supervising the activities of the BOM.

Chapter VII

IMPLEMENTATION TERMS

Article 22. Effectiveness

Operation regulation of the BOS of Huong Giang Tourist Joint Stock Company includes 07 Chapters, 22 Articles and takes effect from April 17th, 2026.

**On behalf of BOARD OF SUPERVISORS
HEAD OF THE BOARD**

(Sign, full name and seal)



Le Duc Quang



CÔNG TY CỔ PHẦN DU LỊCH HƯƠNG GIANG

DANH SÁCH CỔ ĐÔNG THAM DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026 (NK 2025)
THỜI ĐIỂM KHAI MẠC ĐẠI HỘI

Ngày: 4/17/2026

Stt	Mã Cổ đông	Tên Cổ đông	CMND/CCCD	Tên người đại diện tham dự	CMND/CCCD Người đại diện tham dự	Cổ phần tham dự	Hình thức tham dự	Ghi chú
1	HGT001	Bùi Kim Chung	201289561	Ông/Mr. Lê Bá Giang	046061001304	700	Ủy quyền	
2	HGT009	Hoàng Phạm Nhật Anh	191416773			200	Trực tuyến	
3	HGT010	Hoàng Thanh Bình	011849397			1.000	Trực tuyến	
4	HGT017	Huỳnh Dũng	201048882	Ông/Mr. Lê Bá Giang	046061001304	2.900	Ủy quyền	
5	HGT026	Hồ Văn Toại	191163002			900	Trực tuyến	
6	HGT074	Ông/Mr. Nguyễn Phước Quý Thịnh	191709413			11.700	Trực tuyến	
7	HGT092	Nguyễn Thị Kim Phượng	013229675	Đinh Nhật Tân	012995889	300.000	Ủy quyền	
8	HGT115	Nguyễn Văn Vàng	190010244			1.000	Trực tiếp	
9	HGT183	Đinh Nhật Tân	012995889			300.000	Trực tiếp	
10	HGT197	Đỗ Thị Minh Hòa	031184025801T	Ông/Mr. Lê Bá Giang	046061001304	200	Ủy quyền	
11	HGT198	Đỗ Thị Minh Hòa	031184025801	Ông/Mr. Lê Bá Giang	046061001304	300.000	Ủy quyền	
12	HGT200	CÔNG TY CP ĐẦU TƯ TÂN TIẾN	3700888989	Ông/Mr. Lê Bá Giang	046061001304	1.151.200	Ủy quyền	
13	HGT201	CÔNG TY TNHH THẠCH ANH TRẮNG	0314397620	Ông/Mr. Lê Bá Giang	046061001304	1.923.023	Ủy quyền	
14	HGT202	CÔNG TY TNHH TÂN TRƯỜNG	0302205268	Ông/Mr. Lê Bá Giang	046061001304	4.000.000	Ủy quyền	
15	HGT204	Bà/Ms. Fumiyo Okuda	TR3843000	Ông/Mr. Lê Bá Giang	046061001304	350.000	Ủy quyền	
16	HGT205	Yasuko Kudo	TR1614647	Ông/Mr. Lê Bá Giang	046061001304	350.000	Ủy quyền	
17	HGT206	Crystal Treasure Limited	429105	Ông/Mr. Johnny Cheung Ching Fu	K06941428	9.100.000	Ủy quyền	

TM. BAN KIỂM TRA TỰ CÁCH CỔ ĐÔNG

Thái Văn Khoa



CHỦ TỌA CUỘC HỌP

Toshihiko Takahashi



CÔNG TY CỔ PHẦN DU LỊCH HƯƠNG GIANG

**DANH SÁCH CỔ ĐÔNG THAM DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026 (NK 2025)
THỜI ĐIỂM BIỂU QUYẾT CÁC NỘI DUNG CỦA ĐẠI HỘI**

Ngày: 17/04/2026

Stt	Mã Cổ đông	Tên Cổ đông	CMND/CCCD	Tên người đại diện tham dự	CMND/CCCD Người đại diện tham dự	Cổ phần tham dự	Hình thức tham dự	Ghi chú
1	HGT001	Bùi Kim Chung	201289561	Ông/Mr. Lê Bá Giang	046061001304	700	Ủy quyền	
2	HGT009	Hoàng Phạm Nhật Anh	191416773			200	Trực tuyến	
3	HGT010	Hoàng Thanh Bình	011849397			1.000	Trực tuyến	
4	HGT017	Huỳnh Dũng	201048882	Ông/Mr. Lê Bá Giang	046061001304	2.900	Ủy quyền	
5	HGT026	Hồ Văn Toại	191163002			900	Trực tuyến	
6	HGT034	Lê Ngọc Khánh	191159923			1.400	Trực tiếp	
7	HGT038	Lê Thị Diệu Hương	191453868			300	Trực tuyến	
8	HGT039	Lê Thị Hoàng Phi	191455153			100	Trực tuyến	
9	HGT074	Ông/Mr. Nguyễn Phước Quý Thịnh	191709413			11.700	Trực tuyến	
10	HGT092	Nguyễn Thị Kim Phụng	013229675	Đinh Nhật Tân	012995889	300.000	Ủy quyền	
11	HGT097	Nguyễn Thị Phú	191377858	Trần Quang Hưng	044074003991	600	Ủy quyền	
12	HGT115	Nguyễn Văn Vàng	190010244			1.000	Trực tiếp	
13	HGT143	Phạm Thị Kim Hạnh	190081617			2.200	Trực tiếp	
14	HGT160	Trần Thị Bích Hiệp	190122115			2.900	Trực tiếp	
15	HGT183	Đinh Nhật Tân	012995889			300.000	Trực tiếp	
16	HGT197	Đỗ Thị Minh Hòa	031184025801T	Ông/Mr. Lê Bá Giang	046061001304	200	Ủy quyền	
17	HGT198	Đỗ Thị Minh Hòa	031184025801	Ông/Mr. Lê Bá Giang	046061001304	300.000	Ủy quyền	
18	HGT200	CÔNG TY CP ĐẦU TƯ TÂN TIỀN	3700888989	Ông/Mr. Lê Bá Giang	046061001304	1.151.200	Ủy quyền	
19	HGT201	CÔNG TY TNHH THẠCH ANH TRẮNG	0314397620	Ông/Mr. Lê Bá Giang	046061001304	1.923.023	Ủy quyền	
20	HGT202	CÔNG TY TNHH TÂN TRƯỞNG	0302205268	Ông/Mr. Lê Bá Giang	046061001304	4.000.000	Ủy quyền	
21	HGT204	Bà/Ms. Fumiyo Okuda	TR3843000	Ông/Mr. Lê Bá Giang	046061001304	350.000	Ủy quyền	
22	HGT205	Yasuko Kudo	TR1614647	Ông/Mr. Lê Bá Giang	046061001304	350.000	Ủy quyền	
23	HGT206	Crystal Treasure Limited	429105	Ông/Mr. Johnny Cheung Ching Fu	K06941428	9.100.000	Ủy quyền	

TM. BAN KIỂM PHIẾU

Nguyễn Ngọc Diệu Loan

CHỦ TỌA CUỘC HỌP



Toshihiko Takahashi



CÔNG TY CỔ PHẦN DU LỊCH HƯƠNG GIAN

DANH SÁCH CỔ ĐÔNG THAM DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026 (NK 2025)
THỜI ĐIỂM BẦU HỘI ĐỒNG QUẢN TRỊ, BAN KIỂM SOÁT NHIỆM KỲ 2026-2031

Ngày: 17/04/2026

Stt	Mã Cổ đông	Tên Cổ đông	CMND/CCCD	Tên người đại diện tham dự	CMND/CCCD Người đại diện tham dự	Cổ phần tham dự	Hình thức tham dự	Ghi chú
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 Nguyễn Ngọc Diệu Loan



Toshihiko Takahashi