

No.: 06/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

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

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

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

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

Respectfully submitted.

Recipient:

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

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



Tran Trung Quoc

No.: 07/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

For the issuance of internal regulations on corporate governance

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

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

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

Respectfully submitted.

Recipient:

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

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



Ho Chi Minh City, April 16, 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

*(Issued pursuant to Resolution No. 01/2026/NQ-PCT-ĐHCD dated April 16, 2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;*
- *Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;*
- *Pursuant to Resolution No. 01/2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated April 16, 2026;*

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

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of application

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

Article 2. Scope of Application

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

Article 3. Explanation of Terms

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

CHAPTER II. GENERAL MEETING OF SHAREHOLDERS

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

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

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

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

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

Article 5. Authority to convene the General Meeting of Shareholders

1. Convening the Annual General Meeting of Shareholders:

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

2. Convening an extraordinary general meeting of shareholders:

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

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

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

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

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

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

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

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

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

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

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

- a. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Charter and the resolution of the General Meeting of Shareholders;
- b. The number of independent members of the Board of Directors has decreased and does not meet the minimum number required by the Company's Charter and legal regulations.

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

- a. Annual balance sheets, six (06) month or quarterly reports or audited financial year reports reflecting equity that has been reduced by half (1/2) from the beginning of the period; and/or
- b. The independent auditors found the meeting important for discussing the audit report or the Company's financial position, and the Board of Directors also agreed with the auditors' opinion.

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

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

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

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

and the written request that the shareholder or group of shareholders owning 5% or more of the total number of common shares sent to the Board of Directors to request the convening of the meeting. The deadline for shareholders or groups of shareholders representing the Company to convene a General Meeting of Shareholders shall not be earlier than thirty (30) days from the date of sending a request to the Board of Directors to convene a General Meeting of Shareholders.

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

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

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

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

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

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

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

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

effect at the time of the application for compiling the list of shareholders entitled to attend the meeting.

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

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

b. Number of shares held.

Article 8. Notice of convening the General Meeting of Shareholders

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

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

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

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

b. Name and contact address of the shareholder.

c. Time and location of the meeting.

d. Meeting agenda.

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

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

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

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

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

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

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

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

1. The person convening the General Meeting of Shareholders is responsible for preparing the agenda. The agenda of the General Meeting of Shareholders and related documents concerning the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. If the documents are not included with the notice of the

General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:

- a. Meeting agenda, documents to be used in the meeting;
- b. List and details of candidates in the event of electing members of the Board of Directors or Supervisory Board;
- c. Voting slip;
- d. Draft resolutions for each item on the meeting agenda.

2. Shareholders or groups of shareholders as stipulated in Clause 2, Article 10 of the Company's Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than three (03) working days before the opening date of the meeting.

3. The person convening the General Meeting of Shareholders has the right to reject a proposal as stipulated in Clause 4, Article 16 of the Company's Charter if it falls under one of the following cases:

- a. The petition was submitted in violation of the provisions of Clause 2, Article 10 and Clause 4, Article 16 of the Company Charter;
- b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 2, Article 10 of the Company's Charter;
- c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.
- d. Other cases as prescribed by law.

4. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4, Article 16 of the Company's Charter in the proposed agenda and content of the meeting, except as stipulated in Clause 5, Article 16 of the Company's Charter; the proposal will be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

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

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

- a. The information of the shareholder and the authorized representative attending the meeting must be clearly stated. If the shareholder and the authorized representative are individuals, their names and legal identification numbers must be clearly stated. If the

shareholder and the authorized representative are organizations, the name, business registration number, and registered office address of the organization must be clearly stated.

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

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

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

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

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

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

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

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

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

3. Before the meeting commences, the Organizing Committee must conduct the registration procedure for shareholders attending the meeting. The General Meeting

Organizing Committee will assign one or more individuals to verify the eligibility of shareholders ("Shareholder Eligibility Verification Team"). Shareholders or their authorized representatives attending the General Meeting of Shareholders must register at the registration desk before entering the meeting and sign the pre-prepared list of attending shareholders.

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

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

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

Article 12. Conditions for holding a General Meeting of Shareholders

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

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

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

c. If thirty (30) minutes have elapsed since the scheduled opening time of the General Meeting and the conditions for holding the second General Meeting of Shareholders as stated above have not been met, the convener must cancel the meeting. The notice inviting attendees to the third General Meeting of Shareholders must be sent within twenty (20) days from the date of the planned second meeting. In this case, the meeting will proceed regardless of the number of shareholders or authorized representatives attending.

2. In the case of convening the second and third meetings as mentioned above, the person convening the General Meeting of Shareholders does not need to create a new list of shareholders entitled to attend and can use the list that VSDC provided in the first meeting.

3. The agenda and content for the second and/or third meeting will remain the same as those prepared for the first meeting.

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

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

a. Attend and vote in person at the meeting;

b. Authorize another person to attend and vote at the meeting. Shareholders may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders;

c. Attend and vote electronically through the online meeting system; send voting ballots to the meeting via mail, fax, email, or other means as prescribed by law and the Company's specific regulations when organizing the General Meeting of Shareholders.

Article 14. Voting Procedures

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

a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).

b. The number of shares held by that shareholder or the authorized representative attending the meeting.

c. The issue requires a vote.

d. Voting status (including: approve, disapprove, and abstain).

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

a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).

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

Article 15. Method of vote counting

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

3. The responsibilities of each member of the vote counting committee are defined as follows:

- a. Head of the vote counting committee: responsible for the procedures, sequence, and legal aspects of conducting voting and elections at the General Shareholders' Meeting.
- b. The member in charge of data and statistics is responsible for ensuring the accuracy of data, including but not limited to data entry, calculations, and statistics related to the conduct of the General Meeting of Shareholders and vote counting data.
- c. Vote counting supervisor: responsible for supervising the vote counting process carried out by other members of the Vote Counting Committee.

4. The vote counting committee will examine the ballots and compile the following information:

- a. Number of shareholders who participated in the vote and total number of votes cast.
 - b. The number of valid votes and the number of invalid votes.
 - c. The total number of "approve," "disapprove," and "no opinion" votes for each issue.
5. The person convening the General Meeting of Shareholders has the right to use electronic, automated software that applies barcodes, QR codes, and/or other identification technologies to conduct vote counting in order to ensure accuracy and shorten the counting time. The person convening the General Meeting of Shareholders is responsible for the use of such equipment, tools, and software.
6. The vote counting committee will have personnel to supervise the process and results of the vote counting. All members of the vote counting committee will sign the vote counting minutes to confirm the results.

Article 16. Conditions for the adoption of a resolution

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

Article 17. Announcement of vote counting results

- 1. After the vote count is completed, the vote counting committee will prepare a vote counting report and announce the results immediately before the meeting adjourns.
- 2. The vote counting record must include the following information:
 - a. Time and location for the vote counting.
 - b. Composition of the Vote Counting Committee.
 - c. The total number of shareholders participating in the vote and the total number of voting shares held by these shareholders.

- d. The total number of votes cast for each item on the agenda, including valid, invalid, affirmative, negative, and abstention votes for each item; and the corresponding percentage of the total votes cast by shareholders attending and voting at the meeting.
- e. The issues were approved and the corresponding voting percentages were given.
- 3. The vote count minutes must be published on the Company's website within twenty-four (24) hours from the time of adoption of the Resolution of the General Meeting of Shareholders.

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

- 1. In the event that a shareholder objects to a resolution of the General Meeting of Shareholders, this objection must be made in writing, clearly stating the full name, legal document number of the individual or organization, the content of the objection, and the reasons for the objection.
- 2. This document will be forwarded to the Corporate Governance Officer for review and note-taking.
- 3. Shareholders who vote against the General Meeting of Shareholders' decision on the reorganization of the company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within ten (10) days from the date the General Meeting of Shareholders approves the decision on the reorganization of the Company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter.

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

- 1. Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 10 of the Company's Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:
 - a. The sequence and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violated the provisions of the Enterprise Law and the Company's Charter, except as stipulated in Clause 3, Article 19 of the Company's Charter;
 - b. The resolution's content violates the law or the Company's Charter.

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

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

Article 20. Minutes of the Shareholders' General Meeting

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must contain the following main contents:

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

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

3. The minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other

person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

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

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

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

Article 21. Publication of the Shareholders' General Meeting Resolution

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

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

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

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

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

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

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

1. Authority to organize shareholder consultations in writing.

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

2. Notice regarding obtaining shareholder opinions in writing.

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

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

(vi) The deadline for submitting the answered ballot to the Company is as follows: Shareholders must submit their answered ballot to the Company before the time specified on the ballot, and the submission deadline is calculated from the date the ballot is duly sent or transmitted.

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

5. How to send out survey forms

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (iv) The total number of votes in favor, against, and abstentions for each issue.
- (v) The issue has been approved, and the voting percentage in favor is as follows.
- (vi) Full name and signature of the Chairman of the Board of Directors, the vote counting supervisor, and the vote counter.

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

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

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

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

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

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

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

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

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

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

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

1. Shareholders will register to attend the General Meeting of Shareholders online according to the instructions provided by the Organizing Committee, which have been sent to shareholders and/or posted on the Company's website. Accordingly, shareholders will access the link published by the Organizing Committee and complete the declaration and verification of their shareholder status to attend the meeting.
2. Shareholders are only permitted to attend the online meeting after declaring and verifying their shareholder status. The organizers also ensure that shareholder access is unique and that each shareholder has only one account to access the online meeting room at any given time.
3. The organizers will also provide shareholders with information on technical support personnel and a hotline to assist shareholders in accessing and participating in the meeting.

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

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

Article 27. Conditions for conducting online General Shareholders' Meeting

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

Article 28. Method of online voting

1. The organizing committee will prepare the technical equipment or means and methods for shareholders to conduct online voting (e-voting), electronic balloting, and/or other electronic voting methods, and will record these online votes of shareholders or their authorized representatives on the agenda items. The specific method will depend on the electronic equipment the Company uses for voting and will be announced to shareholders before each general meeting.
2. Shareholders or their authorized representatives may also vote via email/fax or by mail to the email address, fax number, or mailing address provided by the Organizing Committee, provided that the Organizing Committee receives the shareholder's ballot before the vote counting is completed.

Article 29. Method of online vote counting

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

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

Article 30. Notification of vote counting results

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

Article 31. Minutes of the Shareholders' General Meeting

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

Article 32. Publication of the Shareholders' General Meeting Resolution

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

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

COMBINED WITH ONLINE

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

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

Article 33. Notice of convening the General Meeting of Shareholders

1. Shareholders can attend the General Meeting of Shareholders in person at the meeting venue or participate via online conferencing using modern technology. Accordingly, at the venue where the General Meeting of Shareholders is held in person, the Organizing Committee will provide additional projection screens, computers, and audio-visual broadcasting equipment with internet connectivity to broadcast the meeting live to other shareholders participating online. This ensures a stable connection, clear and consistent image and sound quality between the in-person and online sessions, and protects the rights of all shareholders.

2. The procedure for registering to attend the Shareholders' General Meeting using this combined method is as follows:

- a. For shareholders attending the meeting in person: registration should be done at the shareholder eligibility check desk located at the meeting venue, following the registration procedure for in-person meetings as stipulated in Article 11 of these Regulations.
- b. For shareholders attending the meeting online: please register as instructed in Article 25 of these Regulations.

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

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

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

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

Article 36. Conditions for conducting

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

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

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

Article 38. Voting Procedure

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

Article 39. Method of vote counting

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

each issue being voted on, thereby determining whether the issue to be voted on has sufficient quorum to be approved.

Article 40. Notification of vote counting results

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

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

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

Article 42. Publication of the Shareholders' General Meeting Resolution

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

CHAPTER III. BOARD OF DIRECTORS

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

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

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

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

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

The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

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

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

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

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

3. Nomination and candidacy for Board of Directors members

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

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

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder or group of shareholders; (ii) the candidate commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as a member of the Board of Directors;

and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.

- (ii) The candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Companies where the candidate currently holds a position as a member of the Board of Directors/Board of Members or is also running for a position as a member of the Board of Directors and other management positions; The candidate's relationship with related parties; The candidate's relationship with the Company's key business partners; Information related to the candidate's financial situation and other matters that may affect the candidate's duties and independence as a member of the Board of Directors;
- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders regarding the nomination of the Board member.

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

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

4. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must

be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors, as required by law.

5. Method of electing members of the Board of Directors

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

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

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

- a. According to Clause 4, Article 24 of the Company's Charter, the dismissal of a member of the Board of Directors shall be carried out as follows:

- (i) In the event that a member of the Board of Directors no longer meets the qualifications and conditions for membership in the Company's Board of Directors: The Board of Directors is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. The Board of Directors will then vote on the matter before submitting it to the General Meeting of Shareholders for approval.
- (ii) In the event that a member of the Board of Directors submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case is only effective upon a written resolution of the General Meeting of Shareholders.
- (iii) In the event that a member of the Board of Directors is dismissed by a decision of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.
- (iv) In the event that a member of the Board of Directors is absent from the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure. This absence includes not attending Board meetings, not completing assigned tasks, and/or not performing assigned duties. In this case, the Board of Directors shall consider and decide before submitting it to the General Meeting of Shareholders for approval.

b. The election of additional members to the Board of Directors shall be conducted in the following cases:

- (i) The number of Board of Directors members has been reduced by more than one-third (1/3) compared to the number stipulated in the Company's Charter and the decision/resolution of the General Meeting of Shareholders;
- (ii) The number of independent members of the Board of Directors has decreased, failing to meet the ratios stipulated in the Company's Charter and applicable laws.
- (iii) The General Meeting of Shareholders elected new members to the Board of Directors to replace the members who were dismissed or removed from office at the most recent meeting.

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

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

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

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

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

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

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

In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors.

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

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

Article 45. Remuneration and other benefits of Board members

1. The remuneration and bonuses of the Board of Directors are determined by a decision of the General Meeting of Shareholders. The total amount is an absolute figure.

2. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

3. Other benefits: Other benefits may include the cost of purchasing liability insurance (if approved by the General Meeting of Shareholders), health insurance packages, etc., for members of the Board of Directors.

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

1. Minimum number of meetings per quarter/year

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

2. Cases requiring the convening of an extraordinary meeting of the Board of Directors:

a. The Chairman of the Board of Directors convenes extraordinary meetings of the Board of Directors in the following cases:

- A proposal may be made by the Supervisory Board or an independent member of the Board of Directors;
- There is a proposal from the Director or at least five (05) other managers;
- There is a proposal from at least two (02) members of the Board of Directors.

b. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the above-mentioned proposal. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company. The person making the proposal has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

3. Notice of Board of Directors Meeting:

a. The notice of the Board of Directors meeting must be sent to the members of the Board of Directors at least three (03) working days before the meeting is held.

b. In the case of regular quarterly Board of Directors meetings, the invitation to the meeting will be sent by the Company's Chief Executive Officer. In the case of extraordinary Board of Directors meetings, the invitation will be sent by the Chairman of the Board of Directors or the person convening the meeting.

c. Meeting notices may be sent by paper invitation, telephone, fax, email, or other means depending on the time, but must ensure that they reach the address of each Board member registered with the Company.

d. The meeting notice must specify the time and place of the meeting, the agenda, the issues to be discussed and decided, and may also include materials to be used at the meeting and voting ballots for members.

e. The Board of Directors meeting may be held at the Company's head office or at another address in Vietnam or abroad, as proposed by the Chairman of the Board of Directors and with the agreement of the Board of Directors.

4. Conditions for holding a Board of Directors meeting:

- a. A Board meeting is considered valid when at least three-quarters (3/4) of the total number of members are present.
- b. If the convened meeting does not have the required number of members present as stipulated above, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the Board of Directors members are present.
- c. Board members are deemed to have attended and voted at the meeting in the following circumstances:
 - (i) Attend and vote in person at the meeting;
 - (ii) Authorize someone else to attend the meeting and vote on their behalf;
 - (iii) Participate and vote via online conference, electronic voting, or other electronic means;
 - (iv) Submit your ballot to the meeting via mail, fax, or email;
 - (v) Submit the ballot by other means if approved by a majority of the Board of Directors.
- 5. Voting method:
 - a. The board of directors makes decisions by voting at meetings or by obtaining written opinions.
 - b. Each member of the Board of Directors or authorized representative (if any) attending the Board of Directors meeting has one (01) vote.
 - c. Board members may send their completed ballots to the meeting by mail, fax, or email. If a Board member sends their ballot by mail, the ballot must be in a sealed envelope and delivered to the Chairman of the Board no later than one (01) hour before the meeting begins. The ballot may only be opened in the presence of all attendees. If sent by fax or email, it must be sent before the end of the vote count.
 - d. In the event that the board meeting is held in person, online, or through other electronic means, board members may vote by stating "in favor," "against," or "abstain," or by raising their hand for each item on the ballot.
 - e. Board members are not entitled to vote on contracts or transactions in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not counted toward the minimum number of representatives required to convene a Board meeting regarding decisions in which they do not have the right to vote.
 - f. Any member of the Board of Directors who benefits from a contract or transaction with the Company shall be deemed to have a substantial interest in that contract or transaction.
 - g. According to the above regulations, when issues arise during a Board of Directors meeting concerning the interests of a Board member or the voting rights of a member, and these issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the meeting chair for decision. The chair's

decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed.

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

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

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

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

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

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

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

8. Prepare minutes of the Board of Directors meeting.

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

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

(i) Name, registered office address, business registration number;

(ii) Time and location of the meeting;

(iii) Purpose, agenda, and content of the meeting;

(iv) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;

(v) The issue was discussed and voted on at the meeting;

(vi) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;

(vii) The voting results clearly indicate which members approved, disapproved, and abstained.

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

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

c. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the aforementioned information, then these minutes are still valid and enforceable. The meeting minutes clearly state that the chairperson or the

person recording the minutes refused to sign. The person signing the minutes is jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes is personally liable for any damages incurred by the enterprise due to their refusal to sign the meeting minutes, as stipulated in the Enterprise Law, the company's charter, and relevant laws.

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

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

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

9. Announcement of the Board of Directors' Resolution:

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

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

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

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

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

2. Appointment of the Head of Corporate Governance:

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

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

4. The announcement of the appointment and dismissal of the Company's Head of Administration is made public in accordance with the law.
5. The rights and obligations of the person in charge of corporate governance are governed by Article 30 of the Company's Charter.

CHAPTER IV. THE SUPERVISORY BOARD

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

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

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

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

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

2. Composition and structure of the Auditors

- a. The Supervisory Board has one (01) Head of the Board elected by the Supervisory Board from among the Supervisors by majority principle. The rights and obligations of the Head of the Supervisory Board are stipulated in Article 36 of the Company Charter.
- b. The Supervisory Board must have more than half of its Supervisors residing in Vietnam.

Article 50. Standards and conditions for Inspectors

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

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

Article 51. Nomination and candidacy of Supervisors

1. Nominations and candidacies for the Supervisory Board:
 - a. When the Company conducts the election of the Supervisory Board, candidates may submit their applications to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders to run for election.
 - b. Shareholders or groups of shareholders owning 10% or more of the total number of common shares are entitled to nominate or run for the Supervisory Board of the Company by submitting nomination or candidacy documents to the General Meeting Organizing

Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders for consideration.

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder(s) or group of shareholders; (ii) the candidate commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as Supervisor; and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.
- (ii) The nominee's/candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Relationship of the candidate with relevant parties;
- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders nominating the Supervisor.

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

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

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

Article 52. Method of electing the Supervisors

The election of the Supervisory Board members must be conducted using cumulative voting. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

1. Shareholders can allocate their votes to each candidate according to a specific number or proportion, or distribute them equally among the selected candidates, and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.
2. The number of candidates selected must not exceed the number of Supervisors to be elected.
3. Based on the number of approved Auditors, the elected Auditors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of Auditors stipulated in the Company's Charter is reached.
4. In the event that two (02) or more candidates receive the same number of votes for the last member of the Supervisory Board, this member will be selected as follows:
 - a. If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
 - b. If the candidate is not a shareholder, the candidate with the longest tenure as a Supervisory Board member will be given priority. In case of equal tenure, the number of years served will be considered.
5. If no candidate is selected according to criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election among the candidates with an equal number of votes and select the candidate with the highest number of votes.

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

1. According to Clause 4, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:
 - a. In the event that a Supervisory Board member no longer meets the qualifications and conditions to serve as a Supervisory Board member of the Company: The Supervisory Board is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. Subsequently, the Supervisory Board votes to reach a consensus and submits the report to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
 - b. In the event that the Supervisory Board submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case will only be effective upon a written resolution of the General Meeting of Shareholders.
2. According to Clause 5, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:

- a. In the event that the Supervisory Board fails to complete its assigned duties and tasks: The Head of the Supervisory Board shall gather evidence and information, prepare an assessment report, review the matter, and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- b. In the event that the Supervisory Board fails to exercise its rights and obligations for six (06) consecutive months, except in cases of force majeure: The Head of the Supervisory Board shall collect evidence, information and prepare an assessment report, review and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- c. In cases where the Supervisory Board repeatedly or seriously violates the duties of a Supervisory Board as stipulated in the Enterprise Law and the Company's Charter: The Head of the Supervisory Board shall collect evidence and information, prepare an assessment report, review and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- d. In the event that the Supervisor is dismissed by a resolution of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.

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

1. The election of additional Supervisors is conducted in the following cases:
 - a. The number of remaining Supervisors is less than the minimum number of members required by law and the company's charter;
 - b. The General Meeting of Shareholders elected a new Supervisory Board member to replace the member who was dismissed or removed from office at the most recent meeting.

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

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

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

3. Election, dismissal, and removal of the Head of the Supervisory Board:
 - a. The Head of the Supervisory Board is elected from among the Supervisors by majority vote.
 - b. The Head of the Supervisory Board is elected at the first meeting of the Supervisory Board within seven (07) working days from the date of the end of the election of that Supervisory Board. This meeting is convened and chaired by the member with the highest

number of votes or the highest percentage of votes. In the case where more than one member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Supervisory Board.

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

Article 55. Salary and other benefits of the Auditor

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

CHAPTER V. DIRECTOR

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

1. The Director is responsible for managing the company's day-to-day business operations; is subject to the supervision and direction of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.
2. The Director must manage the Company's daily business operations in accordance with the law, the Company's charter, the Company's operating regulations, the employment contract signed with the Company, and the resolutions and decisions of the Board of Directors. If the Director's management is contrary to the provisions of this clause and causes damage to the Company, the Director shall be held legally responsible and liable to compensate the Company for the damages.
3. For the Board of Directors, the CEO and other members of the management team are the executive and operational bodies of the Company, ensuring that the Company's operations run smoothly and effectively.

4. The director has the authority to decide on measures exceeding his/her authority in emergency situations such as natural disasters, war, fire, or unforeseen incidents, but must report in writing to the Board of Directors as soon as possible and is accountable to the Board of Directors and the nearest General Meeting of Shareholders for such decisions.

5. The Director has the right to refuse to implement and to reserve his/her opinion on decisions of the Board of Directors if he/she believes that such decisions are unlawful or detrimental to the interests of shareholders. In this case, the Director must immediately submit a written explanation to the Board of Directors and the Supervisory Board.

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

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

a. The Director's term of office shall not exceed five (05) years and may be reappointed for an unlimited number of terms.

b. The director must meet the conditions and standards prescribed by law, specifically:

- (i) Not among those prohibited from establishing and managing businesses in Vietnam according to the provisions of the Enterprise Law;
- (ii) They possess the necessary professional qualifications and experience in the field and industry of the Company's business.

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

a. Nomination for Director

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

b. Dismissal and removal of the Director

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

(iv) Dismissal or removal from office will be expressed through a resolution/decision of the Board of Directors.

3. Appointing and signing an employment contract with the Director:

a. Appoint

(i) The Board of Directors appoints the Director after reviewing the proposal from the Board of Directors.

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

b. Sign an employment contract with the Director.

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

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

4. Terminate the employment contract with the Director:

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

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

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

6. Salary and other benefits for the Director:

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

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

CHAPTER VI. OTHER ACTIVITIES

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

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

meetings of the Board of Directors, the Supervisory Board, and the Director as requested by the Board of Directors or the Supervisory Board.

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

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

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

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

a. Periodically report to the Company's Board of Directors on the performance of assigned duties and responsibilities as stipulated in Clause 4, Article 33 of the Company's Charter and other tasks authorized by the Board of Directors or the General Meeting of Shareholders;

b. Report to the Board of Directors on matters within the authority of the Board of Directors and the General Meeting of Shareholders;

c. Prepare ad hoc reports on matters as requested by the Board of Directors and/or the Supervisory Board.

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

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

a. The status of implementing strategic direction, long-term development plan, and annual production and business plan based on resolutions approved by the Board of Directors and the General Meeting of Shareholders;

- b. The use of capital; investment in purchasing, mortgaging, leasing, renting, liquidating, and transferring fixed assets; employment; and other matters within the Director's authority as stipulated in Clause 4, Article 33 of the Company's Charter;
- c. The Director is responsible for organizing and managing the issuance of share ownership certificates, changes to shareholder information, and the exercise of other shareholder rights as stipulated in the Company's Charter and the law.
- d. Other matters as requested by the General Meeting of Shareholders.

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

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

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

CHAPTER VII. EFFECTIVE DATE

Article 60. Effective Date

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

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

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

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

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



Fran Trung Quoc

No.: 08/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

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

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

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

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

Respectfully submitted.

Recipient:

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

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



Tran Trung Quoc

Ho Chi Minh City, April 16, 2026

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

*(Issued pursuant to Resolution No. 01/2026/NQ-PCT-ĐHCD dated April 16, 2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;*
- *Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;*
- *Pursuant to Decree No. 155/2020/ND-CP Government Decree No. 245/2025/ND-CP dated September 11, 2025, detailing the implementation of several articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. Decree No. 155/2020/ND-CP Government Decree dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;*
- *Pursuant to Resolution No. 01/2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated April 16, 2026;*

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

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

Chapter I. GENERAL PROVISIONS

Article 1. Scope of Regulation and Applicable Subjects

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

Article 2. Principles of operation of the Board of Directors

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

Chapter II. MEMBERS OF THE BOARD OF DIRECTORS

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

1. Members of the Board of Directors have all the rights stipulated in the Enterprise Law, the Securities Law, relevant laws, and the company's charter, including the right to be provided with information and documents on the company's financial situation and business operations.
2. Members of the Board of Directors have the obligations stipulated in the Company's Charter and the following obligations:
 - a) To perform my duties honestly and diligently for the best interests of the shareholders and the Company;
 - b) Attend all meetings of the Board of Directors and provide input on the issues discussed;
 - c) To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations of the Company;
 - d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, other companies in which the Company holds control of more than 50% of the charter capital and members of the Board of Directors and their related parties; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction;
 - d) Disclose information when conducting transactions involving the Company's shares in accordance with the law.
3. Independent members of the Company's Board of Directors must prepare a report evaluating the performance of the Board of Directors.

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

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

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

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

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

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

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

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

Article 7. Chairman of the Board of Directors

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

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

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

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

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

h) Other rights and obligations as prescribed by law.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total common shares of the Company may nominate a maximum of one (01) candidate to be elected to the Board of Directors;

- Shareholders or groups of shareholders owning from twenty percent (20%) to less than thirty percent (30%) of the total common shares of the Company may nominate a maximum of two (02) candidates for election to the Board of Directors;

- Shareholders or groups of shareholders owning thirty percent (30%) or more of the total number of common shares of the Company may nominate a maximum of three (03) candidates for election to the Board of Directors.

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

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

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

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

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

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

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

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

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

Chapter III. BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

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

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

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

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

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

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

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

2. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within seven (07) days from the date of receiving the notification. Members of the Board of Directors who have an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.

1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The number of remaining Board of Directors members is less than the minimum number required by law, or the number of Board of Directors members is reduced by more than one-third compared to the provisions in the Company's Charter, or the number of independent Board members is reduced to below the minimum number required by law.;

c) At the request of a shareholder or group of shareholders owning five percent (05%) or more of the total number of common shares. Requests to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders, or the request must be made in multiple copies and include the signatures of all relevant shareholders.

d) At the request of the Supervisory Board;

d. Other cases as prescribed by law and the Company's Charter.

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

a) Prepare a list of shareholders entitled to attend the meeting;

b) Providing information and resolving complaints related to the shareholder list;

c) Develop the agenda and content for the meeting;

d) Prepare documents for the meeting;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;

e) Determine the time and place of the meeting;

g) Send meeting notices to each shareholder entitled to attend the meeting as stipulated in the Enterprise Law;

h) Other tasks related to the meeting.

Article 14. Subcommittees assisting the Board of Directors.

1. The Board of Directors establishes the Audit Committee, the Strategy Committee, the Human Resources Committee, and the Compensation Committee to support the Board's operations. In addition to these committees, the Board of Directors may establish other special committees after obtaining the approval of the General Meeting of Shareholders.

2. The number of members of the subcommittee decided by the Board of Directors shall be at least three (03) people including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute the majority in the subcommittee and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. Each subcommittee may have its own operating regulations; however, the activities of the subcommittee must ensure that they do not violate the provisions of the Charter and the internal regulations on corporate governance. regulations of the Board of Directors and legal regulations. A subcommittee resolution is only effective when: (i) a majority of the members present and voting in favor of it are present at the subcommittee meeting and (ii) Approved by the Board of Directors.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Chapter IV. Board Meetings

Article 15. Board Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.
2. The Board of Directors must meet at least once every quarter (01) and may hold extraordinary meetings.
3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
 - a) Upon the recommendation of the Supervisory Board or an independent member of the Board of Directors;
 - b) With the recommendation of the Director or at least five (05) other managers;
 - c) There is a proposal from at least two (02) members of the Board of Directors;
 - d) Other cases as stipulated in the company's charter.
4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors. In this case, the Board of Directors will elect the meeting chair by majority vote, and the person who proposed convening the Board meeting will have the right to participate.
6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballot of the members.

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

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the Supervisors as is done with the members of the Board of Directors.

Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions but not to vote.

8. A Board of Directors meeting shall be held when at least three-quarters (3/4) of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors are present.

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

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend the meeting and vote;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the ballot to the meeting via mail, fax, or email;
- d) Submitting ballots by other means with the approval of a majority of the Board of Directors.

10. In case of sending ballots to the meeting by mail (by post), the ballots must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. The ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members. Authorization must be in writing and sent to the Head of Corporate Governance at least one (01) day before the opening date. The authorized person to attend the Board of Directors meeting is responsible for maintaining the confidentiality of information related to the meeting; in case of breach, they must compensate the Company for any damages incurred.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting. Except in cases of dismissal, the removal of the Director must be approved by at least two-thirds (2/3) of the Board of Directors members (excluding the vote of a Board member who also holds the position of Director). In case of a tie, the final decision rests with the side whose opinion is supported by the

Chairman of the Board of Directors. In the event of a tie vote, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 17. Minutes of the Board of Directors Meeting

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in English, including the following main contents:

- a) Name, address of head office, business registration number;
- b) Time and place of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;
- d) Issues discussed and voted on at the meeting;
- e) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- g) The voting results clearly indicate which members approved, disapproved, and abstained;
- h) The issue that was approved and the corresponding percentage of votes in favor;
- i) Full name and signature of the presiding officer and the person recording the minutes.

The minutes will be sent by the Corporate Governance Officer to the members of the Board of Directors.

2. If the chairperson and/or the person recording the minutes refuse to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in Clause 1 of this Article, then these minutes shall be valid.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

5. Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the content in the Vietnamese version shall prevail.

Chapter V. REPORTING AND DISCLOSING BENEFITS

Article 18. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

- a) Report on the company's business results;

- b) Financial statements;
 - c) Report evaluating the company's management and operations;
 - d) The Supervisory Board's assessment report.
2. Reports stipulated in points a, b and c of Clause 1 of this Article must be submitted to the Supervisory Board for appraisal no later than thirty (30) days before the opening date of the Annual General Meeting of Shareholders.
3. The reports stipulated in Clause 1 of this Article and the audit report must be kept at the Company's head office no later than ten (10) days before the opening date of the Annual General Meeting of Shareholders. Shareholders who have continuously owned shares of the Company for at least one (01) year have the right to personally or together with a lawyer, accountant, or auditor with a professional certificate to directly review the reports stipulated in this Article.

Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.
2. Members of the Board of Directors are entitled to remuneration and bonuses and other benefits. Remuneration is calculated based on the number of working days required to complete the tasks of each Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.
6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not

cover the liability of Board members related to violations of the law and the Company's Charter.

Article 20. Disclosure of related interests

Unless otherwise stipulated in the Company's Charter, the disclosure of the Company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:
 - a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;
 - b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.
2. The declaration stipulated in Clause 1 of this Article must be made within seven (07) working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within seven (07) working days from the date of the corresponding amendments or additions.
3. Members of the Board of Directors are not permitted to perform any work in the Company's business activities in their own name or on behalf of others. If it is absolutely necessary to perform work in their own name, they must...The nature and content of the work must be explained to the Board of Directors and can only be carried out after approval by a majority of the remaining members of the Board of Directors.If any activity is carried out without declaration or approval from the Board of Directors, all income derived from that activity shall belong to the Company.

Chapter VI. RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 21. Relationship between members of the Board of Directors

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.
2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 22. Relationship with the Executive Board

In its governance role, the Board of Directors issues resolutions for the CEO and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

Article 23. Relationship with the Supervisory Board

1. The relationship between the Board of Directors and the Supervisory Board is one of collaboration. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

Chapter VII. IMPLEMENTATION PROVISIONS

Article 24. Effective Date

The operating regulations of the Board of Directors of Global Pacific Shipping Joint Stock Company include seven (07) chapters, twenty-four (24) articles and are effective from 16 month 4 year 2026.

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



[Signature]
Tran Trung Quoc

**GLOBAL PACIFIC SHIPPING
JOINT STOCK COMPANY**

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

No.: 09/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

Regarding the Adjustments to the Company's Registered Business Lines

To: General Shareholders' Meeting of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to Decision No. 36/2025/QĐ-TTg on the Vietnam Standard Industrial Classification), effective from November 15, 2025;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QĐ-TTg regarding the Vietnam Standard Industrial Classification, which took effect on November 15, 2025 (hereinafter referred to as "Decision 36/2025/QĐ-TTg"). Under this Decision, several of the Company's currently registered business activities must be reclassified, updated or amended to ensure full compliance with the new statutory framework.

Accordingly, the Board of Directors respectfully submits the following proposals to the General Meeting of Shareholders for consideration and approval:

- Approval of Business Lines Adjustments: To approve the adjustments, updates and reclassification of the Company's business lines as detailed in the attached appendix.
- Implementation and Authorization: The General Meeting of Shareholders authorizes the Director - the Legal Representative of the Company - to execute all necessary legal procedures in accordance with the law and/or as directed by competent state authorities to finalize the adjustments to the Company's registered business lines.

Respectfully submitted.

Recipient:

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

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



Trần Trung Quốc

APPENDIX: ADJUSTMENT TO THE COMPANY'S REGISTERED BUSINESS LINES

No.	Current business activities	Business lines after adjustments	Note
1	4669: Other specialized wholesale trade not classified elsewhere (excluding wholesale of gas cylinders, liquefied petroleum gas (LPG), waste lubricating oil, gold bars, firearms, ammunition for hunting or sports purposes, and metallic currency; excluding wholesale of chemicals at the head office; Implemented according to Decision 64/2009/QD-UBND dated July 31, 2009 of the People's Committee of Ho Chi Minh City and Decision 79/2009/QD-UBND dated October 17, 2009 of the People's Committee of Ho Chi Minh City on approving the agricultural product planning in Ho Chi Minh City)	4679: Other specialized wholesale trade not elsewhere classified (excluding wholesale of gas cylinders, liquefied petroleum gas (LPG), waste lubricating oil, gold bars, firearms, ammunition for hunting or sports purposes, and metallic currency; excluding wholesale of chemicals at the head office)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4679 , the name of the sector is changed to "Other specialized wholesale trade not classified elsewhere" . The details of the business activities have been omitted, specifically the section "Implemented according to Decision 64/2009/QD-UBND dated July 31, 2009 of the People's Committee of Ho Chi Minh City and Decision 79/2009/QD-UBND dated October 17, 2009 of the People's Committee of Ho Chi Minh City on approving the agricultural product planning in Ho Chi Minh City" as these two Decisions are no longer in effect.
2	4662: Wholesale trade of metals and metal ores (excluding the buying and selling of gold bars)	4672: Wholesale of metals and metal ores (excluding the buying and selling of gold bars)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4672 . The industry name and details of the business activities remain unchanged.
3	7830: Provision and management of labor resources (excluding provision and management of foreign labor resources)	7822: Other human resource supply (excluding the supply and management of foreign labor)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 7822 , the name of the sector changed to "Other human resource supply" . The details of the business activities remain unchanged.

4	4661: Wholesale of solid, liquid, and gaseous fuels and related products (not operating at headquarters)	4671: Wholesale of solid, liquid, and gaseous fuels and related products (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 4671 . The industry name and details of the business activities remain unchanged.
5	5510: Short-term accommodation services. Details: Hotel business (excluding business at the registered office)	5510: Hotels and similar accommodation services (Not conducting business at the registered office) 5520: Other short-term accommodation services (Not conducting business at the registered office)	The business sector is regulated by Decision 36/2025/QĐ-TTg, and is divided into two sector codes: 5510 and 5520 , the name of the sector changed to “ Hotels and similar accommodation services ” and “ Other short-term accommodation services ”. The details of the business activities remain unchanged.
6	4520: Maintenance and repair of automobiles and other motor vehicles (not performed at the premises)	9531: Repair and maintenance of automobiles and other motor vehicles (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 9531 , the name of the sector changed to “ Repair and maintenance of automobiles and other motor vehicles ”. The details of the business activities remain unchanged.
7	4663: Wholesale of other building materials and installation equipment. Details: Wholesale of building materials	4673: Wholesale of other building materials and installation equipment. Details: Wholesale of building materials	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 4673 . The industry name and details of the business activities remain unchanged.
8	3319: Repair of other equipment (not operating at headquarters)	3319: Repair and maintenance of other equipment (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QĐ-TTg; the sector code remains unchanged, but the sector name has been changed to “ Repair and maintenance of other equipment ”. The details of the business activities remain unchanged.
9	4530: Sale of parts and accessories for automobiles and other motor vehicles (not operating at headquarters)	4662: Wholesale of spare parts and automotive and other motor vehicle parts and accessories (not operated at headquarters)	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 4662 (for wholesale) and 4782 (for retail), the industry name changes to “ Wholesale of

		4782: Retail of spare parts and automotive and other motor vehicle parts and accessories (not operated at headquarters)	spare parts and other motor vehicle parts and accessories” and “Retail of spare parts and automotive and other motor vehicle parts and accessories” . The details of the business activities remain unchanged.
10	7490: Other professional, scientific and technological activities not elsewhere classified. Details: providing solutions, products and services for chemical engineering to increase the lifespan of industrial structures.	7499: Other professional, scientific and technological activities not elsewhere classified. Details: Providing solutions, products, and services for chemical engineering to increase the lifespan of industrial structures.	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 7499 , the name of the sector changed to “Other professional, scientific and technological activities not elsewhere classified” . The details of the business activities remain unchanged.
11	7020: Management consulting activities (excluding financial, accounting, and legal consulting)	7020: Business management consulting and other management consulting activities (excluding financial, accounting, and legal consulting)	The business sector is regulated according to Decision 36/2025/QD-TTg; the sector code remains unchanged, but the sector name has been changed to “Business management consulting and other management consulting activities” . The details of the business activities remain unchanged.
12	8560: Educational support services	8569: Other educational support activities	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 8569 , the name of the sector changed to “Other educational support activities” . The details of the business activities remain unchanged.
13	4513: Dealers of automobiles and other motor vehicles	4610: Agents, brokers, and auctioneers of goods. Details: Agents selling goods.	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4610 , the name of the sector changed to “Agents, brokers, and auctioneers of goods” . The details of the business activities have changed to “Agents selling goods” (Code 46101).
14	3511: Electricity production	3511: Electricity production from non-renewable sources	Business lines are regulated according to Decision 36/2025/QD-TTg, industry code remains unchanged (3511) or additional code is added 3512 , the name of

		3512: Electricity production from renewable sources	the sector changed to “ Electricity production from non-renewable energy sources ” (3511) and “ Electricity production from renewable energy sources ” (3512), details of business activities remain unchanged.
15	3512: Electricity transmission and distribution. Details: Investment, production, and operation of hydroelectric power plants.	3513: Transmission and distribution of electricity. Details: Hydroelectric power.	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 3513 , the name of the sector changed to “ Electricity transmission and distributio ”. The details of the business activities have changed to “ Hydroelectric power ” (Code 35121).
16	4512: Retail sale of passenger cars (9 seats or less)	4781: Retail sale of automobiles and other motor vehicles	The business sector is regulated according to Decision 36/2025/QĐ-TTg, the industry code has changed to 4781 , the name of the sector changed to “ Retail sale of automobiles and other motor vehicles ”. The details of the business activity remain unchanged (Retail sale of passenger cars with 9 seats or less, corresponding to code 47811).

Note: The details of the Company’s business activities may be further refined or adjusted based on the requirements or guidance of competent State authorities (including, but not limited to, the Department of Planning and Investment). In such instances, any such technical adjustments shall be deemed ratified by the General Meeting of Shareholders’ Resolution, provided that they remain consistent with the scope and nature of the business activities as presented above.

No.: 10/2026/TTr-PCT-HĐQT

Ho Chi Minh City, April 15, 2026

SUBMISSION

**Regarding the Progress of Proceeds Utilization from the 2025 Private Placement
and Approval of the Adjusted Capital Utilization Plan**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some contents on offering and issuing securities, public tender offers, share buybacks, registration of public companies and deregistration of public companies, and amended and supplemented by Circular No. 115/2025/TT-BTC dated December 15, 2025;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, of the Extraordinary General Meeting of Shareholders 2025 of Global Pacific Shipping Joint Stock Company; and accompanying Proposal No. 12/2025/TTr-PCT-HĐQT dated October 6, 2025, regarding the approval of the private placement of shares;
- Pursuant to the Resolution No. 25/2025/NQ-PCT-HĐQT dated December 12, 2025, of the Board of Directors on the approval of the implementation of the private placement of shares (Board of Directors Resolution No. 25);
- Pursuant to the Report No. 01/BC-PCT dated March 30, 2026, on the results of the private placement of shares by Global Pacific Shipping Joint Stock Company;
- Pursuant to the Official Letter No. 2593/UBCK-QLCB dated April 3, 2026, from the State Securities Commission regarding the report on the results of the private placement of shares by Global Pacific Shipping Joint Stock Company;

- Pursuant to the company's actual operational situation.

The Board of Directors hereby reports to the General Meeting of Shareholders on the implementation and proposed adjustments regarding the 2025 private placement proceeds in accordance with the Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, of the Extraordinary General Meeting of Shareholders in 2025 as follows:

1. Progress Report on the Use of Proceeds:

The Board of Directors successfully executed the private placement with the following results:

- Completion Date: March 27, 2026.
- Shares Issued: 30,000,000 shares, achieving 100% of the offering plan.
- Total Net Proceeds: VND 300,000,000,000.

In accordance with the Board of Directors Resolution No. 25, the proceeds were initially intended for bank loan repayments. As of this report, the total amount remains unutilized and is ready for disbursement.

2. Proposed Adjustments to the Capital Utilization Plan:

Based on the Company's financial standing as per the 2025 Audited Financial Statements, specifically regarding the debt-to-total capital ratio and short-term solvency ratios being lower than the industry average, the Company must prioritize restructuring its long-term loans to reduce the debt-to-equity ratio and enhance liquidity;

Based on the Requests for Early Repayment concerning personal loan contracts;

Based on the current market dynamics of the product/chemical tanker segment and the Company's strategic objective to increase revenue and market share - particularly as the fleet managed and operated by the Company has met the stringent standards of major Oil Majors such as BP, Shell, Exxon, Chevron, etc.;

Therefore, with the aim of optimizing the financial structure, enhancing the Company's short-term solvency, definitively settling debt obligations with creditors, and reallocating capital to implement new business plans that will drive operational efficiency, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following adjustments to the utilization plan for proceeds from the 2025 private placement:

STT	Purpose of use	Original Plan (Resolution No. 25)	Adjusted Plan (VND)	Expected Timeline
1	Repayment to Military Commercial Bank - Dong Ho Chi Minh Branch	248,000,000,000	41,673,003,389	Q2/2026
-	Credit agreement No. 274242.25.151.1108803.TD dated 13/01/2025	178,103,999,976		

STT	Purpose of use	Original Plan (Resolution No. 25)	Adjusted Plan (VND)	Expected Timeline
-	Credit agreement No. 271098.24.151.1108803.TD dated 02/01/2025	69,896,000,024		
2	Repayment to Orient Commercial Bank - Tan Binh Branch	52,000,000,000	4,977,974,694	Q2/2026
-	Credit Agreement No. 0076/2024/HĐTD-OCB-DN dated June 27, 2024	52.000.000.000		
3	Repayment of Personal Loans	0	95,849,021,917	Q2/2026
4	Bareboat Chartering (01 Product/Chemical Tanker ~20,000 DWT)	0	157,500,000,000	Q2/2026
	Total	300,000,000,000	300,000,000,000	

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient:

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

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



Tran Trung Quoc