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IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
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CÔNG TY CỔ PHẦN LONG AN-IDICO

IDICO-LINCO

Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO
DN: C=VN, S=Long An, L="Số 88, Quốc Lộ 1 (Tuyến tránh), Phường 6, Thành Phố Tân An, Tỉnh Long An", CN=CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO, OID.0.9.2342.19200300.100.1.1=MST:1100503295, E=idicolongan@yahoo.com.vn
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IDICO-LINCO

DOCUMENT

FOR ANNUAL GENERAL MEETING OF SHAREHOLDERS

YEAR 2026

Tay Ninh, April 2026

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, April 20, 2026

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
April 20, 2026

Time	Content
8:30 AM - 9:00 AM	**Shareholder list registration**
	Opening of the General meeting (GMS)
9:00 AM - 9:30 AM	- Statement of reasons.
	- Report on the verification of shareholder eligibility to attend the GMS.
	- Approval of the personnel of the Presidium, Secretariat, and Ballot Counting Committee.
	- Approval of the GMS Agenda.
	- Approval of the Working Regulations at the GMS.
	- Approval of the Regulations on nomination, candidacy, and election of members of the Board of Directors (BOD) and members of the Board of Supervisors (BOS) (2026 - 2031 term).
	General meeting Agenda
9:30 AM - 10:00 AM	Approval of reports: - Report on production, business, and investment results in 2025 and the 2026 plan. - Report on the operations of the BOD in 2025 and the 2026 plan. - Report on the operations of the BOS in 2025 and the 2026 plan.
10:00 AM - 10:30 AM	Approval of proposals: - Proposal for approval of the audited 2025 Financial statements. - Proposal for selection of an auditing firm for the 2026 Financial statements. - Proposal for approval of the 2026 production, business, and investment plan. - Proposal for approval of the 2025 Profit distribution plan and the 2026 plan. - Proposal for approval of the total remuneration and bonuses for the BOD and the BOS in 2025 and the 2026 plan. - Proposal for approval of the stock issuance plan for 2025 dividend payment. - Proposal for approval of amendments and supplements to the IDICO-LINCO Charter; - Proposal for approval of amendments and supplements to the IDICO-LINCO Internal Regulations on Corporate governance; - Proposal for approval of amendments and supplements to the Regulations on Operation of the BOD of IDICO-LINCO; - Proposal for approval of amendments and supplements to the Regulations on Operation of the BOS of IDICO-LINCO; - Proposal for approval of the number of members of the BOD and members of the BOS of IDICO-LINCO for the 2026-2031 term; Other arising matters (If any).
10:30 AM - 10:45 AM	Discussion and Voting on contents at the GMS
10:45 AM - 11:00 AM	Election of members of the BOD and members of the BOS for the 2026-2031 term
11:00 AM - 11:15 AM	**General Meeting Recess**
11:15 AM - 11:30 AM	**Announced voting and election results**
11:30 AM - 11:45 AM	**Minutes and Resolution of the General Meeting of Shareholders**
11:50 AM	**Closing of the General Meeting of Shareholders**

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom – Happiness

Tay Ninh, April 20, 2026

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
LONG AN-IDICO INVESTMENT CONSTRUCTION JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its implementing guidelines;

Pursuant to the Law on Securities No. 54/2019/QH14 and its implementing guidelines;

Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on April 29, 2025, effective from August 11, 2025;

Pursuant to the Internal Regulations on Corporate Governance issued under Decision No. 12/QD-HĐQT dated May 20, 2021, by the Board of Directors,

To ensure the success of the 2026 Annual General Meeting of Shareholders of IDICO-LINCO, the Board of Directors establishes the working regulations and principles of the meeting as follows:

Article 1. Scope and Subject of Application

- Scope of application: *This Charter shall be used for organizing the 2026 Annual General Meeting of Shareholders of IDICO-LINCO Company, to be held on April 20, 2026.*

- Subject of application: *All Shareholders, authorized representatives of Shareholders owning shares of IDICO-LINCO Company according to the Shareholder list as of* ***March 19, 2026****, and guests attending the Annual General Meeting of Shareholders of IDICO-LINCO Company must strictly comply with the provisions of This Charter, the Company's Charter, and current legal regulations.*

Article 2. Interpretation of Terms/Abbreviations

- Company	:	IDICO-LINCO Company
- BOD	:	Board of Directors
- BKS	:	Board of Supervisors
- OC	:	Meeting Organizing Committee
- GMS	:	General Meeting of Shareholders
- Delegate	:	Shareholder, representative *(authorized person)*

Article 3. Conditions for conducting the GMS

- The General Meeting of Shareholders shall be conducted when the number of attending Shareholders represents over 50% of the total voting Shares.

- In case there is an insufficient quorum within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The GMS must be reconvened within thirty (30) days from the scheduled date of the first GMS. The second GMS shall only be conducted when the number of attending Shareholders represents at least 33% of the voting Shares.

- In the event that the second meeting cannot be held due to an insufficient number of delegates within thirty (30) minutes from the scheduled opening time, the third GMS may be convened within twenty (20) days from the intended date of the second meeting. In this case, the meeting shall be conducted regardless of the total number of voting rights for all matters intended to be approved at the first GMS.

Article 4. Delegates attending the 2026 Annual General Meeting of Shareholders

1. All Shareholders or their written authorized representatives, named in the Company's Shareholder list as of the record date for exercising the right to attend the 2026 Annual General Meeting of Shareholders (March 19, 2026).

2. Shareholders' Rights when attending the Meeting:

- To directly attend or authorize another person to attend the Meeting in writing using the provided form.

- To discuss and vote on all matters within the authority of the Meeting as stipulated by the Law on Enterprises, other relevant legal documents, and the Company's Charter.

- To be informed by the Organizing Committee of the Content, Agenda of the Meeting, and accompanying documents.

- Each Shareholder or authorized representative attending the Meeting shall receive a Ballot after registering to attend the Meeting with the Shareholder Eligibility Verification Committee.

- Shareholders or authorized representatives arriving late, provided the Meeting has not yet concluded, have the right to register and participate in Voting immediately at the Meeting for matters that have not yet been voted upon. In such cases, the Chairman is not required to pause the Meeting, and the validity of previous votes remains unaffected.

3. Obligations of Shareholders when attending the Meeting:

- Shareholders or authorized representatives attending the Meeting must bring their ID card/Citizen ID card/passport, Invitation Letter, Power of

Attorney (for authorized representatives) and register to attend the Meeting with the Shareholder Eligibility Verification Committee.

- Dress formally.

- Speak and vote in accordance with the Presidium's instructions.

- Strictly comply with This Charter and respect the outcomes of the Meeting.

Article 5. Guests at the Meeting

- These are the Company's Management positions, guests, and members of the GMS Organizing Committee who are not Company Shareholders but are invited to attend the Meeting.

- Guests shall not speak at the Meeting (unless invited by the Chairperson of the Meeting, or having registered in advance with the GMS Organizing Committee and received approval from the Chairperson of the Meeting).

Article 6. Chairperson and Presidium of the Meeting

1. The Presidium consists of three (03) persons, including the Chairperson and two (02) Members.

2. The chairman of the board of directors shall act as the Chairperson of the meeting, or the chairman of the board of directors may authorize another member of the board of directors to act as Chairperson of the Meeting, nominate members of the Presidium, and this shall be approved by the Meeting through Voting.

In case the Chairman is absent or temporarily incapacitated, the remaining Board of Directors' members shall elect one among themselves to be the Chairperson of the Meeting by majority rule.

In other cases, the person who signed the convocation for the General Meeting of Shareholders will preside over the election of the Chairperson of the Meeting, and the person with the highest votes shall be appointed as the Chairperson of the Meeting.

3. The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved Agenda, and reflecting the wishes of the majority of attendees.

4. Tasks of The Presiding:

- Conduct the Meeting in accordance with the agenda and the regulations approved by the Meeting.

- Assign and introduce representatives of the Board of Directors' members, Member of the Board of Supervisors of the Company to present reports at the Meeting;

- Introduce the composition of the Ballot Counting Committee for the Meeting's Voting;

- Guide the Meeting in discussion, collecting opinions for Voting on matters within the Agenda of the Meeting and related issues throughout the Meeting;

+ Answer and record issues within the Agenda approved by the Meeting;

+ Settle issues that incurred during the General Meeting.

+ Approve and issue documents, results, minutes, and Resolutions of the Meeting after its conclusion;

+ The Chairman shall operate on the principle of democratic centralism and decide by majority.

Article 7. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the Meeting shall consist of one (01) Head and members, responsible to the Presidium and the GMS for its Tasks. The Shareholder Eligibility Verification Committee is introduced by the Chairman:

2. Tasks:

- Verify the eligibility of Shareholders or authorized representatives attending the meeting: Request Shareholders, authorized representatives attending the Meeting, and guests to present their ID card/Citizen ID card/Passport, Invitation Letter, Power of Attorney (for authorized representatives).

- Distribute Ballots and Meeting documents to Shareholders or authorized representatives attending the meeting.

- Report to the Meeting on the results of verifying the eligibility of attending Shareholders at the following times:

+ Before the opening of the Meeting.

+ Before each Voting session of the Meeting if there is a change in the number of Shareholders registered to attend the Meeting (late-arriving Shareholders may register to attend the meeting).

Article 8. GMS Secretariat:

1. The GMS Secretariat shall consist of two (02) persons, responsible to the Presidium and the General Meeting of Shareholders for their Tasks, and operating under the direction of the Presidium. The Secretariat is appointed by the Chairman.

2. Tasks:

- Receive and review the registration forms for Shareholders' opinions, and forward them to the Presidium for Decision;

- Fully and truthfully record the Minutes of the GMS, including the entire proceedings of the Meeting and all matters approved or noted by Shareholders at the Meeting.

- Assist the Chairman in Announced the Draft Minutes of the Meeting and the Resolutions on matters approved at the Meeting.

- Perform other duties as assigned by the Presidium.

- Be jointly responsible for the honesty and accuracy of the Content of the Minutes and the Resolutions of the Meeting.

Article 9. Ballot Counting Committee for Voting and Election

1. The Ballot Counting Committee, introduced by the Chairman and elected by the Meeting, shall consist of one (01) Head and members.

2. Tasks:

- Guide the method of Voting and election, and proceed with Ballot counting.

- Prepare and Announced the Minutes of Ballot Counting for Voting and Voting Ballot to the General Meeting of Shareholders.

- Be responsible to the Presidium and the General Meeting of Shareholders when performing its Tasks.

Article 10. Discussion at the Meeting

1. Principles:

- Discussion shall only take place within the stipulated time and within the scope of matters presented in the GMS Agenda;

- Delegates with comments shall register their Content on the Question Form and submit it to the Meeting Secretary;

- The Meeting Secretary shall arrange the Shareholders' Question Forms in the order of registration and submit them to the Presidium;

- Delegates wishing to speak or debate shall raise their hands and may only speak upon the agreement of the Presiding Board. Each delegate shall speak for no more than 03 minutes; the content must be concise and avoid repetition.

- Proposed matters must not violate the law, must not relate to personal issues, and must not exceed the authority of the enterprise.

- The Chair of the Meeting has the right to remind or request shareholders to focus on the core content of their speech to save time and ensure the quality of the discussion. The Chair has the right to interrupt the presentation of shareholders' opinions if deemed necessary.

2. Addressing the opinions of the Delegates:

- Based on the Delegates' Question Forms, the Chair or a member designated by the Chair shall address the Delegates' opinions;

- In cases where time is limited, questions not answered directly at the Meeting will be answered by the Company later via email or directly in writing.

Article 11. Voting at the Meeting

1. Principles:

All matters in the agenda and content of the Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

Voting cards and Ballots are printed, stamped with the Company's seal, and delivered directly to delegates at the Meeting (enclosed with the GMS attendance documents). Each delegate is issued a Voting card and a Ballot. The Voting card and Ballot clearly state the full name, number of shares owned, and authorized voting shares of that delegate.

2. Voting at the Meeting:

2.1. Voting methods:

- Voting by raising a Voting card: This method is applied to approve the following matters: Meeting Agenda; Rules of Procedure at the Meeting; Personnel of the Presidium, Meeting Secretariat, and Vote Counting Committee; Election Regulations; Curriculum vitae of candidates nominated by shareholders/groups of shareholders to the Board of Directors and Board of Supervisors of IDICO-LINCO for the 2026-2031 term; Minutes and Resolution of the Meeting.

- Voting by filling out a Ballot:

This method is applied to approve the content of Reports and Proposals at the Meeting, specifically:

Approve the reports:

- Report on production, business, and investment results for 2025 and the plan for 2026.

- Report on the operations of the Board of Directors for 2025 and the plan for 2026.

- Report on the operations of the Board of Supervisors for 2025 and the plan for 2026.

Proposals submitted to the General Meeting of Shareholders

2.2. Voting procedure:

- Delegates shall vote to "Approve", "Disapprove", or "Abstain" on a matter brought to a vote at the Meeting by raising their Voting card or filling in the options on the Ballot.

- Voting by raising a Voting card: Shareholders or authorized representatives of shareholders with voting rights are requested to indicate "Approve", "Disapprove", or "Abstain" by raising their Voting card under the direction of the Presidium.

- Voting by filling out a Ballot: For each item, the delegate selects one (01) of the three (03) options "Approve", "Disapprove", or "Abstain" printed on the Ballot by marking an "X" in the chosen box. After completing the voting items of the Meeting, the delegate shall submit the Ballot into the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The Ballot must be signed and include the full name of the delegate.

2.3. Validity and invalidity of the Ballot:

- A valid Ballot is:

+ A Ballot following the pre-printed template issued by the Organizing Committee, bearing the Company's red seal, without erasures, alterations, tearing, etc., containing no content other than what is prescribed, and signed with the full name of the attending delegate.

+ The voting content (Report, Proposal) is marked by the delegate selecting one (01) of the three (03) voting boxes.

- An invalid Ballot is:

+ Adding other content to the Ballot;

+ A Ballot not following the pre-printed template issued by the Organizing Committee, a Ballot without the Company's red seal, or one that has been erased, altered, or contains content other than what is prescribed, or a Ballot without a signature or the full name of the delegate.

+ The voting content (Report, Proposal) is not marked by the delegate, or more than one (01) of the three (03) boxes is marked.

2.4. Voting rules:

- Every 01 (one) share is equivalent to one voting right. Each attending delegate represents one or more voting rights.

- As of the shareholder list closing date (March 19, 2026), the total number of voting shares of the Company is: 27,359,969 shares, equivalent to 27,359,969 voting rights.

- Matters requiring a vote at the Meeting shall only be approved when approved by shareholders owning over 50% of the total voting rights of all shareholders attending and voting at the meeting. Specifically, for certain voting matters stipulated in Clause 3, Article 21 of the Company's Charter, approval from 65% or more of the total voting rights of all shareholders attending and voting at the meeting is required.

- Voting for members of the Board of Directors and the Board of Supervisors shall be conducted using the cumulative voting method as stipulated in Clause 3, Article 148 of the 2020 Law on Enterprises and Clause 5, Article 21 of the Company's Charter.

3. Recording voting and election results

The Vote Counting Committee shall check, aggregate, and report to the Presidium the voting results for each matter according to the Meeting Agenda. The voting results will be announced by the Vote Counting Committee immediately before the closing of the meeting.

Article 12. Minutes and Resolution of the General Meeting of Shareholders

All content at the General Meeting of Shareholders must be recorded by the Meeting Secretariat in the Minutes of the GMS. The Minutes of the GMS must be read and approved before the closing of the Meeting.

Article 13. Implementation of the Rules

These Rules of Procedure are read publicly before the 2026 Annual General Meeting of Shareholders and take effect immediately upon being approved by the GMS of IDICO-LINCO.

Shareholders, authorized representatives, and guests who violate these Rules will be subject to consideration by the Presidium, which will determine disciplinary actions in accordance with the Company's Charter and the Law on Enterprises.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN ĐẦU TƯ TÂY NINH LONG AN-IDICO

Đang Chinh Trung

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**

Tay Ninh, April 20, 2026

ELECTION REGULATIONS
MEMBER OF THE BOARD OF DIRECTORS, MEMBER OF THEBoard of Supervisors OF LONG AN-IDICO INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 and its implementing guidelines;

Pursuant to Law on Securities No. 54/2019/QH14 and its implementing guidelines;

Pursuant to the Charter on organization and Operations of Long An IDICO Investment and Construction Joint Stock Company (IDICO-LINCO Company) approved by the General Meeting of Shareholders (GMS) on April 29, 2025, effective August 11, 2025;

Pursuant to the Internal Regulations on Corporate Governance issued together with Decision No. 12/QĐ-HĐQT dated May 20, 2021, of the Company's Board of Directors

To ensure the election of Board of Directors members and Member of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders (AGM) of IDICO-LINCO Company is in accordance with regulations, the Board of Directors has developed the following election regulations for the General Meeting:

I. Interpretation of Terms/Abbreviations

- Company	IDICO-LINCO Company
- BOD	Board of Directors
- BOS	Board of Supervisors
- The Committee	General Meeting Organizing Committee
- GMS	General Meeting of Shareholders
- Delegate	Shareholders, Representative *(Authorized Party)*

II. Chairman of the General Meeting:

The Chairman of the General Meeting is responsible for presiding over the election, specifically:

Introducing the list of Nominees for the Board of Directors and Member of the Board of Supervisors;

Supervising the Voting and Ballot counting;

Resolving complaints regarding the election (If any)

III. Regulations on Nomination and Candidacy for Member of the Board of Directors:

Number of Board of Directors members: 5 people.

Term: 2026 - 2031

Expected number of Board of Directors Nominees: 5 people

1. Rights to Nominate and Stand for Election to BOD: (pursuant to Article 25 of the Company Charter)

Shareholders or a group of Shareholders owning 5% or more of the total Ordinary Shares have the Right to nominate and stand for election to the Board of Directors. Shareholders or a group of Shareholders holding from 5% to 10% of the total Ordinary Shares may nominate one (1) Candidate; from over 10% to under 50% may nominate a maximum of two (2) Candidates; from 50% or more may nominate the full number of Candidates for the Board of Directors, which is 5 people.

Nominees must meet the standards specified in section 2 below.

If the number of Board of Directors Candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional Candidates or organize nominations according to a mechanism stipulated by the company in the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors.

2. Standards for Candidates participating in the Board of Directors: *Candidates participating in the Board of Directors must meet all the following standards and conditions (pursuant to Article 155 of Law on Enterprises 59/2020/QH14, Decree 155/2020/NĐ-CP, Decree 245/2025/NĐ-CP)*

- Have full civil act capacity and not be subject to prohibition from Management of enterprises as stipulated in Clause 2, Article 17 of Law on Enterprises 59/2020/QH14;

- Possess Qualification and experience in business Management or in the company's business sector or industry, and are not necessarily Shareholders of the company;

- A Member of the Board of Directors of the company may concurrently be a Member of the Board of Directors or a Member of the Members' Council in a maximum of 5 other companies.

IV. Regulations on Nomination and Candidacy for Member of the Board of Supervisors:

Number of members of the Board of Supervisors: 3 people

Term: 2026 - 2031

Expected number of Member of the Board of Supervisors Nominees: 3 people

1. Rights to Nominate and Stand for Election: (pursuant to Article 37 of the Company Charter)

Shareholders or a group of Shareholders owning 5% or more of the total Ordinary Shares have the Right to nominate and stand for election to the Member of the Board of Supervisors. Shareholders or a group of Shareholders holding from 5% to 10% of the total Shares with Voting Rights may nominate one (1) Candidate; from over 10% to under 50% may nominate a maximum of two (2) Candidates; from 50% or more may nominate the full number of Candidates for the Member of the Board of Supervisors, which is 3 people.

Nominees must meet the standards specified in section 2 below.

If the number of Member of the Board of Supervisors Candidates through nomination and candidacy is still insufficient, the incumbent Member of the Board of Supervisors may nominate additional Candidates or organize nominations according to a mechanism stipulated by the company in the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Supervisors.

2. Standards for Candidates for Member of the Board of Supervisors: *Candidates participating in the Member of the Board of Supervisors must meet all the following standards and conditions (pursuant to Clause 1, Article 169 of Law on Enterprises 59/2020/QH14; Article 286 of Decree No. 155/2020/NĐ-CP, Decree 245/2025/NĐ-CP and Clause 2, Article 38 of the Company Charter)*

- Have full civil act capacity and not be subject to prohibition from establishing and Management enterprises as stipulated in Clause 2, Article 17 of Law on Enterprises 59/2020/QH14;

- Be trained in one of the following specializations: economics, finance, accounting, Auditing, law, business Management, or a specialization suitable for the enterprise's business Operations;

- Must not be a person with family relations (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, Order Sibling, Order Sister, Younger Sibling, Elder brother-in-law, Younger brother-in-law, Elder sister-in-law, Younger sister-in-law, wife's Order Sibling, husband's Order Sibling, wife's Order Sister, husband's Order Sister, wife's Younger Sibling, husband's Younger Sibling) of a Member of the Board of Directors, Director, and other Management personnel;

- Must not be a company Management; not necessarily a Shareholder or employee of the company;

- Must not work in the accounting or finance department of the Company;

- Not be a member or employee of an audit firm approved to perform Auditing of the company's Financial statements in the three preceding years.

V. Election Principles:

- Strictly comply with the provisions of law and the Company Charter.

- Voting Rights are calculated based on the number of Shares owned or represented. Election Results are calculated based on the number of Shares with Voting Rights of the Shareholders attending the meeting.

- In each election, a Shareholder delegate may only use one Voting Ballot corresponding to the number of Shares owned or represented.

- The Ballot Counting Committee shall be nominated by the Presiding Chairman and approved by the General Meeting. Members of the Ballot Counting Committee must not be on the list of Nominees for the Board of Directors or Member of the Board of Supervisors.

VI. Election Method:

Conducted by Cumulative Voting (Pursuant to Clause 3, Article 148 of Law on Enterprises 2020)

- Conducted by cumulative voting: each Shareholder shall have a total number of Ballots corresponding to the total number of Shares owned multiplied by the number of Board of Directors members or Member of the Board of Supervisors to be elected.

- Delegates attending have the right to cast all their total votes for one or several Nominees.

VII. Voting Ballot

The Voting Ballot (Ballot) is a direct Voting Ballot, bearing the delegate code, number of Shares owned and/or represented, and stamped with the Company's seal.

In cases where Shareholders cast votes by writing numbers: An invalid Ballot is one where the total number of votes for the Candidates is greater than the total number of votes allowed, calculated at the time of Ballot counting.

VIII. Election Implementation

1. Casting and Counting Ballots

How to fill out the Voting Ballot:

- Delegates shall vote for a maximum number of Candidates equal to the number of members to be elected;

- If casting all votes for one Candidate or Dividing all votes equally among Candidates, delegates should mark the "Cast all votes equally" box for the corresponding Candidates.

- If casting an unequal number of votes for each Candidate, delegates should clearly write the number of votes in the "Number of votes" box for the corresponding Candidates.

Note:

If a delegate both marks the "Cast all votes" box and writes a number in the vote count box, the result will be based on the number of votes in the "vote count box."

The Ballot Counting Committee is responsible for preparing the Ballot counting record, Announced the Election Results, and, together with the Chairman of the General Meeting, resolving any Shareholder inquiries or complaints (If any).

Principle of Election Success for selecting Candidates:

Successful Candidates are determined by the number of votes received, from highest to lowest, starting from the Candidate with the highest number of votes until the required number of members is met.

If two (02) or more Nominees receive the same number of votes for the final position, a re-election shall be held among those Nominees with an equal number of votes.

If the Election Results of the first round are insufficient, elections will continue until the required number of members is elected.

Documents for nomination and candidacy for election to the Board of Directors and Member of the Board of Supervisors include:

Nomination/Application for Candidacy/Nomination for election to the Board of Directors and Member of the Board of Supervisors (as per form).

Candidate Curriculum Vitae (as per form).

Copies of the following documents: ID Card/Citizen ID Card/Passport (If any).

Certificates of cultural Qualification and Qualification (If any).

The nominator for the Board of Directors and Member of the Board of Supervisors must be responsible before the law and the General Meeting of Shareholders (GMS) for the accuracy and truthfulness of the Content in their dossier.

Applications should be sent to IDICO - Long An Investment Construction Joint Stock Company before 5:00 PM on April 17, 2026, at the following Address:

Office of IDICO - Long An Investment Construction Joint Stock Company

Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province

Telephone: (0272) 3826 497 Fax: (0272) 3829 337

IX. Principle of Election Success

Pursuant to Clause 5, Article 21 of the Company Charter;

The elected Members of the Board of Directors and Board of Supervisors shall be determined by the number of votes cast through cumulative voting and selected in descending order, starting from the Nominee with the highest number of votes until the number of members stipulated in This regulations is met. If two (02) or more Nominees receive the same number of votes for the final Member of the Board of Directors or Board of Supervisors, a re-election shall be held among those Nominees with an equal number of votes, or selection shall be made according to the criteria stipulated in the Company's Election Regulations.

This concludes the entire regulations for nominating, standing for election, and electing Members of the Board of Directors and Board of Supervisors for the 2026-2031 term at the Annual General Meeting of Shareholders (AGM) 2026 of IDICO - Long An Investment Construction Joint Stock Company. We respectfully submit it to the General Meeting of Shareholders (GMS) for consideration and approval.

This regulations shall come into effect immediately after being approved by the General Meeting of Shareholders (GMS).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 1100503295 CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO LONG AN - T. TÂY NINH

Đang Chinh Trung

IDICO - LONG AN INVESTMENT CONSTRUCTION JSC	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom – Happiness
No.: 40/BC-CT	*Tay Ninh, March 28th, 2026*

REPORT

BUSINESS PERFORMANCE AND INVESTMENT RESULTS IN 2025 AND BUSINESS PERFORMANCE AND INVESTMENT PLAN FOR 2026

To: General Meeting of Shareholders

Long An-IDICO Construction Investment Joint Stock Company hereby reports the business performance and investment results for 2025 and the business and investment plan for 2026 as follows:

A. BUSINESS PERFORMANCE RESULTS IN 2025.

In 2025, the Company successfully implemented the transfer contract for Land plot 2 of the Aeon Tan An Project and several land plots at the Ward 6 Residential Area Project, while continuing to maintain construction and installation and construction materials business operations. The result achieved was 49,672 million VND in Profit after tax, equal to 110% of the plan and 35% compared to the actual performance in 2024.

1. Key indicators achieved in 2025

Unit: Million VND

No.	Indicators	2025 Plan	2025 Actual	Actual/Plan (%)
I	**Total revenue & Other income**	**349,241**	**271,626**	**77.78**
	Production and business operations	348,116	269,678	77.47
	Financial operations	37	933	2,517.80
	Other income	1,088	1,015	93.33
II	**Profit before tax**	**56,487**	**64,489**	**114.16**
III	**Expected dividend payout ratio**	**25%**	**20%**	**80.00**
IV	**Total investment value**	**637,729**	**43,824**	**6.87**

2. Business performance status

2.1. Real estate business sector:

The Company has signed a contract for the partial transfer of the project regarding land plot 02 with an area of 7,310m2 and several other land plots with

a total revenue of 142,272 million VND, reaching 72.73% of the annual plan, and a gross profit of 94,594 million VND, reaching 106% of the annual plan.

2.2. Construction materials business sector:

During the year, the Company gradually reduced business output and strengthened debt control to limit bad debt risks. Revenue in 2025 reached 57,618 million VND, equal to 96% of the plan; Gross profit: 4,277 million VND, equal to 106% of the plan.

2.3. Construction and installation sector:

The Company mainly implemented bid packages under the Huu Thanh Industrial Park Project invested by IDICO Corporation and the site leveling and internal road package for site 02 in the Aeon Tan An Commercial Center Project. Revenue reached 68,618 million VND, equal to 74% of the plan, and gross profit reached 2,972 million VND, equal to 64% of the plan.

3. Financial performance status

3.1. Receivables & Payables

- Total debt receivable is 34,340 million VND. During the year, the Company regularly monitored, analyzed in detail, classified, assessed, and urged the recovery of debts and made provisions in accordance with regulations. As of December 31, 2025, the result was a decrease of 32,158 million VND, equivalent to a 48% decrease compared to the beginning of the year.

- Total debt payable is 952,522 million VND, a decrease of 30,626 million VND, equivalent to a 3% decrease compared to the beginning of the year. Total debt payable is equal to 71% of Total assets, with a short-term to long-term debt structure of 30%-70%.

3.2. Dividend

In 2025, the Company achieved a Profit after tax of 49,672 million VND, and the undistributed Profit after tax as of December 31, 2025, was 87,292 million VND. The Company proposes that the 2026 General Meeting of Shareholders approve the policy of paying dividends for 2025 in shares at a rate of 20% of the Charter capital, corresponding to an amount of 54,720 million VND.

3.3. Financial investments

The Company has an equity investment in Hanh Phuc JSC (Investor of Duc Hoa 1 Industrial Park) since 2021 with a contributed capital of 2.7 billion VND out of 36 billion VND, corresponding to a percentage of 7.5%. As of December 31, 2025, the Company continues to own 7.5% of the Charter capital of Hanh Phuc Company.

According to the 2025 Audited Financial Statements of Hanh Phuc Company, as of December 31, 2025, the Equity was 533,779 million VND, in

which: Share capital was 250 billion VND; Undistributed Profit after tax was 283,779 million VND.

4. Status of construction investment implementation

4.1. Ward 6 Expanded Central Residential Area Project:

- The project has a total area of 300,893m2. Total approved investment: 810,543 million VND.

- The project has been confirmed to have completed its technical infrastructure.

- Currently, the project has 7,552m2 of unsold land, mainly land intended for Education and Healthcare use.

- Additionally, the project has 1,351 m2 of land that has not yet undergone site clearance. The Company has collaborated with local authorities to mobilize multiple times without success and is currently consolidating legal documents to consider site clearance plans.

- Currently, the Department of Natural Resources and Environment of Long An province is carrying out valuation procedures to determine financial obligations and calculate land use fees arising from planning adjustments and land use purpose conversions.

- Regarding procedures for the transfer and business of project land plots: The project has completed the construction investment of technical infrastructure and green parks in accordance with the approved planning, but the current focus is on definitively resolving arising financial obligations.

- Regarding project handover: The power and water supply items of the project have been handed over to local specialized units for management and operation. For infrastructure items such as traffic, drainage, public lighting, and green parks, the Company is actively coordinating with functional agencies for finalization and definitive handover in 2026.

4.2. Residential Area and Worker Housing Project in Huu Thanh commune, Duc Hoa, Long An:

- The project has a total area of 470,939m2, Total approved investment: 1,729 billion VND.

- The Company has completed site clearance for 95.6% of the total project area. It has been allocated land in the first phase with an area of 334,456.4m2 and has been granted a Land Use Rights Certificate with a business land area of 221,374m2;

- The project has been allocated land by the State Agency in the second phase with an area of 115,625.6m2.

- The area not yet cleared has been separated into phase 3. Site clearance for this remaining part is very difficult because residents have not agreed to receive site clearance compensation as the approved compensation amount is low compared to market prices, and some households have requested to be

allocated resettlement land outside the location of the resettlement land according to the approved planning.

- Construction progress: Construction design, construction licensing, and construction implementation of technical infrastructure items for Road No. 1 and Road No. 19 have been Implemented.

5. Organization and human resource status

In 2025, the Company developed and received approval for the plan to reorganize its organization and human resources;

- Currently, the Company has 4 departments, a decrease of 02 compared to the beginning of the year; The total number of employees is 25, a decrease of 18 people;

- The total salary fund implemented in 2025 was 12,120 million VND, equal to 86% of the planned salary fund; the average income of employees in 2025 was 25 million VND/person/month.

B. BUSINESS PERFORMANCE PLAN FOR 2026

In 2026, the Company will continue to focus on its core business activity of commercial real estate investment with the goal of exploiting and selling the remaining land plots of the Ward 6 Expanded Central Residential Area Project and completing land legal procedures and construction of technical infrastructure for the Huu Thanh Residential Area Project; At the same time, it will continue to maintain construction and installation business to support core business activities.

Based on the results achieved in previous years and the forecast of the socio-economic situation in 2025, the Company has developed the 2026 plan as follows:

1. Key indicators in the 2026 plan

Unit: Million VND

No.	Indicators	2025 Actual	2026 Plan	2026 Plan/ 2025 Actual (%)
1	**Total revenue & Other income**	**271,626**	**255,743**	**94.15**
	Production and business operations	269,678	255,023	94.56
	Financial operations	933	240	25.72
	Other income	1,015	480	47.29
2	**Profit before tax**	**64,489**	**21,936**	**34.01**
3	**Expected dividend payout ratio**	**20%**	**12%**	**60.00**
4	**Total investment value**	**43,824**	**405,320**	**924.88**

2. Key tasks for 2026

- Total revenue and other income: 255,743 million VND; Revenue from production and business operations: 255,023 million VND; Gross profit margin: 20.19%; Profit before tax: 21,936 million VND; Dividend for 2026 in shares at a rate of 12%/Charter capital.

- Complete procedures to adjust the land use duration of the Aeon Commercial Center to receive payment and record business results for the remaining 12 years.

- Complete site clearance for the Ward 6 Expanded Residential Area Project and Huu Thanh Residential Area Project; Complete land procedures for phase 3 of the Huu Thanh Residential Area Project;

3. Implementation solutions

3.1. Real estate business sector:

- Focus on implementing the Huu Thanh Residential Area Project, including paying land use fees for phase 2, constructing technical infrastructure, handing over resettlement plots, and being ready for business exploitation from 2027;

- Exploit and trade the remaining land plots of the Ward 6 Residential Area Project through sales or leasing, with priority given to final sales;

3.2. Construction and installation sector:

- Participate in bidding and competitive pricing for technical infrastructure bid packages in residential and industrial park projects. Find sources of site leveling materials with the most competitive prices and legal origins to serve as a basis for bidding and quoting for technical infrastructure packages.

- Research, selectively choose, and bid for projects to ensure efficiency and debt recovery, targeting customers such as: Investors in Industrial Parks where IDICO is the Investor; Investors with the capacity to prepare for new project investments;

- Construct technical infrastructure items of the Huu Thanh Residential and Worker Housing Project according to the project's investment plan: Technical infrastructure for the resettlement plot area; Technical infrastructure for Road No. 1 and Road No. 19;...

3.3. Construction materials business sector:

In 2026, the Company will narrow and cease the construction materials business sector after completing debt recovery.

4. Financial work

a) Capital plan for investment projects:

The financial work for 2026 has the task of meeting the capital demand for investment of 431,320 million VND, in which: 335,320 million VND for the Huu

Thanh Residential Area Project and 96,000 million VND for the Ward 6 Expanded Central Residential Area Project. In which:

- Use Bank loan capital of 218,060 million VND, in which: 80,060 million VND already has a financing credit contract; 138,000 million VND will continue to work with Banks to sign new long-term loan contracts to finance phase 2 of the Huu Thanh Residential Area Project and invest in social infrastructure works of the Ward 6 Expanded Residential Area Project.

- Use equity and other mobilized capital of 213,260 million VND.

b) Plan for additional working capital loans:

Regarding bank credit limit contracts for working capital supplementation: The total expected limit is 160,000 million VND to ensure capital for construction and installation business and to support urgent needs of real estate business operations;

c) Plan for shares dividend to increase charter capital:

To continue focusing investment capital and to affirm to credit sponsors that the Company prioritizes all own capital resources for the Huu Thanh Residential Area Project. The Company has developed a plan to pay dividends for 2026 in shares at a rate of 12% of the charter capital as of December 31, 2026, as recorded in the Audited Financial Statements.

5. Construction investment implementation

a) Central Residential Area Project, Ward 6 expansion:

- Monitor and promote the implementation of valuation and completion of financial obligations regarding adjustments to the land use structure planning.

- Complete the wastewater treatment station, pipelines, and cleaning of the drainage system for phase 1 of the project;

- Re-work with authorities on the site clearance plan to have a definitive handling plan for the remaining land plot in the project.

- The investment expenditure plan for the Project in 2026 is 96,000 million VND, including: Construction costs for technical infrastructure items, site clearance, land use fees, etc.)

b) Residential and Worker Housing Project in Huu Thanh commune:

- Implement valuation procedures and complete financial obligations regarding land use fees, and issue land use right certificates for phase 2 of the project;

- Deploy infrastructure construction by phase, especially resettlement infrastructure to hand over to residents and 02 main roads in the area (Road No. 1 and Road No. 19);

- Research detailed planning adjustments to optimize the product structure and increase land use efficiency;

- Research market developments to build business scenarios to recover investment capital early and reduce financial pressure.

- The investment expenditure plan for the Project in 2026 is 335,320 million VND, including: Construction costs for technical infrastructure items, site clearance, land use fees, loan interest, etc.)

6. Organization and personnel work

2026 plan: Complete the entire approved structural adjustment and staffing plan;

- It is expected that there will be no fluctuations in the number of employees in 2026, however, new recruitment may arise to replace unsuitable positions after completing the structural adjustment and staffing plan;

- Submit for approval and operate the new salary regulations and internal expenditure regulations;

- Total average number of employees is 25; The 2026 salary fund plan is 10,180 million VND, equal to 88% of the 2025 Actual (12,120 million VND). The average monthly total salary fund is 597 million VND, equal to 75% of the 2025 Actual (758 million VND).

The above is the Report on business performance and investment results in 2025 and the business performance and investment plan for 2026 of the Company.

We look forward to receiving comments from the General Meeting of Shareholders (GMS).

Thank you very much!

- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Department, HR & Admin Department

DIRECTOR

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

Nguyen Xuan Tien

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

No.: 16/BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, March 28th, 2026

REPORT
Activities of the Board of Directors in 2025 and plan for 2026

To: General Meeting of Shareholders of IDICO-LINCO Company

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

The Company's Board of Directors (BOD) consists of 05 members, including 01 member who also serves on the Board of Management, and no Independent members of the Board of Directors, specifically as follows:

1. Mr. Dang Chinh Trung – Chairman of the Board of Directors.
2. Mr. Nguyen Xuan Tien – Member, Executive Director.
3. Mr. Hoang Tuan Anh – Member.
4. Mr. Nguyen Vu Hung – Member.
5. Ms. Nguyen Thi Hoa – Member.

The Company's Board of Directors operates collectively based on the principle of democratic centralism, with each member assigned specific duties and responsibilities. The collective Board of Directors demonstrates high unity and consensus; all matters within the Board of Directors' authority are discussed collectively and recorded in the Minutes of meetings or written Opinion Polls.

1. Summary of BOD meetings and Resolutions, Decisions of the Board of Directors.

In 2025, the Board of Directors held 04 meetings and issued 13 Resolutions and 11 Decisions related to the management of production and business operations. The Resolutions and Decisions issued by the Board of Directors were met with high consensus and agreement among members and were in accordance with the Company's Charter, specifically as follows:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	- Resolution No. 01/NQ-HĐQT	07/01/2025	- BOD Resolution Q4/2024 (Term IV 2021-2026)	100%
2	- Decision No. 02/QĐ-HĐQT	07/01/2025	- Decision on the Issuance of the Financial Regulations of IDICO-LINCO Company	100%
3	- Decision No. 05/QĐ-HĐQT	13/01/2025	- Decision on approving the selection of a consulting unit to adjust the feasibility report and construction	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			design drawings for the technical infrastructure of the Residential Area and worker housing project in Hựu Thạnh commune, Đức Hòa district, Long An.	
4	- Decision No. 08/QĐ-HĐQT	05/02/2025	- Decision on the Issuance of IDICO-LINCO Company's Regulations on Decentralization of Investment and Construction Management.	100%
5	- Resolution No. 10/NQ-HĐQT	03/03/2025	- Resolution on Approving the record date for the Shareholder list, time, location, and agenda for organizing the 2025 Annual General Meeting of Shareholders.	100%
6	- Resolution No. 13/NQ-HĐQT	01/04/2025	- Resolution on approving the working capital loan limit for 2025 at Shinhan Bank Vietnam.	100%
7	- Resolution No. 14/NQ-HĐQT	04/04/2025	- Resolution approving the content of the 2025 Annual General Meeting of Shareholders documents.	100%
8	- Resolution No. 29/NQ-HĐQT	08/04/2025	- BOD Resolution Q1/2025 (2021-2026)	100%
9	- Resolution No. 34/NQ-HĐQT	28/05/2025	- Resolution on approving the working capital loan limit at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Tan Dinh Branch.	100%
10	- Resolution No. 36/NQ-HĐQT	04/06/2025	- Resolution on implementing the plan for issuing shares to pay 2024 dividends.	100%
11	- Resolution No. 38/NQ-HĐQT	23/06/2025	- Board of Directors Resolution Q2/2025 (Term IV 2021-2026)	100%
12	- Decision No. 40/QĐ-HĐQT	24/06/2025	- Decision on selecting a unit to review the interim Financial statements as of 30 June 2025 and Auditing the Financial statements for the Fiscal year ending 31 December 2025 of IDICO-LINCO Company.	100%
13	- Decision No. 41/QĐ-HĐQT	24/06/2025	- Decision on the remuneration payment for the Board of Directors and Board of Supervisors in 2025	100%
14	- Decision No. 42/QĐ-HĐQT	24/06/2025	- Decision on the assignment of duties for the Chairman and Members of the Company's Board of Directors	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
15	- Decision No. 43/QĐ-HĐQT	25/06/2025	- Decision on the disbursement of the reward fund, Board of Directors and Board of Supervisors bonus fund for 2024	100%
16	- Resolution No. 44/NQ-HĐQT	25/06/2025	- Resolution on setting the final registration date for exercising the right to receive shares issued to pay 2024 dividends	100%
17	- Decision No. 47/QĐ-HĐQT	14/07/2025	- Decision on adjusting the Project investment: Expanded Central Residential Area Ward 6.	100%
18	- Decision No. 50/QĐ-HĐQT	22/07/2025	- Decision on re-appointing Mr. Pham Van Loc – Deputy Director	100%
19	- Resolution No. 54/NQ-HĐQT	04/08/2025	- Resolution on approving the working capital loan limit for 2025 at Joint Stock Commercial Bank for Investment and Development of Vietnam – Long An Branch.	100%
20	- Resolution No. 57/NQ-HĐQT	11/08/2025	- Resolution on Charter capital increase; updating the Address according to the new administrative boundaries; and amending and updating the Company Charter.	100%
21	- Decision No. 59/QĐ-HĐQT	09/09/2025	- Decision on adjusting the Project investment: Residential Area and worker housing project in Duc Hoa commune, Tay Ninh province.	100%
22	- Resolution No. 61/NQ-HĐQT	10/10/2025	- Board of Directors Resolution Q3/2025 (Term IV 2021-2026).	100%
23	- Resolution No. 63/NQ-HĐQT	10/10/2025	- Resolution on approving the plan for adjusting the organizational structure and labor headcount of IDICO - Long An Investment Construction Joint Stock Company	100%
24	- Decision No. 66/QĐ-HĐQT	10/10/2025	- Decision on changing the seal mẫu of IDICO - Long An Investment Construction Joint Stock Company	100%

2. Management and direction of the implementation of 2025 Targets as per the Resolution of the 2025 Annual General Meeting of Shareholders.

2.1/. Production and business activities:

The Company has Implemented and exceeded the Profit Targets set forth in the 2025 General Meeting of Shareholders Resolution, specifically:

Unit: million VND

No.	Indicators	2025 Plan	2025 Actual	Percentage
				2025 Actual vs. 2025 Plan
1	Total revenue	349,241	271,626	77.78%
2	Profit before tax	56,487	64,489	114.16%

Total pre-tax Profit was 64,489 million VND, achieving 114% of the Targets, of which:

- Efficiency of each sector is as follows:

+ Real estate production-business: with Revenue of 142,272 million VND, achieving 72.73% of the annual Targets, gross Profit of 94,594 million VND, achieving 106% of the annual Targets.

+ Construction materials production-business: The Company is gradually reducing production-business volume, strengthening debt control to limit the risk of bad debts; 2025 Revenue reached 57,618 million VND, equaling 96% of the Targets; gross Profit: 4,277 million VND, equaling 106% of the Targets.

+ Construction and installation production-business: Revenue reached 68,618 million VND, equaling 74% of the Targets; Gross Profit: 2,972 million VND, equaling 64% of the Targets.

- In the field of Project investment:

+ Regarding the Expanded Ward 6 Central Residential Area Project: in 2025, the Company continued to focus on implementing certain Content related to the contract for transferring a portion of the Project with AEON VN; continued to seek customers and investors for urban Services land plots (education, healthcare, etc.) but without success; regarding the Project's legal status, a portion of the land area has not yet undergone site clearance compensation, and some compensated land has not yet been allocated for lease, which the Company is still monitoring and addressing; infrastructure handover continues to face difficulties due to the lack of specific decentralized reception and operation from the local authorities.

+ Regarding the 47ha Residential Area and worker housing Project in Duc Hoa commune: completed the second phase of land lease handover (total area handed over is over 95%), local departments and agencies are currently performing valuation to determine financial obligations regarding land use fees; commenced technical infrastructure deployment for the Project; in addition,

continued to re-evaluate planning and landscape architecture Indicators to make effective adjustments suitable to actual Market demand in the coming time.

2.2/ Organizational and personnel work:

In 2025, the Company streamlined departments and reorganized personnel, with a total workforce of 25 people as of 01 January 2026, details of which are presented in the 2025 production-business results report and 2026 plan.

2.3/ Financial work:

The Company's financial work is detailed in the 2025 audited Financial statements.

3. Activities of the Board of Directors' supervision

3.1/ Regarding supervision methods:

The Board of Directors directly and regularly supervises the implementation of tasks in accordance with the Company's Charter, working regulations, Internal Regulations on Corporate Governance, and relevant legal provisions.

3.2/ Regarding supervision results for the Director and Board of Management:

a/ Regarding the management of production and business operations

The Company's Board of Management consists of 03 members, who consistently operate in accordance with the Board of Directors' orientation and policies and bear individual Responsibilities for their assigned areas.

With the goal of enhancing the efficiency of production and business operations, the Board of Directors has guided, directed, and supervised the Director and Board of Management in implementing Management solutions, continuing to address important outstanding tasks related to real estate production-business in the Expanded Ward 6 Central Residential Area Project, which has been signed with investors and customers. The Board of Directors directs preferential and reliable credit partners to serve the Company's production and business operations. The Company's Director and Board of Management have also Implemented and met the important Profit Indicators as per the plan and the General Meeting of Shareholders Resolution.

b/ Regarding compliance with internal regulations and the Company's Charter

The Company's Board of Management has correctly Implemented the Board of Directors' policies and orientations in achieving important Targets across various sectors. It consistently focuses on inspecting and controlling the unit's Operations in accordance with the Company's regulations, rules, and Charter.

c/ Regarding financial Management

The Company always ensures compliance with State regulations and the promulgated financial regulations; reported data is presented accurately and truthfully. The unit's production-business results for the year are Auditing and verified in accordance with regulations. Capital Management and preservation are

carried out in accordance with financial regulations on capital and Assets Management, and Profit distribution as per the General Meeting of Shareholders Resolution.

4. Remuneration, Operating Expenses, and Other Benefits of the Board of Directors

- Remuneration, Operating Expenses, and Other Benefits of the Board of Directors and each Member of the Board of Directors are reported and Announced in accordance with the provisions of the Law on Enterprises and the Law on Securities.

- Specific information and data are presented in detail in the 2025 audited Financial statements and the 2025 Annual report. Shareholders are kindly requested to view the details in these reports, which are posted on the Company's website at the following link: Website: www.idico-linco.com.vn.

5. Results of the evaluation of the Board of Directors' Operations

The Board of Directors has worked with a spirit of Responsibilities and transparency in Management, complying with all regulations for public companies. Meetings of the Board of Directors are always convened promptly and in the correct order as stipulated by the Charter and Internal Regulations on Corporate Governance. The Content of the meetings is always discussed and evaluated in detail to propose appropriate orientations and solutions, bringing benefits to the Company and Shareholders.

6. Report on related Transactions

- Regarding Transactions between the company, Subsidiaries, companies controlled by the public company with 50% or more of the Charter capital, and Members of the Board of Directors and their affiliated persons: No Transactions occurred.

- Transactions between the company and its affiliated persons, or between the company and Major shareholders, internal persons, affiliated persons of internal persons, including the following entities: Detailed Content is presented specifically in the 2025 audited Financial statements.

7. Activities of the Board of Directors independent members and the evaluation results of independent members regarding the activities of the Board of Directors:

The Company does not have Independent members of the Board of Directors.

8. Report on other Content.

Implementation of the 2025 General Meeting of Shareholders Resolution: The Company has Implemented and completed the issuance of shares to pay 2024 dividends, increasing Charter capital from 171 billion VND to 273.599 billion VND.

II. PLAN OF ACTIVITIES OF THE BOARD OF DIRECTORS FOR 2026

1. 2026 production-business plan

The Board of Directors unanimously submits to the Annual General Meeting of Shareholders the 2026 production-business plan with specific Indicators as follows:

Unit: million VND

No.	Indicators	2025 Actual	2026 Plan	Percentage
				2026 Plan vs. 2025 Actual
1	Total revenue	271,626	255,743	94,15%
2	Profit before tax	64,489	21,936	34,01%

2. Objectives and key tasks of the BOD in 2026

2.1 Objectives

Continue restructuring and innovation to enhance efficiency in line with actual needs. Propose solutions to Meet and exceed the set production-business Targets.

2.2 Key tasks

- In the field of Investment:

+ Expanded Ward 6 Central Residential Area Project: focus on completing the procedures for adjusting the land use term to 50 years for the AEON Tan An Commercial Center Project, continue to develop effective production-business exploitation plans for the remaining land plots in the Expanded Ward 6 Central Residential Area (education, healthcare facilities) with a total area of 6,916 sq.m., and simultaneously work with local authorities to definitively complete site clearance compensation.

Monitor and fulfill financial obligations for project planning adjustments. Complete cleaning of the sewer system and operate the Wastewater treatment plant.

+ Hựu Thạnh Residential Area and worker housing project: fulfill financial obligations for the land area leased in Phase 2. Research planning adjustment options to optimize investment and business efficiency. Deploy investment in technical infrastructure construction, resettlement, and other urban service facilities to ensure business conditions in 2027.

- Construction and installation, business sector:

In 2026, the construction and installation sector will focus on participating in bidding and quoting for technical infrastructure projects in residential areas and Industrial Parks where the Corporation is the investor, as well as deploying technical infrastructure packages for the 47ha Duc Hoa commune Residential Area when qualified, ensuring price competitiveness.

Complete the recovery of Overdue debts to conclude Operations in the building materials business sector.

- In organizational work: continue to refine internal processes and regulations after completing the personnel restructuring of departments.

- The Board of Directors will coordinate effectively with the Board of Management to propose solutions and orientations for implementing quarterly plans, with inspection, control, and evaluation of implementation results to ensure effective and timely handling measures.

- In financial work: Maximize the use of borrowed capital for production and business activities to reserve equity for investment expenditures, while simultaneously seeking funding sources with the most competitive interest rates to ensure financial efficiency, balance revenues and expenditures, and expand capital mobilization channels with optimal interest rates in Project investment.

The above is the Board of Directors' evaluation report on the Company's Management and Operations in 2025, and the Board of Directors' Operations plan for 2026. The Company's Board of Directors looks forward to continuing to receive the attention, support, and sharing of Shareholders, and the cooperation of partners and investors.

On behalf of the Board of Directors, we wish Shareholders health and success.

We wish the General Meeting great success.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-DINH

Dang Chinh Trung

IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

No.: 17/2026/BC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, March 28th, 2026

REPORT

OF THE BOARD OF SUPERVISORS OF IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: **General Meeting of Shareholders of IDICO-Long An Investment Construction Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022, Law No. 76/2025/QH15 dated 17 June 2025, and implementing guidelines;

- Pursuant to the current Charter ("Charter") of IDICO-Long An Investment Construction Joint Stock Company;

- Pursuant to the Regulations on Operation of the Board of Supervisors approved by the General Meeting of Shareholders on 14 May 2021;

- Pursuant to the results of inspection and supervision of the management and administration of the production and business operations of IDICO-Long An Investment Construction Joint Stock Company in 2025.

The Board of Supervisors ("BOS") of IDICO-Long An Investment Construction Joint Stock Company ("IDICO-LINCO") hereby reports to the Shareholders on the operating results in 2025 and the plan for 2026 as follows:

I. OPERATIONS OF THE BOS

1. Personnel

The members of the BOS were elected as additional members pursuant to Resolution No. 03/NQ-GMS dated 06 May 2024 and Resolution No. 01/NQ-GMS dated 29 April 2025 of the General Meeting of Shareholders ("GMS"), consisting of 03 members:

No.	BOS Member	Position	Date of becoming a BOS member	Qualification
1	Ms.: Tran Huynh Thanh Truc	Head of the Board	06/05/2024	Bachelor of Accounting

2	Ms.: Nguyen Thi Thuy Dung	Member	06/05/2024	Bachelor of International Finance
3	Mr.: Dinh Thanh Luan	Member	29/04/2025	Civil and Industrial Construction Engineer

2. Summary of meetings

No.	BOS Member	Number of meetings attended	Attendance rate	Voting rate
1	Ms.: Tran Huynh Thanh Truc	4/4	100%	100%
2	Ms.: Nguyen Thi Thuy Dung	4/4	100%	100%
3	Mr.: Dinh Thanh Luan	2/3	66,67%	100%
4	Ms.: Nguyen Thi Mai Chung	1/1	100%	100%

BOS meetings were held in accordance with the provisions of the issued Regulations on Operation of the BOS.

3. Remuneration and operating costs of the BOS in 2025

- Regarding the remuneration of the BOS in 2025: details of the remuneration of BOS members are reported and announced in accordance with the provisions of the Law on Enterprises and the Law on Securities. Apart from this remuneration, BOS members do not receive any other benefits or remuneration.

- Specific information and data are presented in detail in the audited Financial statements for 2025 and the 2025 Annual report. Shareholders are kindly requested to view the details in these reports, which are posted on the IDICO-LINCO website at the following link: https://idico-linco.com.vn.

- Operating costs of the BOS in 2025: comply with the internal regulations and policies of IDICO-LINCO.

4. Operations of the BOS

The operations of the BOS comply with the issued Regulations on Operation, and relevant legal regulations, based on the needs and actual operating situation of IDICO-LINCO. Some key activities of the BOS in 2025 are as follows:

- Supervise the activities of the Board of Directors (BOD) and the Board of Management ("BOM") in the management and administration of the company. Review the appropriateness of the Decisions and Resolutions of the BOD and the BOM of the company.

- Supervise the implementation and results of compliance with the Company Charter, the implementation of Resolutions of the Annual General Meeting of Shareholders, and the Company's internal management Regulations and Policies.

- Inspect the reasonableness, legality, honesty, and level of prudence in the management and administration of business operations.

- Inspect the systematic, consistent, and appropriate nature of accounting, statistics, and the preparation of Financial statements;

- Appraise the completeness, legality, and accuracy of the Financial statements, and the annual and semi-annual business performance reports of the Company.

- Other duties in accordance with the Charter, Resolutions of the GMS, and the Regulations on Operation of the BOS.

II.RESULTS OF INSPECTION AND ASSESSMENT OF KEY ACTIVITIES

1. Results of inspection and assessment of the financial situation

- The recording and storage of vouchers, the accounting information system, and the preparation of accounting books are basically carried out in accordance with current regulations.

- The BOS has reviewed the semi-annual and full-year Financial statements for 2025 and agrees with the assessments of the Independent Auditor.

- The Financial statements were prepared and presented honestly, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of Financial statements. In all material respects, the Financial statements have reflected the financial situation of IDICO-LINCO honestly and reasonably as of 31 December 2025.

2. Results of supervision of the operating situation in 2025

- The BOD has planned a development strategy suitable to the Company's situation and directed the organization of business in a systematic

manner, preserving and developing the capital contributed by Shareholders.

- The BOM and functional departments have seriously implemented the Resolutions of the GMS and performed their functions and duties well in accordance with the provisions of the law and the Company Charter.

- Regarding personnel, the BOM continues to consolidate and perfect the personnel structure in line with the development orientations of IDICO-LINCO

- Departments continue to perfect the system of regulations, operating procedures, and enhance the role of risk control at the front line.

3. Results of supervision of the activities of the BOD and BOM, and assessment of the coordination between the BOS, the BOD, the BOM, and shareholders

- Continuing to face many difficulties and challenges in 2025, the BOD and BOM adapted quickly and flexibly to provide appropriate solutions, ensuring business efficiency, completing the system of management procedures, and developing the information technology system, etc., creating a foundation for the development of subsequent years. The members of the BOS upheld their sense of responsibility in performing their duties, ensuring honesty and objectivity in the work of the BOD and BOM.

- In 2025, the BOD and BOM performed their functions and duties in compliance with the provisions of the law, the Company Charter, and the decisions of the GMS.

- In the process of performing its duties, the BOS always coordinated well with the members of the BOD, members of the BOM, and relevant managers and always received cooperation. In 2025, the BOS always received the opinions of Shareholders regarding the management work of the BOD and the administration work of the BOM.

4. Assessment of related-party transactions

- Related-party transactions were strictly controlled and complied with the provisions of the Law, the Charter, and the Regulations of IDICO-LINCO; no conflict of interest was detected in related-party transactions.

- Related-party transactions were fully disclosed in accordance with the provisions of the law and were fully explained in the Financial statements and the 2025 Report on Corporate Governance; no irregularities were detected in the transactions.

III. CONCLUSIONS AND RECOMMENDATIONS OF THE BOS

- The BOD, BOM, and heads of departments shall continue to coordinate and provide information in a timely manner so that the BOS can continue to fully perform its functions and duties.

- The BOM needs to enhance its role of control and self-control to

minimize risks in operations; in particular, increase the application of technology in management, and perfect and improve the capacity of system management.

- The BOM needs to pay more attention to the Company-wide risk management (establishing, implementing, supervising, assessing, and managing risks) and strengthen internal control activities to improve and enhance the efficiency of the operation of the Company's management system and Company-wide risk management processes.

- The BOM has specific plans to update new information to improve the business process system and implement regular training so that employees can grasp the documents related to individual and unit responsibilities; enhance the sense of compliance and contribute opinions during the performance of duties.

IV. DEVELOPMENT ORIENTATIONS OF THE BOS IN 2026

The development orientations of the BOS in 2026 are as follows:

- Continue to fully perform the obligations and powers and achieve the goals of the BOS in accordance with the Regulations on Operation of the BOS; complete other tasks in accordance with the provisions of the law, the Charter, and the Company's internal management Regulations.

- Strengthen supervision of the implementation of the provisions of the law, the Charter, GMS resolutions, BOD resolutions, and the internal management regulations of IDICO-LINCO; inspect and supervise the results of the implementation of goals and plans.

- Perform the appraisal of semi-annual and annual Financial statements as prescribed; coordinate with the BOD and BOM to improve and enhance the internal control activities of IDICO-LINCO

- Regularly inspect and supervise the activities of departments in IDICO-LINCO and make recommendations to perfect the Company's management processes and risk management processes.

- Other duties in accordance with the Regulations on Operation of the BOS.

The above is the Report on the activities of the BOS in 2025 and the plan for 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincere thanks.

Recipients:
- As above;
- Board of Directors;
- Archived: HR & Admin Dept.

ON BEHALF OF THE BOARD
OF SUPERVISORS
HEAD OF THE BOARD

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

Tran Huynh Thanh Truc

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom – Happiness**
No.: 30/TTr-HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL
REGARDING THE APPROVAL OF THE 2025 FINANCIAL STATEMENTS AUDITED

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

- Pursuant to the 2025 Financial statements audited by Ernst & Young Vietnam Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders the audited 2025 Financial Statements with the following key indicators:

I	**Balance Sheet**	
	Total Assets	1,341,950,853,173 VND
	Liabilities	952,521,849,492 VND
	Owner's Equity	389,429,003,681 VND
II	**Income Statement**	
	Revenue from sales and service provision	269,677,824,899 VND
	Total accounting profit before tax	64,488,694,774 VND
	Basic earnings per share	1,720 VND/share

(Detailed information is provided in the attached Audited 2025 Financial Statements).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

Dang Chinh Trung

Recipients:
- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Dept, HR & Admin Dept.

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No. 18/TTr - HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

REGARDING THE SELECTION OF AN AUDITING FIRM FOR THE 2026 FINANCIAL STATEMENTS OF IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

To: General Meeting of Shareholders

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and their implementing guidelines;

Pursuant to Law on Securities No. 54/2019/QH14 and its implementing guidelines;

Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

Pursuant to the recommendation of the Board of Supervisors regarding the selection of a list of approved Auditing firms to audit the 2026 Financial statements of IDICO - Long An Investment Construction Joint Stock Company at the Board of Directors meeting on .../03/2026;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan to select an Auditing firm with a reputable quality of Auditing, a fee level appropriate to the quality and scope of Auditing, to audit the 2026 Financial statements of IDICO - Long An Investment Construction Joint Stock Company, as follows:

1. List of Auditing firms:

- Ernst & Young Vietnam Co., Ltd. (Enterprise Code: 0300811802)

Address: No. 2, Hai Trieu Street, Sai Gon Ward, Ho Chi Minh City.

- PWC Vietnam Co., Ltd. (Enterprise Code: 0100157406)

Address: No. 29, Le Duan Street, Sai Gon Ward, Ho Chi Minh City.

- KPMG Co., Ltd. (Enterprise Code: 0100112042)

Address: 46th Floor, Keangnam Tower, Hanoi Landmark Tower, 72-story Building, Lot E6, Pham Hung Street, Yen Hoa Ward, Hanoi City.

- Deloitte Vietnam Auditing Co., Ltd. (Enterprise Code: 0100112500)

Address: 12th Floor, Diamond Park Plaza Building, No. 16, Lang Ha, Giang Vo Ward, Hanoi City, Vietnam

2. The General Meeting of Shareholders authorizes the Board of Directors of the Company to decide on the selection of an Auditing firm from the above list to audit the 2026 Financial statements of IDICO - Long An Investment Construction Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:
- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Dept, HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

Đang Chinh Trung

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
BOARD OF SUPERVISORS Re: Selection of an Auditing Firm for the 2026 Financial Statements	*Tay Ninh, March 28th, 2026*

To: The Board of Directors of the Company

- Pursuant to Law on Securities No. 54/2019/QH14 and its implementing guidelines;

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and their implementing guidelines;

- Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;

- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO);

- Pursuant to the Operating Regulations of the Board of Supervisors issued by the Board of Directors on May 20, 2021;

The Board of Supervisors recommends that the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company consider and agree to submit to the General Meeting of Shareholders for approval the Plan for selecting an Auditing Firm *(An auditing organization approved by the Ministry of Finance and the State Securities Commission to perform auditing for public interest entities in the securities sector in 2026 as per Decision No. 2730/QD-BTC dated November 15, 2024, issued by the Ministry of Finance)* with a reputation for audit quality and an audit fee appropriate to the quality and scope of auditing to conduct the audit of the 2026 Financial Statements of IDICO - Long An Investment Construction Joint Stock Company, as follows:

1. List of Auditing firms:

- Ernst & Young Vietnam Co., Ltd. (Enterprise Code: 0300811802)

Address: No. 2, Hai Trieu Street, Sai Gon Ward, Ho Chi Minh City.

- PWC Vietnam Co., Ltd. (Enterprise Code: 0100157406)

Address: No. 29, Le Duan Street, Sai Gon Ward, Ho Chi Minh City.

- KPMG Co., Ltd. (Enterprise Code: 0100112042)

Address: 46th Floor, Keangnam Tower, Hanoi Landmark Tower, 72-story Building, Lot E6, Pham Hung Street, Yen Hoa Ward, Hanoi City.

- Deloitte Vietnam Auditing Co., Ltd. (Enterprise Code: 0100112500)

Address: 15th Floor, Diamond Park Plaza Building, No. 16, Lang Ha, Giang Vo Ward, Hanoi City, Vietnam

2. The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an auditing unit from the above list to audit the 2026 Financial Statements of IDICO - Long An Investment Construction Joint Stock Company.

The Board of Supervisors respectfully requests the Board of Directors to consider and approve.

Sincerely,

Recipients:
- As above;
- Archived: Files, Finance & Accounting Dept.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

Tran Huynh Thanh Truc

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom – Happiness**
No.: 19/TTr-HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

FOR APPROVAL OF THE 2026 PRODUCTION, BUSINESS, AND INVESTMENT PLAN

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No, 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No, 03/2022/QH15 dated January 11, 2022, Law No, 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

The Board of Directors of the Company hereby submits the 2026 production, business, and investment plan to the General Meeting of Shareholders as follows:

Unit: VND million

No,	Indicators	2025 Actual	2026 Plan	Actual / Plan (%)
1	**Total revenue and other income**	**271,626**	**255,743**	**94.15**
2	**Profit before tax**	**64,489**	**21,936**	**34.01**
3	**Total investment value**	**43,824**	**405,320**	**924.88**

Respectfully submitted to the General Meeting of Shareholders for consideration and approval,

Sincerely,/,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

Recipients:
- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Dept, HR & Admin Dept.

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

No.: 20/TTr - HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, March 28th, 2026

PROPOSAL
ON APPROVAL OF PROFIT DISTRIBUTION PLAN FOR 2025 AND PLAN FOR 2026

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

- Pursuant to the 2025 Financial statements audited by Ernst & Young Vietnam Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) the 2025 Profit distribution plan and the 2026 Profit distribution plan as follows:

1. 2025 Profit distribution plan:

Unit: VND

No.	Indicators	Year 2025
I	**Undistributed profit after tax**	**87,292,265,986**
	As of the end of the previous year (2024)	37,620,516,201
	This year	49,671,749,785
II	**2025 Profit distribution**	
1	**Appropriation for funds**	
	Reward fund (1)	600,000,000
	Welfare fund (2)	600,000,000
2	**2025 Dividend payment (3)**	
	Cash (0%/Charter capital)	0
	Stock (20%/Charter capital)	54,719,930,000
III	**Undistributed profit carried forward to**	**31,372,335,986**

According to the 2025 Annual GMS Resolution dated April 29, 2025:

(1) The planned appropriation for the 2025 reward fund is 1,000,000,000 VND

(2) The planned appropriation for the 2025 welfare fund is 1,000,000,000 VND

The planned appropriation for other funds (BOD, Board of Supervisors rewards) is 600,000,000 VND

(3) 2025 Dividend payment plan: 25%/Charter capital

2. 2026 Profit distribution plan:

Unit: VND

No.	Indicators	Year 2026
I	**Undistributed profit from previous year carried forward**	**31,372,335,986**
II	**2026 Profit after tax**	**17,548,800,000**
III	**2026 Profit distribution**	
1	**Appropriation for funds**	
	Reward fund (3.47%/ 2026 profit after tax)	600,000,000
	Welfare fund (3.47%/ 2026 profit after tax)	600,000,000
2	**2026 Dividend payment (12%/Charter capital)**	**39,398,354,400**
IV	**Undistributed profit carried forward to next year**	**8,322,781,586**

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:
- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Dept, HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 21/TTr-HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

ON APPROVAL OF TOTAL REMUNERATION AND BONUSES FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS FOR 2025 AND THE 2026 PLAN

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

- Pursuant to the 2025 production, business, and investment results and the 2026 production, business, and investment plan of IDICO - Long An Investment Construction Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) the total remuneration, salary, and bonus for the Board of Directors and the Board of Supervisors of the Company, specifically as follows:

1. The total expenditure for remuneration and bonuses for the Board of Directors and the Board of Supervisors is **642,000,000 VND**, specifically:

- Remuneration and bonuses for 2025 are **642,000,000 VND** *(The 2025 GMS approved the 2025 plan at: 778,000,000 VND)*

In which:

- Board of Directors: 492,000,000 VND
- Board of Supervisors: 150,000,000 VND

2. The plan for the total expenditure on remuneration and bonuses for the Board of Directors and the Board of Supervisors of the Company for 2026 is: **1,013,000,000 VND**, specifically as follows:

- The total remuneration and bonus for the Board of Directors is 804,000,000 VND. The payment level for each member shall be decided by the Board of Directors based on the principle of consensus.

- The total remuneration and bonus for the Board of Supervisors is: 209,000,000 VND. The payment level for each member shall be decided by the Board of Supervisors based on the principle of consensus.

Members of the Board of Directors and the Board of Supervisors shall be reimbursed for food, accommodation, travel, and other reasonable expenses incurred while performing assigned duties based on actual costs.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:
- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: Finance & Accounting Dept, HR & Admin Dept.

FOR THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

STATISTICAL TABLE
Total remuneration and bonuses of
Board of Directors, Board of Supervisors
(Attached to Proposal No. .../.../... dated .../.../....)

1. The total remuneration, salary, and bonuses for the Board of Directors and the Board of Supervisors of the Company for 2025 is: **642,000,000 VND**, in which:

	Board of Directors	**Board of Supervisors**
Salary		
Remuneration	416,000,000	116,000,000
Bonus	76,000,000	34,000,000
Total	**492,000,000**	**150,000,000**

2. The plan for the total remuneration, salary, and bonuses for the Board of Directors and the Board of Supervisors of the Company for 2026 is: **1,013,000,000 VND**, in which:

	Board of Directors	**Board of Supervisors**
Salary		
Remuneration	492,000,000	123,000,000
Bonus	312,000,000	86,000,000
Total	**804,000,000**	**209,000,000**

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom – Happiness**
No.: 22/TTr-HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

Approval of the plan for share issuance to pay dividends for 2025

To: General Meeting of Shareholders of IDICO-LINCO

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and guiding documents;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree 245/2025/NĐ-CP dated September 11, 2025;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status, as amended and supplemented by Circular No. 19/2025/TT-BTC dated May 5, 2025, and Circular No. 115/2025/TT-BTC dated December 15, 2025;
- Pursuant to the current Charter of IDICO - Long An Investment Construction Joint Stock Company;

The Board of Directors of IDICO - Long An Investment Construction Joint Stock Company hereby submits to the General Meeting of Shareholders (GMS) for approval the plan for share issuance to pay dividends for 2025 with the following specific contents:

1. **Name of shares:** Shares of IDICO - Long An Investment Construction Joint Stock Company
2. **Type of shares:** Common shares
3. **Stock symbol:** LAI
4. **Par value of shares:** 10,000 VND/share
5. **Current Charter capital:** 273,599,690,000 VND
6. **Total number of issued shares:** 27,359,969 shares

   In which:

   - Number of outstanding shares: 27,359,969 shares

- Number of treasury shares: 0 shares

7. **Number of shares expected to be issued:** 5,471,993 shares
8. **Total expected issuance value calculated at par value:** 54,719,930,000 VND
9. **Total number of shares expected after issuance:** 32,831,962 shares
10. **Total expected value of shares after issuance calculated at par value:** 328,319,620,000 VND
11. **Expected increase in Charter capital:** 54,719,930,000 VND
12. **Expected Charter capital after issuance:** 328,319,620,000 VND
13. **Purpose of issuance:** Issuance of shares to pay dividends for 2025.
14. **Target of issuance:** Existing shareholders named in the list as of the record date to exercise the right to receive shares. The time of closing the list is authorized by the GMS to the Board of Directors for decision.
15. **Issuance ratio** (number of shares expected to be issued/number of outstanding shares): 20%
16. **Exercise ratio:** 100:20. Shareholders owning 01 share will have 01 right to receive additional shares. Every 100 rights will receive 20 new shares.
17. **Source of issuance:** Undistributed Profit after tax determined as of December 31, 2025, according to the 2025 audited Financial statements.
18. **Plan for handling fractional shares:** The number of additional shares issued to each shareholder will be rounded down to the unit level; fractional parts (if any) will be cancelled.

    *Example: Shareholder A owns 241 shares on the date of closing the shareholder list. With an exercise ratio of 100:20, shareholder A is entitled to receive (241/100)*20 = 48.2 new shares. According to the above calculation principle, shareholder A receives 48 additional new shares. The fractional part of 0.2 shares will be cancelled.*
19. **Implementation time:** After the General Meeting of Shareholders approves and after the State Securities Commission notifies the receipt of the full issuance report documents, expected from the second quarter of 2026. The GMS authorizes the Board of Directors to select an appropriate issuance time to ensure the interests of shareholders and in accordance with the provisions of the law.
20. **Additional securities registration and additional trading registration:** Approval of the additional securities registration and additional securities listing for the newly issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (HNX).
21. **Approval of changes to the Company Charter:** Approval of changes to the Company Charter (Charter capital section) and adjustment of the Enterprise Registration Certificate in accordance with the provisions of the law and the guidance of competent State agencies.
22. **Approval of authorization to the Board of Directors:**

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, specifically:

- Decide on the application file and explanation of the application for permission/reporting to functional agencies in accordance with the provisions of the law. At the same time, decide on the adjustment of the issuance plan and other relevant documents as required by the State Securities Commission and other functional agencies.

- Decide on the date of closing the shareholder list to implement the plan for share issuance to pay dividends for 2025.

- Decide on the plan to ensure the foreign investor ownership percentage is in accordance with the provisions of the law.

- Amend regulations related to Charter capital, shares, and stocks in the Company Charter in accordance with the provisions of the law and the guidance of competent State agencies.

- Carry out procedures to register changes in Charter capital and adjust the Enterprise Registration Certificate according to the actual results of the issuance in accordance with the provisions of the law and the guidance of competent State agencies.

- Carry out procedures, tasks, and decide on the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional trading at the Hanoi Stock Exchange (HNX) for the number of additional shares issued according to the plan approved by the General Meeting of Shareholders in accordance with the provisions of the law and the guidance of competent State agencies.

- Other matters related to the share issuance to ensure the success of the share issuance for dividend payment.

- Depending on each specific case, the Board of Directors is authorized to re-authorize the Legal Representative to perform one or a number of specific tasks mentioned above.

The above is the plan for share issuance to pay dividends for 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

Dang Chinh Trung

Recipients:
- As above;
- Board of Supervisors;
- Archived: HR & Admin Dept, Board of Directors.

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 23/TTr - HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

Re: Approval of amendments and supplements to the Charter of IDICO-LINCO

To: General Meeting of Shareholders (GMS) of IDICO-LINCO

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and guiding documents;

Pursuant to the current Charter ("Charter") of IDICO - Long An Investment Construction Joint Stock Company ("Company");

Pursuant to the operational requirements of the Company.

Based on the current legal regulations, the Company wishes to adjust the contents of the Charter to update the amendments and supplements of Law No. 76/2025/QH15 dated June 17, 2025 (amending and supplementing the Law on Enterprises), Law No. 56/2024/QH15 dated November 29, 2024 (amending and supplementing the Law on Securities), and Decree No. 245/2025/ND-CP (amending and supplementing Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities). The adjusted and supplemented contents of the Charter are specified in the "Appendix - Amendments and supplements to the Charter of IDICO-LINCO" attached to this Proposal.

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for approval of the following:

1. Approval of the amendment and supplementation of the Company's Charter. The amended and supplemented contents of the Charter are specified in the attached "Appendix 01 - Amendments and supplements to the Company's Charter".

2. Approval of the adjustment and change of the Company's business lines. The business lines to be adjusted are specified in the attached "Appendix 02 - Adjustments to the Company's business lines".

3. Approval of the draft (amended) Charter of the Company. This Charter shall take effect from the date of its approval by the General Meeting of Shareholders (GMS) and shall replace the current Charter.

4. Authorize the Chairman of the Board of Directors and the Director - Legal Representative of the Company to carry out the necessary procedures to sign and

issue the amended Charter approved by the General Meeting of Shareholders (GMS) in accordance with the law.

Respectfully submitted to the General Meeting of Shareholders (GMS) for consideration and approval.

Recipients:
- As above;
- Board of Directors;
- Archived: HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

ADDENDUM 01
AMENDMENTS AND SUPPLEMENTS TO THE CHARTER
IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

1. The contents amended and supplemented in the Charter of IDICO-LINCO Company include:

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
Opening Section		Pursuant to Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on June 17, 2020. Pursuant to Decision No. 2329/QĐ-BXD dated May 16, 2005 of the Minister of Construction on the conversion of the State-owned enterprise "Long An Investment and Construction Company" into "IDICO - Long An Investment Construction Joint Stock Company". The Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) (hereinafter referred to as the "Company") was adopted pursuant to the Resolution of the General Meeting of Shareholders (GMS) officially held on October 03, 2023. This Charter, together with relevant legal provisions, and any and all Resolutions of the General	Pursuant to Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on June 17, 2020, 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 Law on Securities No. 54/2019/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024; **Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;** Pursuant to Decision No. 2329/QĐ-BXD dated May 16, 2005 of the Minister of Construction on the conversion of the	Updating new legal documents amending and supplementing the Law on Enterprises, the Law on Securities, Decree 245/2025 amending and supplementing Decree 155/2020.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		Meeting of Shareholders (GMS) and Board of Directors (BOD) that have been duly issued, constitute the binding regulations and principles for the Company's business Operations.	State-owned enterprise "Long An Investment and Construction Company" into "IDICO - Long An Investment Construction Joint Stock Company". The Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) (hereinafter referred to as the "Company") was adopted pursuant to the Resolution of the General Meeting of Shareholders (GMS) officially held on April 20, 2026. This Charter, together with relevant legal provisions, and any and all Resolutions of the General Meeting of Shareholders (GMS) and Board of Directors (BOD) that have been duly issued, constitute the binding regulations and principles for the Company's business Operations.	
Article 1, Clause 1, Point b	Interpretation of Terms	b) Shares with Voting rights are Shares, whereby the owner has the right to vote on matters falling under the decision-making authority of the General Meeting of Shareholders (GMS);	Omitted and the order of subsequent points after this point adjusted	The term does not appear in the Charter.
Article 1, Clause 1, Point c	Interpretation of Terms	c) Law on Enterprises is Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on June 17, 2020;	b) Law on Enterprises is Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17,	Updating new legal documents amending and supplementing the Law on Enterprises.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
			2025;	
Article 1, Clause 1, Point d	Interpretation of Terms	d) Law on Securities is Law on Securities No. 54/2019/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on November 26, 2019;	c) Law on Securities is Law on Securities No. 54/2019/QH14 adopted by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;	Updating new legal documents amending and supplementing the Law on Securities.
Article 1, Clause 1, Point m	Interpretation of Terms	m) Operation Term is the period of the Company's Operations as stipulated in Article 2 of this Charter and any extended period (if any) approved by the Company's General Meeting of Shareholders (GMS);	l) Operation Term is the period of the Company's Operations as stipulated in Article 2 of this Charter;	This Content is supplemented to align with the Company's actual situation: "the Company's Operation term is indefinite."
Article 1, Clause 1, Point n, Point o, Point p	Interpretation of Terms	Not stipulated	***n) Contact address is the registered Address for organizations; the permanent residence, working place or another address of an individual that is registered as Contact address with an enterprise.*** ***o) Trade Secrets, Business Secrets are information obtained from Financial investments, intellectual, business, and commercial Operations that have not been disclosed or announced, bring economic benefits to the Company and/or have the potential for use in the Company's business or commerce, including but not limited to information on material Cost norms, strategic supplier quotations, internal estimates, bid price composition,***	This Content is supplemented to clarify the terms to avoid conflicts and protect the common interests of Shareholders.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
			financial plans for Project implementation, specific construction solutions and Project management processes to create a competitive advantage in the construction and real estate Market, information obtained from investment, research and development (R&D) activities, real estate Market survey data, list of potential partners/subcontractors, detailed information on Project implementation in the investment preparation phase, material mixing formulas or proprietary construction technologies.	
Article 7, Clause 3	Share certificates	3. Within 60 days from the date of submitting a complete application for transfer of Shares ownership in accordance with the Company's regulations or within 2 months from the date of full payment for the purchase of Shares as stipulated in the Company's share issuance plan (or another period as stipulated in the issuance terms), the owner of the Shares shall be issued Share certificates. The owner of the Shares shall not be required to pay the Company the Cost of printing Share certificates. ... **(Not stipulated yet)**	3. Shareholders shall be issued Share certificates within 30 days from the date the Vietnam Securities Depository and Clearing Corporation announces the receipt of a complete application for transfer of Shares ownership in accordance with the law, or within two (02) months from the date of full payment for the purchase of Shares as stipulated in the Company's share issuance plan (or another period as stipulated in the Issuance Terms). Shareholders shall not be required to pay the Company the Cost of printing Share certificates. ... **5. If the Company cancels the registration of Securities at the Vietnam Securities Depository and Clearing Corporation, the Company shall re-issue Share certificates to Shareholders within**	This Content is supplemented to comply with the regulations on the transfer of Shares ownership of public companies.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
			30 days from the effective Date of Securities registration cancellation as Announced by the Vietnam Securities Depository and Clearing Corporation.	
Article 12, Clause 2, Point a	Shareholders' Rights	2. Shareholders or a group of Shareholders owning 05% or more of the total common shares have the following rights: a) Request the Board of Directors (BOD) to convene a General Meeting of Shareholders (GMS) in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;	2. Shareholders or a group of Shareholders owning 05% or more of the total common shares have the following rights: a) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law; The request to convene a General Meeting of Shareholders must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual shareholder; name, enterprise code or legal document number of the organization, and head office address of the organization shareholder; the number of shares and the registration date of each shareholder, the total number of shares of the entire group of shareholders, and the ownership percentage in the total number of shares of the company, the basis and reasons for requesting the convening of the General Meeting of Shareholders. The request to convene the meeting must be accompanied by 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	Supplementing the provisions of Clause 4, Article 115 of the Law on Enterprises (as amended by Clause 18, Article 1 of the Law on Enterprises amended in 2025)

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
			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;	
Article 14, paragraph 4, point c	General Shareholders' Meeting	4. Convene an extraordinary general meeting of shareholders. ... c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in clause 4, Article 140 of the Enterprise Law; In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders	4. Convene an extraordinary general meeting of shareholders. ... c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in clause 4, Article 140 of the Enterprise Law; In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All reasonable expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	This content has been added to comply with the provisions of Clause 4a, Article 140 of the Law on Enterprises as amended in 2025.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.		
Article 15, paragraph 2, point r-1	Rights and obligations of the General Meeting of Shareholders	2. The General Meeting of Shareholders discussed and approved the following matters: ... r) Approve the following transactions: (r-1) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisors, Directors, other managers who are not shareholders and related individuals or organizations of these entities; In cases where loans or guarantees are granted to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors, or other managers, and the Company and such parties are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies,	2. The General Meeting of Shareholders discussed and approved the following matters: ... r) Approve the following transactions: (r-1) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisors, Directors (General Managers), other managers who are not shareholders and related individuals or organizations of these entities. **In cases where loans or guarantees are granted to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors), or other managers, and the public company and the organization (except for organizations that are shareholders of the public company as stipulated in Clause 2 of this Article) are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, the General**	This content is updated in accordance with the new provisions of point a, clause 4, Article 293 of Decree 155/2020/ND-CP, as amended by Article 84 of Decree 245/2025/ND-CP.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		economic conglomerates, the General Meeting of Shareholders or the Board of Directors shall approve the granting of loans or guarantees as stipulated in the Company's Charter;	**Meeting of Shareholders or the Board of Directors shall approve the granting of loans or guarantees in accordance with the Company's Charter;**	
Article 16, paragraph 2	Authorization to attend the General Meeting of Shareholders	2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party. Authorized representatives attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the representative must also present the original authorization	2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, the signature, full name (if handwritten), and seal (if an organization) of both the authorizing party and the authorized party. Authorized representatives attending the General Meeting of Shareholders must submit a written authorization when registering to attend. Authorized representatives may further authorize another person with the written consent of the shareholder/authorized representative of the original authorizing organization. This written consent will be presented by the re-authorized representative at the meeting,	Stricter regulations should be added regarding the delegation of authority and the content of authorization documents. Supplement and adjust regulations to make them stricter.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).	along with the original authorization from the shareholder/authorized representative of the organization. The re-authorized representative may not further authorize another person.	
Article 19, paragraph 3	Conditions for holding a General Meeting of Shareholders	3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a notice inviting shareholders to a third meeting must be sent within 20 days of the scheduled date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes cast by the shareholders present.	3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a notice inviting shareholders to a third meeting must be sent within 30 days of the scheduled date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes cast by the shareholders present.	This content has been amended to comply with the Regulations on the timing of the General Meeting of Shareholders of Public Companies.
Article 21, paragraphs 3 and 4	Conditions for the adoption of a resolution by the General Meeting of Shareholders.	3. Resolutions of the General Meeting of Shareholders on the following matters shall be adopted when approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of all shareholders present at the meeting, except as provided in Clauses 4, 5, and 6 of this Article and Clause 8 of Article 22 of this Charter: ... 4. Other resolutions are adopted	3. A resolution of the General Meeting of Shareholders on the following matters shall be adopted when approved by shareholders representing sixty-five percent (65%) or more of the total voting shares of all shareholders attending and voting at the meeting, except as provided in Clauses 4, 5, and 6 of this Article and Clause 8 of Article 22 of this Charter: ... 4. Other resolutions are adopted when approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders present and voting at the meeting, except as provided in	This content was added according to Clause 5, Article 7 of Law No. 03/2022/QH15.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		when approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders present at the meeting, except as provided in Clauses 3, 5, and 6 of this Article and Clause 8 of Article 22 of this Charter. (Not yet specified)	Clauses 3, 5, and 6 of this Article and Clause 8 of Article 22 of this Charter.	
Article 23, paragraph 1, point g	Resolutions and Minutes of the Shareholders' General Meeting	1. Shareholders' General Meetings must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in Vietnamese, and may also be in a foreign language, and must include the following main contents: ... g) Total number of Voting for each voting issue, specifying the voting method, total number of valid, invalid, affirmative, negative, and abstention votes; the corresponding percentage of the total number of Voting of shareholders attending the meeting;	1. The meeting of the General Meeting of Shareholders (GMS) must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following main Content: ... g) Total number of Voting for each voting issue, specifying the voting method, total number of valid, invalid, affirmative, negative, and abstention votes, and the corresponding percentage of the total number of Voting of shareholders attending and voting;	This Content is amended to comply with the provisions of Clause 1, Clause 2, Article 20. Conditions for ratification of resolutions of the GMS (Amended according to Clause 5, Article 7 of Law No. 03/2022/QH15).
Article 24	Requesting cancellation of a resolution of	Within 90 days from the date of receiving the resolution or the Minutes of the GMS or the Vote Counting Result of the GMS,	Within 90 days from the date of receiving the resolution or the Minutes of the GMS or the Vote Counting Result of the GMS, shareholders or groups of shareholders as	This Content is amended to comply with the provisions of Clause 3, Article

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
	the GMS	shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the resolution of the GMS in the following cases: 1. The order and procedures for convening the meeting and making Decisions of the GMS violate the provisions of the Law on Enterprises and the Charter, except for the case prescribed in Clause 3, Article 21 of this Charter. 2. The Content of the resolution violates the law or this Charter. (Not yet prescribed)	prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the resolution of the GMS in the following cases: 1. The order and procedures for convening the meeting and making Decisions of the GMS violate the provisions of the Law on Enterprises and the Charter, except for the case prescribed in Clause 7, Article 21 of this Charter. 2. The Content of the resolution violates the law or this Charter. **In case a shareholder or group of shareholders requests a Court or Arbitration to cancel a resolution of the GMS according to the provisions of Article 151 of the Law on Enterprises, that resolution shall remain in effect until the Decision of the Court or Arbitration to cancel that resolution takes effect, unless emergency interim measures are applied according to the Decision of the competent authority.**	152 of the 2020 Law on Enterprises.
Article 25, Clause 3, 4	Nomination and self-nomination of members of the Board of Directors	3. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Charter. Specifically as follows:	4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Charter. Specifically as follows: Members of the Board of Directors must have the following standards and	Supplementing specific provisions to have a basis for implementation in case the number of Nominees nominated by the

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		Members of the Board of Directors must have the following standards and conditions: ... c) A member of the Board of Directors may simultaneously be a member of the Board of Directors of another company, but may only simultaneously be a member of the Board of Directors of a maximum of 05 other companies.	conditions: ... c) A member of the Board of Directors may simultaneously be a member of the Board of Directors or a member of the Members' Council of another company, but may only simultaneously be a member of the Board of Directors or the Members' Council at a maximum of 05 other companies.	incumbent Board of Directors according to Clause 3 of this Article is still insufficient.
Article 26, Clause 3	Term of office and composition of the Board of Directors	3. The structure of the Board of Directors is as follows: The structure of the Board of Directors of the company must ensure that at least 1/3 of the total number of members of the Board of Directors are Non-executive Directors. The Company minimizes the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.	3. The structure of the Board of Directors is as follows: The structure of the Board of Directors of a public company must ensure compliance with the provisions below, and the Company minimizes the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. **a. There is at least 01 Non-executive Director in case the company has from 03 to 05 members of the Board of Directors;** **b. There are at least 02 Non-executive Directors in case the company has from 06 to 08 members of the Board of Directors;** **c. There are at least 03 Non-executive Directors in case the company has from**	This Content is amended to comply with the provisions of Decree 245/2025/ND-CP issued on 11/09/2025: 79. Amending and supplementing Clause 2, Article 276 as follows: "2. The number of Non-executive Directors of a public company must ensure the following provisions: ...

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
			09 to 11 members of the Board of Directors.	
Article 27, Clause 2	Rights and obligations of the Board of Directors	2. The Rights and obligations of the Board of Directors are prescribed by law, the Charter, and the GMS. Specifically, the Board of Directors has the following Rights and obligations: ... i) Approve Contracts and Transactions between the Company and the following affiliated persons, with a value of less than 35% of the total value of the enterprise's Assets recorded in the most recent Financial statements: (i-1) Shareholders, authorized representatives of shareholders that are organizations owning over 10% of the total Common shares of the company and their affiliated persons; (i-2) Members of the Board of Directors, the General Director, and their affiliated persons; (i-3) Enterprises where members of the Board of Directors, Members of the Board of Supervisors, the General Director or other managers of the company must declare their	2. The Rights and obligations of the Board of Directors are prescribed by law, the Charter, and the GMS. Specifically, the Board of Directors has the following Rights and obligations: ... i) Approve Transactions with a value of less than 35% or Transactions leading to a total value of Transactions arising within 12 months from the date of the first Transaction with a value of less than 35% of the total value of Assets recorded in the most recent Financial statements between the public company and one of the following subjects: **- Members of the Board of Directors, Members of the Board of Supervisors, the General Director, other managers, and affiliated persons of these subjects;** **- Shareholders, authorized representatives of shareholders owning over 10% of the total Common shares of the company and their affiliated persons;** **- Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises;** In this case, the representative of the company signing the Contracts or Transactions must notify the members of the Board of Directors and Members of the	This content is amended to comply with the new provisions of Point b, Clause 4, and Clause 5 of Article 293 of Decree 155/2020/ND-CP, as amended by Article 84 of Decree 245/2025/ND-CP.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		related interests to the Company, including: (a) Enterprises that they own or hold a portion of capital contribution or Shares; (b) Enterprises that their affiliated persons own, jointly own, or separately own a portion of capital contribution or Shares exceeding 10% of the Charter capital. In this case, the representative of the company signing the Contracts or Transactions must notify the members of the Board of Directors and Members of the Board of Supervisors about the related parties involved in such Contracts or Transactions and attach the Draft of the Contracts or the main Content of the Transactions. The Board of Directors shall decide on the approval of the Contracts or Transactions within 15 days from the date of receiving the notification; members of the Board of Directors who have related interests in the parties to the Contracts or Transactions shall not have the right to Voting. ...	Board of Supervisors about the related parties involved in such Contracts or Transactions and attach the Draft of the Contracts or the main Content of the Transactions. The Board of Directors shall decide on the approval of the Contracts or Transactions within 15 days from the date of receiving the notification; members of the Board of Directors who have related interests in the parties to the Contracts or Transactions shall not have the right to Voting. ... k) Elect, relieve from duty, remove the President of the Board of Directors; Appoint, relieve from duty, sign contracts, terminate contracts with the Director, appoint, relieve from duty the Deputy Director, Chief Accountant, and decide their salaries, bonuses, and other benefits; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders (GMS) in other companies, and decide their remuneration and other benefits; ... p) Propose the dividend payout rate; decide the payment period and procedures for dividends or handle losses arising during business operations; Pay dividends to Shareholders in accordance with the law after approval by the annual General	This content is amended to comply with the provisions of Article 18 of the Labor Code regarding the authority to sign labor contracts with the Deputy Director and Chief Accountant. This content is amended to comply with Clause 81, Article 1 of Decree 245/2025/ND-CP.

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		k) Elect, relieve from duty, remove the President of the Board of Directors; appoint, relieve from duty, sign Contracts, and terminate Contracts with the General Director, Deputy General Director, Chief Accountant, and other key managers as prescribed by the Charter; decide on salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Members' Council or GMS in other companies, and decide on the remuneration and other benefits of those persons; ... p) Propose the Dividend payout ratio; decide on the time and procedures for paying Dividends or handling losses arising during the business process;	Meeting of Shareholders (GMS);	
Article 55	Dissolution of the Company	1. The Company may be dissolved in the following cases: a) The expiration of the operating term stated in the company's Charter without a decision for extension; b) Pursuant to a resolution or Decision of the General Meeting of Shareholders (GMS);	1. The Company may be dissolved in the following cases: a) Pursuant to a resolution or Decision of the General Meeting of Shareholders (GMS); b) The revocation of the Enterprise Registration Certificate, unless otherwise prescribed by the Law on Tax Management;	This content is amended to comply with the Company's actual situation: "the Company's operating term is indefinite from the date of establishment."

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		c) The revocation of the Enterprise Registration Certificate, unless otherwise prescribed by the Law on Tax Management; d) Other cases prescribed by law. 2. The Dissolution of the Company before its term (including any extended term) shall be decided by the General Meeting of Shareholders (GMS) and implemented by the Board of Directors. This Dissolution Decision must be notified or approved by the competent authority (if mandatory) as prescribed.	c) Other cases prescribed by law. 2. The Dissolution of the Company before its term shall be decided by the General Meeting of Shareholders (GMS) and implemented by the Board of Directors. This Dissolution Decision must be notified or approved by the competent authority (if mandatory) as prescribed.	
Article 60	Effective Date	1. This amended and supplemented Charter, comprising 21 sections and 60 articles, was adopted by the annual General Meeting of Shareholders (GMS) 2025 on April 29, 2025, and is effective from August 11, 2025. 2. The Charter is made in 10 copies, all having the same legal validity, and must be kept at the Company's headquarters. 3. This Charter is the sole and official Charter of the Company. 4. Copies and extracts of this	1. This amended and supplemented Charter, comprising 21 sections and 60 articles, was adopted by the annual General Meeting of Shareholders (GMS) 2026 on April 20, 2026, and is effective from April 20, 2026. 2. The Charter is made in 10 copies, all having the same legal validity, and must be kept at the Company's headquarters. 3. This Charter is the sole and official Charter of the Company. 4. Copies and extracts of this Charter are valid when signed by the Legal Representative or CHAIRMAN OF THE BOARD OF DIRECTORS or at least 1/2 of the total Members of the Board of Directors	This content is amended to comply with the approval time of the General Meeting of Shareholders (GMS).

Article, Clause	Title of Article, Clause	Content stipulated in Old Charter	Amended and supplemented Content in the new Charter	Reasons for adjustment
		Charter are valid when signed by the Legal Representative or CHAIRMAN OF THE BOARD OF DIRECTORS or at least 1/2 of the total Members of the Board of Directors of the Company and stamped with the seal of Long An - IDICO - Long An Investment Construction Joint Stock Company.	of the Company and stamped with the seal of IDICO - Long An Investment Construction Joint Stock Company.	

2. In addition to the amendments and supplements in Section 1 of this Addendum, the new Charter includes detailed revisions to sentence structure, phrasing, terminology, and certain references within the Charter to ensure consistency in its form and Content (without changing the meaning).
3. After deleting or adding certain provisions, the order and sequence of some Articles of the new Charter have also been changed accordingly.
4. In cases where there are legal provisions related to the Company's Operations not yet mentioned in this Charter, or where there are new legal provisions that differ from the clauses in this Charter, such legal provisions shall automatically apply and govern the Company's Operations.

ADDENDUM 02
ADJUSTMENTS TO BUSINESS LINES AND TRADES
OF IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

1. The adjustments to the business lines and trades of IDICO - LINCO Company include:

Article, clause in the Charter	Name of Article, clause	Content of Business lines before change	Content of Business lines after change	Reasons for adjustment
Article 4, Clause 1	The Company's Business lines are	Real estate consulting, brokerage, auction, land lease right auction Industry code: 6820	Separation into 2 lines: **Intermediate Services for real estate activities** Industry code: 6821 and **Other real estate activities on a fee or Contracts basis** Industry code: 6829	Amending the content of Business lines to comply with the provisions of Decision 36/2025/QD-TTg dated September 29, 2025, promulgating the Vietnamese economic industry system.
		Manufacture of concrete and Products from cement and gypsum Industry code: 2395	**Manufacture of concrete and Products from concrete, cement and gypsum** Industry code: 2395	As above
		Solar power generation Industry code: 35116	**Electricity generation from Renewable energy sources** **Details: Solar power** Industry code: 3512	As above
		Electricity transmission Industry code: 35121	Electricity transmission Industry code: 35131	As above
		Electricity distribution Industry code: 35121	Electricity distribution Industry code: 35132	As above

Article, clause in the Charter	Name of Article, clause	Content of Business lines before change	Content of Business lines after change	Reasons for adjustment
		Construction of all types of houses Industry code: 4100	Separation into 2 lines: **Construction of residential houses** Industry code: 4101 and **Construction of non-residential houses** Industry code: 4102	As above
		Construction of railway and road works Industry code: 4210	Separation into 2 lines: **Construction of railway works** Industry code: 4211 and **Construction of road works** Industry code: 4212	As above
		Construction of utility works Industry code: 4220	**Construction of other utility works** Industry code: 4229	As above
		Construction of other civil engineering works Industry code: 4290	Construction of other civil engineering works Industry code: 4299	As above
		Installation of water supply, drainage, heating and air conditioning systems Industry code: 4322	**Installation of water supply, drainage, heating and air conditioning systems** Industry code: 4322	As above
		Wholesale of metals and metal ores Industry code: 4662	Wholesale of metals and metal ores Industry code: 4672	As above

Article, clause in the Charter	Name of Article, clause	Content of Business lines before change	Content of Business lines after change	Reasons for adjustment
		Wholesale of other building materials and installation equipment Industry code: 4663	Wholesale of other building materials and installation equipment Industry code: 4673	As above
		Retail of hardware, paints, glass and other installation equipment in construction in specialized stores Industry code: 4752	**Retail of hardware, paints, glass, materials and other installation equipment in construction** Industry code: 4752	As above

2. In cases where there are legal provisions related to the Company's business lines and Operations not yet mentioned in Section 1 above, or where there are new legal provisions that differ from these contents, such legal provisions shall automatically apply and govern the Company's business lines and Operations.

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

CHARTER

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

IDICO-LINCO

Tay Ninh, April 20, 2026

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OPENING SECTION

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 on January 11, 2022 and Law No. 76/2025/QH15 on 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 on November 29, 2024;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;

Pursuant to Decision No. 2329/QĐ-BXD dated May 16, 2005 of the Minister of Construction on the transformation of the State-owned enterprise "Long An Investment and Construction Company" into "IDICO - Long An Investment Construction Joint Stock Company".

The Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) (hereinafter referred to as the "Company") was passed by the Resolution of the General Meeting of Shareholders held officially on April 20, 2026.

This Charter, together with the provisions of relevant laws, any and all Resolutions of the General Meeting of Shareholders and the Board of Directors that have been duly issued, are the binding regulations and principles for the Company's business operations.

I. DEFINITION OF TERMS IN THE CHARTER

Điều 1. Interpretation of Terms

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

a) *Charter capital is the total par value of shares sold or registered for purchase upon the establishment of a joint stock company and in accordance with Article 6 of this Charter;*

b) *Law on Enterprises is 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 on January 11, 2022;*

c) *Law on Securities is 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 on November 29, 2024;*

d) *Vietnam is the Socialist Republic of Vietnam;*

e) *Date of establishment is the date the Company is granted the Certificate of Enterprise Registration (Business Registration Certificate) for the first time;*

f) *Executive of the enterprise is the Director, Deputy Director, Chief Accountant and other executives appointed by the Board of Directors;*

g) *Manager of the enterprise is the manager of the company, including the Chairman of the Board of Directors, members of the Board of Directors, the Director and individuals holding other management titles appointed by the General Meeting of Shareholders or the Board of Directors;*

h) *Affiliated persons are individuals and organizations specified in Clause 46, Article 4 of the Law on Securities;*

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i) Shareholders are individuals and organizations owning at least one share of a joint stock company;

j) Founding shareholders are shareholders owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;

k) *Major shareholders are shareholders as defined in Clause 18, Article 4 of the Law on Securities;*

l) *Operating period is the duration of the Company's operations as specified in Article 2 of this Charter;*

m) *The Stock Exchange refers to the Vietnam Stock Exchange and its Subsidiaries.*

n) *Contact address is the registered address of the headquarters for organizations; or the permanent residence, working place or another address of an individual that is registered as Contact address with an enterprise;*

o) *Trade secrets and business secrets are information obtained from financial investments, intellectual, business, and commercial activities that have not been disclosed or announced, which bring economic benefits to the Company and/or are capable of being used in the Company's business and commercial activities, including but not limited to information regarding material cost norms, strategic supplier quotes, internal estimates, bid price components, financial plans for projects, specific construction solutions and measures, and project management processes aimed at creating a competitive advantage in the construction and real estate market, as well as information obtained from investment, research and development (R&D) activities, real estate market survey data, lists of potential partners/subcontractors, detailed information on projects in the investment preparation stage, and proprietary material mixing formulas or construction technologies.*

2. In this Charter, references to one or more regulations or other documents include any amendments, supplements, or replacement documents.

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

II. NAME, TYPE OF BUSINESS, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING PERIOD AND LEGAL REPRESENTATIVE OF THE COMPANY

Điều 2. Name, type of business, headquarters, branches, representative offices, business locations, and operating period of the Company

1. Name of company

- Name of company in Vietnamese: CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

- Name of company in foreign language: IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

- Abbreviated name of company: IDICO-LINCO

2. IDICO - Long An Investment Construction Joint Stock Company is a joint stock company with independent legal personality in accordance with the current laws of Vietnam.

3. Headquarters:

- Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province.

- Telephone: 0272.3826497

- Fax: 0272.3829337

- E-mail: idicolongan@yahoo.com.vn

- Website: http://idico-linco.com.vn/

4. The Company may establish branches and representative offices at the location of business to carry out the Company's objectives in accordance with the decision of the Board of Directors and within the scope permitted by law.

5. Unless terminated before the expiration date as specified in Clause 2, Article 55 or extended in accordance with Article 56 of this Charter, the operating period of the Company is indefinite.

Điều 3. Legal Representative of the Company

1. The Company has 1 Legal Representative of the Company holding the position of Director.

2. The Legal Representative of the Company is an individual representing the company to exercise the rights and obligations arising from the company's transactions, representing the company as the requester for civil case settlement, plaintiff, defendant, or person with related interests and obligations before Arbitration or Courts, and other rights and obligations as prescribed by law. The responsibilities of the Legal Representative of the Company shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.

3. The Legal Representative of the Company must reside in Vietnam; and must authorize in writing another person residing in Vietnam to exercise the rights and obligations of the Legal Representative of the Company when exiting Vietnam. In this case, the Legal Representative of the Company shall still be responsible for the exercise of the authorized rights and obligations.

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

4. In case the Legal Representative of the Company is absent from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the Legal Representative of the Company, or is deceased, missing, being prosecuted for criminal liability, temporarily detained, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification center or compulsory education center, has restricted or lost civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs, the Board of Directors shall appoint another person as the Legal Representative of the Company.

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

Điều 4. Objectives of the Company

1. The Company's business lines:

No.	Industry name	Industry code
1	Intermediary Services for real estate activities	6821
	Other real estate activities on a fee or contract basis	6829
2	Production of construction materials from clay	2392
3	Production of concrete and products from concrete, cement, and plaster	2395
4	Installation of industrial machinery and equipment	3320
5	Electricity production from Renewable energy Details: Solar power	3512
6	Electricity transmission	35131
7	Electricity distribution	35132
8	Wastewater treatment	37002
9	Construction of residential buildings	4101
	Construction of non-residential buildings	4102
10	Construction of railway works	4211
	Construction of road works	4212
11	Construction of other public utility works	4229
12	Construction of other civil engineering works	4299
13	Site preparation	4312
14	Installation of electrical systems	4321
15	Installation of water supply, drainage, heating, and air conditioning systems	4322
16	Installation of other construction systems	4329
17	Completion of construction works	4330
18	Other specialized construction activities	4390
19	Wholesale of metals and metal ores	4672
20	Wholesale of other construction materials and installation equipment	4673
21	Retail of hardware, paint, glass, and other construction materials and installation equipment	4752
22	Warehousing and storage of goods	5210
23	Architectural activities and related technical consultancy	7110
24	Specialized design activities Details: Architectural design of works. Construction planning design. Design of road traffic construction works. Design of urban technical infrastructure works. Design of electrical systems for civil and industrial works	7410
25	Mining of stone, sand, gravel, clay	0810
26	Other mining not elsewhere classified Details: Mineral trading	0899
27	Real estate business, land lease right owned, used, or leased	6810 (Main)
28	Road freight transport	4933
29	Inland waterway freight transport	5022

2. Objectives of the Company: Production and business operations with high efficiency, maximizing the benefits of Shareholders; Improving the lives of employees and the working

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environment; Fulfilling tax obligations and other financial obligations to the State; Striving to contribute to the overall development of society.

Điều 5. Scope of Business and Operation of the Company

The Company is permitted to conduct business activities in the lines specified in this Charter and has registered and announced changes to the registration content with the business registration authority and has Announced them on the National Business Registration Portal.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Điều 6. Charter capital, shares, founding shareholders

1. The Charter capital of the Company is VND 273,599,690,000 (In words: Two hundred seventy-three billion, five hundred ninety-nine million, six hundred ninety thousand Vietnamese Dong)

The total Charter capital of the Company is divided into 27,359,969 shares with a par value of 10,000 VND/share.

2. The Company may change its Charter capital when approved by the General Meeting of Shareholders (GMS) and in accordance with the provisions of law.

3. The Company's shares on the date of approval of this Charter include common shares and preference shares (If any). The rights and obligations of shareholders holding each type of share are specified in Article 12 and Article 13 of this Charter.

4. The Company may issue other types of preference shares after obtaining the approval of the General Meeting of Shareholders (GMS) and in accordance with the provisions of law.

5. Name, address, number of shares, and other information about founding shareholders in accordance with the Law on Enterprises.

The Company officially operates in the form of a Joint Stock Company under Business Registration Certificate No. 1100503295, first registered on 05/01/2006. Pursuant to the Law on Enterprises, as of now, the transfer restriction period for common shares of founding shareholders has expired.

6. Common shares must be prioritized for offering to existing shareholders in proportion to their ownership percentage of common shares in the Company, unless the General Meeting of Shareholders (GMS) decides otherwise; the number of shares that shareholders do not register to purchase will be decided by the Board of Directors. The Board of Directors may distribute such shares to shareholders and other persons under conditions no less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders (GMS) or otherwise provided by the law on securities.

7. The Company may purchase shares issued by the Company itself in the manners specified in this Charter and current law.

8. The Company may issue other types of Securities in accordance with the law.

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Điều 7. Share certificates

1. Shareholders of the Company are issued Share certificates corresponding to the number and type of shares owned.

2. A share is a type of Security confirming the legal rights and interests of the owner to a portion of the share capital of the issuing organization. Share certificates must contain all the contents as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. The owner of shares shall be issued a Share certificate within 30 days from the date the Vietnam Securities Depository and Clearing Corporation (VSDC) notifies that it has received a complete application for share ownership transfer as prescribed by law, or within two (02) months from the date of full payment for the shares as prescribed in the Company's share issuance plan (or other time limit as specified in the issuance terms). The shareholder does not have to pay the Company for the cost of printing the Share certificate.

4. In case a Share certificate is lost, damaged, or destroyed in any other form, the shareholder shall be issued a replacement by the Company upon the shareholder's request. The shareholder's request must include the following contents:

a) Information about the Share certificate that has been lost, damaged, or destroyed in any other form;

b) Commitments to take responsibility for disputes arising from the issuance of the new Share certificate.

5. In case the Company cancels the registration of Securities at the Vietnam Securities Depository and Clearing Corporation (VSDC), the Company shall issue replacement Share certificates to shareholders within 30 days from the effective date of the cancellation of Securities registration as notified by the Vietnam Securities Depository and Clearing Corporation (VSDC).

Điều 8. Other securities certificates

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

Điều 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed or registered for trading on The Stock Exchange shall be transferred in accordance with the regulations of the law on securities and the securities market.

2. Shares that have not been fully paid for shall not be transferred or entitled to related benefits such as the right to receive dividends, the right to receive shares issued to increase equity from owner's equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

Điều 10. Withdrawal of shares (in case of enterprise registration)

1. In case a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to require such shareholder to pay the

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remaining amount and be liable for the total par value of the shares registered for purchase regarding the Company's financial obligations arising from the failure to pay in full.

2. The aforementioned payment notice must clearly state the new payment deadline (at least 07 days from the date of sending the notice), the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be subject to withdrawal.

3. The Board of Directors has the right to withdraw shares that have not been paid for in full and on time in case the requirements in the aforementioned notice are not met.

4. Withdrawn shares are considered shares authorized for offering as stipulated in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding withdrawn shares must relinquish their status as shareholders regarding those shares, but shall remain liable for the total par value of the shares registered for purchase regarding the Company's financial obligations arising at the time of withdrawal, as decided by the Board of Directors, from the date of withdrawal until the date of payment. The Board of Directors has full authority to decide on the compulsory payment of the entire value of the shares at the time of withdrawal.

6. The withdrawal notice shall be sent to the holder of the shares to be withdrawn before the time of withdrawal. The withdrawal remains effective even in the case of errors or negligence in sending the notice.

V. ORGANIZATIONAL, MANAGERIAL AND SUPERVISORY STRUCTURE

Điều 11. Organizational, managerial and supervisory structure

The Company's organizational, managerial and supervisory structure includes:

1. General Meeting of Shareholders (GMS);

2. Board of Directors, Board of Supervisors;

3. Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS (GMS)

Điều 12. Shareholders' Rights

1. Common shareholders have the following rights:

a) To attend and speak at the General Meeting of Shareholders (GMS) and exercise the right to vote directly or through an authorized representative or other forms as prescribed by law. Each ordinary share carries one vote;
b) To receive dividends at the rate decided by the General Meeting of Shareholders (GMS);
c) To have priority in purchasing new shares in proportion to the ownership percentage of common shares of each shareholder in the Company;
d) To freely transfer their shares to others, except for cases stipulated in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of the law;

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e) To examine, search, and extract information regarding names and contact addresses in the shareholder list of voting shareholders; to request the correction of inaccurate information about themselves;

f) To examine, search, extract, or copy the Charter, Minutes of the GMS, and Resolutions of the General Meeting of Shareholders (GMS);

g) When the Company is dissolved or goes into Bankruptcy, to receive a portion of the remaining Assets corresponding to the ownership percentage of shares in the Company;

h) To request the Company to repurchase shares in cases stipulated in Article 132 of the Law on Enterprises;

i) To be treated equally. Each share of the same class gives the shareholder the same rights, obligations, and benefits. In case the Company has different classes of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders (GMS) and fully Announced to shareholders;

j) To have full access to periodic and extraordinary information Announced by the Company as prescribed by law;

k) To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders (GMS) or the Board of Directors as prescribed by the Law on Enterprises;

l) Other rights as prescribed by law and this Charter.

2. A shareholder or a group of shareholders owning 05% or more of the total number of common shares has the following rights:

a) To request the Board of Directors to convene a General Meeting of Shareholders (GMS) in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises; The request to convene a General Meeting of Shareholders (GMS) must be made in writing and must include the following contents: full name, contact address, nationality, number of legal documents for individual shareholders; name, enterprise code or number of legal documents for institutional shareholders, Address of the head office for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders and the ownership percentage in the total number of shares of the company, the basis and Reasons for the request to convene the General Meeting of Shareholders (GMS). Attached to the request to convene the meeting must be documents and evidence of violations by the Board of Directors, the extent of the violation, or the decision exceeding authority. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting to convene the General Meeting of Shareholders (GMS);

b) To examine, search, and extract the minute book and resolutions, decisions of the Board of Directors, semi-annual and annual Financial statements, reports of the Board of Supervisors, Contracts, Transactions that must be approved by the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Company;

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

d) To propose issues to be included in the agenda of the General Meeting of Shareholders (GMS). The proposal must be in writing and sent to the Company at least 03 working days before the opening date. The proposal must clearly state the shareholder's name, the quantity of each class of shares held by the shareholder, and the issue proposed to be included in the meeting agenda;

e) Other rights as prescribed by law and this Charter.

3. A shareholder or a group of shareholders owning 05% or more of the total number of common shares has the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors is carried out as follows:

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

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders stipulated in this clause has the right to nominate one or several persons as decided by the General Meeting of Shareholders (GMS) to be candidates for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders (GMS), the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

Điều 13. Obligations of Shareholders

Common shareholders have the following obligations:

1. To pay in full and on time for the shares committed to be purchased.

2. Not to withdraw the capital contributed by common shares from the Company in any form, except in cases where shares are repurchased by the Company or others. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, such shareholder and related persons in the Company shall be jointly and severally liable for the Debts and other financial obligations of the Company to the extent of the value of the withdrawn shares and the damages incurred.

3. To comply with the Company Charter and the Company's internal management regulations.

4. To comply with the Resolutions and decisions of the General Meeting of Shareholders (GMS) and the Board of Directors.

5. To keep confidential the information provided by the Company in accordance with the Company Charter and the law; to only use the provided information to perform and protect their legitimate rights and interests; it is strictly forbidden to disseminate, copy, or send information provided by the Company to other organizations or individuals.

6. To attend the General Meeting of Shareholders (GMS) and exercise the right to vote/elect through the following forms:

a) Attending and voting/electing directly at the meeting;
b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;
c) Attending and voting/electing through online conferences, electronic voting, or other electronic forms;
d) Sending Ballots/election ballots to the meeting via mail, fax, or email;

7. I will be held personally liable if, in any form, I commit any of the following acts in the name of the Company:

a) Violation of the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Pay off debts that are not yet due in order to mitigate financial risks to the Company.

8. Fulfill other obligations as required by applicable law.

Điều 14. General Shareholders' Meeting

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders shall meet annually once a year and within four (04) months from the end of the financial year. The Board of Directors shall decide to extend the annual General Meeting of Shareholders if necessary, but not more than six months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders shall be determined by where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the audited annual financial statements. If the audited annual financial statements of the Company contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. The representative of the approved auditing firm is obligated to attend the Company's Annual General Meeting of Shareholders.

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

a) The Board of Directors deems it necessary for the benefit of the Company;
b) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the minimum number of members required by law;
c) Upon the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law, the request 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) As requested by the Board of Supervisors;
e) Other cases as prescribed by law and these Regulations.

4. Convene an extraordinary general meeting of shareholders.

a) The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors and members of the Board of Supervisors is as stipulated in point b, clause 3 of this Article, or upon receiving the request stipulated in points c and d, clause 3 of this Article;
b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law;
c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, then the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in clause 4, Article 140 of the Enterprise Law;

   In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All reasonable expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.
d) The procedure for organizing a General Meeting of Shareholders is regulated by Clause 5, Article 140 of the Enterprise Law.

Điều 15. Rights and obligations of the General Meeting of Shareholders

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

a) Through the company's development strategy;
b) Deciding on the types of shares and the total number of shares of each type authorized for sale; determining the annual dividend rate for each type of share;

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

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

a) The company's annual business plan;
b) The annual financial statements have been audited;
c) The Board of Directors' report on the governance and performance of the Board of Directors and each individual member of the Board of Directors;
d) Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the Director;
e) Self-assessment report on the performance of the Board of Supervisors and its members;
f) Dividend rates per share for each class;
g) Number of members of the Board of Directors and the Board of Supervisors;
h) Electing, dismissing, and removing members of the Board of Directors and members of the Board of Supervisors;
i) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
j) Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the company's operations when deemed necessary;
k) Supplementing and amending the company's charter;
l) The types of shares and the number of new shares to be issued for each type of share, and the transfer of shares by founding members within the first three years from the date of establishment;
m) Dividing, separating, merging, consolidating, or transforming the Company;
n) Reorganize and dissolve (liquidate) the company and appoint a liquidator;
o) Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement;

p) The decision is to repurchase more than 10% of the total shares sold of each class;

q) The Company enters into contracts and transactions with the following related parties, with a value equal to or greater than 35% of the Company's total assets as recorded in the most recent financial statement:

(q-1) Shareholders, authorized representatives of shareholders who are organizations owning more than 10% of the total number of common shares of the company and their related parties;

(q-2) Members of the Board of Directors, Directors and their related persons;

(q-3) Enterprises in which members of the Board of Directors, Supervisors, Directors or General Managers and other managers of the company are required to declare to the Company their related interests, including:

(i) Businesses in which they own or have equity stakes or shares;

(ii) Enterprises in which their related parties own, co-own, or individually own more than 10% of the charter capital.

r) Approve the following transactions:

(r-1) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisors, Directors (General Managers), other managers who are not shareholders and related individuals or organizations of these entities.

In cases where loans or guarantees are granted to related parties of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors), or other managers, and the public company and the organization (except for organizations that are shareholders of the public company as stipulated in Clause 2 of this Article) are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups, the General Meeting of Shareholders or the Board of Directors shall approve the granting of loans or guarantees in accordance with the Company's Charter;

(r-2) Transactions of value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of value of 35% or more of the total asset value recorded in the most recent financial statement between the Company and one of the following parties:

(i) Members of the Board of Directors, members of the Board of Supervisors, Directors, other managers and related persons of these entities;

(ii) Shareholders, authorized representatives of shareholders owning more than 10% of the total common shares of the company and their related parties;

(iii) Related enterprises as stipulated in point q3, clause 2 of this Article;

(r-3) Contracts, loan transactions, or asset sales transactions with a value exceeding 10% of the total asset value recorded in the most recent financial statement between the Company and shareholders owning 51% or more of the total voting shares or related parties of such shareholders.

s) Approve the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;

t) Other matters as prescribed by law and this Charter.

3. In case of approving contracts or transactions as stipulated in point (q) or point (r) of Clause 3 of this Article, the company's representative signing the contract or transaction must notify the Board of Directors and the Supervisor of the related parties to that contract or transaction and enclose the Draft contract or notify the main Content of the Transaction. The Board of Directors shall submit the Draft contract or Transaction or provide an Explanation of the main Content of the contract or Transaction at the General Meeting of Shareholders (GMS) or obtain Shareholders' opinions in writing. In this case, Shareholders with interests related to the parties in the contract or Transaction do not have the right to Vote; the contract or Transaction shall be approved as stipulated in Clause 2, Article 21 and Clause 8, Article 22 of this Charter.

4. All matters included in the GMS agenda must be discussed and put to a Vote at the GMS.

Điều 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or their authorized representatives if the Shareholder is an organization, may directly attend the meeting or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprises.

2. The Authorization for an individual or organization to represent and attend the General Meeting of Shareholders (GMS) as stipulated in Clause 1 of this Article must be made in writing. The Authorization document shall be prepared in accordance with civil law and must clearly state the name of the principal Shareholder, the name of the authorized individual or organization, the number of Shares authorized, the Content of Authorization, the scope of Authorization, the term of Authorization, the signature, full name (handwritten), and seal (if an organization) of the principal and the Authorized shareholder.

The Authorized shareholder attending the General Meeting of Shareholders (GMS) must submit the Authorization document when registering to attend the meeting. The Authorized shareholder may re-authorize another person with the written consent of the original principal Shareholder/authorized representative of the organizational Shareholder. This document shall be presented by the re-authorized person when attending the meeting, along with the original Authorization document from the Shareholder/authorized representative of the organizational Shareholder. The re-authorized person may not authorize another person.

3. The Voting ballot of the Authorized shareholder, within the scope of Authorization, remains valid if one of the following events occurs and the Company receives notification immediately at the Voting meeting (after the General Meeting of Shareholders (GMS) has commenced):

a) The principal has Deceased, has restricted legal capacity, or has lost legal capacity;

b) The principal has revoked the authorization;

c) The principal has annulled the authority of the delegate.

This Clause does not apply if the Company receives notification of one of the above events before the scheduled opening time of the General Meeting of Shareholders (GMS) or before the meeting is reconvened.

Điều 17. Changes of rights

1. The Changes of rights or cancellation of special rights attached to a class of preference Shares shall be effective when approved by Shareholders representing 65% or more of the total Voting ballots of all Shareholders attending the meeting. A Resolution of the General Meeting of Shareholders (GMS) on Content that adversely changes the rights and Obligations of Shareholders owning preference Shares shall only be approved if assented to by preference Shareholders of the same class attending the meeting, holding 75% or more of the total preference Shares of that class, or assented to by preference Shareholders of the same class holding 75% or more of the total preference Shares of that class in case of Approval of Resolutions in the form of obtaining opinions in writing.

2. The convening of a meeting of Shareholders holding a class of preference Shares to approve the Changes of rights mentioned above shall only be valid if there are at least 02 Shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued Shares of that class. If the number of representatives is insufficient as mentioned above, the meeting shall be reconvened within the next 30 days, and those holding Shares of that class (regardless of the number of persons and Shares) present in person or through authorized representatives shall be deemed to meet the required number of representatives. At such meetings of Shareholders holding preference Shares, those holding Shares of that class present in person or through representatives may request a secret ballot. Each Share of the same class shall have equal Voting rights at the aforementioned meetings.

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

4. Unless otherwise stipulated by the terms of Share issuance, special rights attached to classes of Shares with preference rights regarding some or all matters related to Profit distribution or Assets of the Company shall not be changed when the Company issues additional Shares of the same class.

Điều 18. Convening, agenda and invitations to the GMS

1. The Board of Directors shall convene annual and extraordinary General Meetings of Shareholders (GMS). The Board of Directors shall convene extraordinary General Meetings of Shareholders (GMS) in the cases stipulated in Clause 3, Article 14 of this Charter.

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

a) Prepare the Shareholder list eligible to participate and Vote/elect at the General Meeting of Shareholders (GMS). The Shareholder list with the right to attend the GMS shall be prepared no more than 10 days before the Date of sending the Notice of convening the General Meeting of Shareholders (GMS). The Company must Announce information about the preparation of the Shareholder list eligible to attend the GMS at least 20 days before the record date;
b) Prepare the agenda and Content of the meeting;
c) Prepare documents for the meeting;

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d) Draft the Resolution of the General Meeting of Shareholders (GMS) according to the proposed Content of the meeting;
e) Determine the Time and venue of the meeting;
f) Announce and send the Notice of convening the General Meeting of Shareholders (GMS) to all Shareholders entitled to attend;
g) Other tasks serving the meeting.

3. The Notice of convening the General Meeting of Shareholders (GMS) shall be sent to all Shareholders by a method that ensures delivery to the Shareholders' contact Address, and simultaneously Announced on the Company's website and The State Securities Commission;, The Stock Exchange. where the Company's Shares are listed or registered for trading. The person convening the GMS must send the Notice of convening the General Meeting of Shareholders (GMS) to all Shareholders in the Shareholder list entitled to attend at least 21 days before the opening Date of the meeting, calculated from the Date the notice is validly sent or transmitted. The GMS agenda and documents related to the matters to be put to a Vote at the meeting shall be sent to Shareholders and/or posted on the Company's website. If the documents are not enclosed with the Notice of convening the General Meeting of Shareholders (GMS), the Notice of convening the General Meeting of Shareholders (GMS) must clearly state the link to all meeting documents so that Shareholders can access them, including:

a) Meeting agenda, documents used in the meeting;

b) Shareholder list and detailed information of candidates in case of election of Member of the Board of Directors, Member of the Board of Supervisors;

c) Voting ballot/election ballot;

d) Draft Resolution for each matter on the agenda.

4. Shareholders or groups of Shareholders as stipulated in Clause 2, Article 12 of this Charter have the right to propose matters to be included in the GMS agenda. The proposal must be in writing and must be sent to the Company at least 03 working days before the opening Date of the meeting. The proposal must clearly state the Shareholder's name, the number of each class of Shares held by the Shareholder, contact Address, nationality, Citizen ID card, Identity Card, Passport or other legal personal identification for individual Shareholders; name, enterprise code or establishment decision number, Address of the head office for organizational Shareholders; the class of Shares held by that Shareholder, and the matter proposed for inclusion in the agenda.

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

a) The proposal is sent against the regulations of Clause 4 of this Article;

b) At the time of the proposal, the Shareholder or group of Shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 12 of this Charter;

c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders (GMS);

d) Other cases as prescribed by law and this Charter.

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

Điều 19. Conditions for opening the GMS

1. The General Meeting of Shareholders (GMS) shall be conducted when the number of Shareholders attending represents more than 50% of the total Voting ballots.

2. If the first meeting does not meet the Conditions for opening the GMS as stipulated in Clause 1 of this Article, the Notice of convening the General Meeting of Shareholders (GMS) for the second time shall be sent within 30 days from the Date of the scheduled first meeting. The second General Meeting of Shareholders (GMS) shall be conducted when the number of Shareholders attending represents 33% or more of the total Voting ballots.

3. In case the second meeting does not meet the conditions for being held as prescribed in Clause 2 of this Article, the notice of the third meeting must be sent within 30 days from the date intended for the second meeting. The third GMS shall be held regardless of the total number of voting ballots of the attending Shareholders.

Điều 20. Procedures for carrying out and voting at the GMS

1. Before opening the meeting, the Company must conduct the shareholder registration procedure and must carry out the registration until all Shareholders entitled to attend the meeting have registered, following the sequence below:

a) When conducting shareholder registration, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card/ballot/voting ballot, on which the registration number, the full name of the Shareholder, the full name of the authorized representative, and the number of voting ballots/voting ballots of that Shareholder are recorded. The GMS shall discuss and vote on each issue in the meeting agenda. Voting shall be conducted by voting in favor, against, or abstaining. The Vote Counting Result shall be Announced by the Chairperson/Ballot Counting Committee immediately before the closing of the meeting. The GMS shall elect the persons responsible for counting or supervising the counting of votes as proposed by the Chairperson. The number of members of the Ballot Counting Committee shall be decided by the GMS based on the proposal of the meeting Chairperson;

b) Shareholders, authorized representatives of institutional Shareholders, or authorized persons arriving after the meeting has opened have the right to register immediately and then have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving Shareholders to register, and the validity of the contents already voted/elected previously shall not change.

2. The election of the Chairperson, secretary, Board of Supervisors/Delegate eligibility verification committee, and Ballot Counting Committee is prescribed as follows:

a) The CHAIRMAN OF THE BOARD OF DIRECTORS shall act as the Chairperson or authorize another Member of the Board of Directors to act as the Chairperson of the GMS convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining Members of the Board of Directors shall elect one among them to act as the Chairperson of the meeting based on the majority principle. In case a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside over the GMS to elect the meeting Chairperson from among the participants, and the person with the highest number of votes shall act as the meeting Chairperson;

b) Except for the case prescribed in Point a of this Clause, the person who signed the notice to convene the GMS shall preside over the GMS to elect the meeting Chairperson, and the person with the highest number of votes shall act as the meeting Chairperson;

c) The Chairperson shall appoint one or more persons as meeting secretaries;

d) The GMS shall elect one or more persons to the Ballot Counting Committee as proposed by the meeting Chairperson.

3. The agenda and Content of the meeting must be approved by the GMS during the opening session. The agenda must clearly and specifically define the time for each issue in the meeting agenda.

4. The meeting Chairperson has the right to implement necessary and reasonable measures to conduct the GMS in an orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of participants.

a) Arrange seating at the GMS location;

b) Ensure Safety for all persons present at the meeting locations;

c) Create conditions for Shareholders to attend (or continue to attend) the meeting. The person convening the GMS has full authority to change the aforementioned measures and apply all necessary measures. The applied measures may include issuing admission tickets or using other selection forms.

5. The person convening the meeting or the GMS Chairperson has the following rights:

a) Request all participants to undergo inspection or other lawful and reasonable security measures;

b) Request competent authorities to maintain order at the meeting; expel from the GMS those who do not comply with the Chairperson's management authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security inspection requirements.

6. The Chairperson has the right to postpone the GMS that has sufficient registered participants for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting location in the following cases:

a) The current location does not have adequate convenient seats for all participants;

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b) Information facilities at the meeting location do not ensure that attending Shareholders can participate, discuss, and vote;

c) The meeting is disrupted by one or some participants thus threatening the fairness and legitimacy of the meeting;

7. In case the Chairperson postpones or temporarily suspends the GMS contrary to the provisions of Clause 6 of this Article, the GMS shall elect another person from among the participants to replace the Chairperson in managing the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

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

Điều 21. Form and Conditions for ratification of resolutions of the GMS

1. The GMS shall pass resolutions under its authority by voting at the meeting or by collecting written opinions.

2. The GMS shall pass resolutions by voting at the meeting (including meetings organized online) regarding the following contents:

a) Amending and supplementing the Charter;

b) Development orientations of the company;

c) Types of Shares and total number of Shares of each type;

d) Elect, relieve from duty, remove members of the Board of Directors and the Board of Supervisors;

đ) Decision on investment or sale of Assets with a value of 35% or more of the total value of Assets recorded in the latest Financial statements of the company;

e) Approval of annual Financial statements;

f) Reorganization, Dissolution of the company.

g) Approval of the dividend rate for each Share of each type.

3. A Resolution of the GMS regarding the following content shall be passed when it is approved by Shareholders representing sixty-five percent (65%) or more of the total voting ballots of all Shareholders attending and voting at the meeting, except for cases prescribed in Clause 4, Clause 5, Clause 6 of this Article and Clause 8, Article 22 of this Charter:

a. Types of Shares and total number of Shares of each type;

b. Change of business lines and fields of the Company;

c. Change of the Company's management organizational structure;

d. Investment Project implementation or sale of Assets with a value of 35% or more of the total value of Assets recorded in the latest Financial statements of the Company;

đ. Reorganization, Dissolution of the Company;

4. Other resolutions shall be passed when approved by Shareholders owning over fifty percent (50%) of the total voting ballots of all Shareholders attending and voting at the meeting, except for cases prescribed in Clause 3, Clause 5, Clause 6 of this Article and Clause 8, Article 22 of this Charter.

5. The election of members of the Board of Directors and the Board of Supervisors must be carried out by the cumulative voting method, whereby each Shareholder has a total number of voting ballots corresponding to the total number of Shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and the Shareholder has the right to accumulate all or part of their total voting ballots for one or more Nominees. The elected member of the Board of Directors or Supervisor is determined by the number of votes calculated from high to low, starting from the Nominee with the highest number of votes until the number of members prescribed in the Charter is reached. In case there are 02 or more Nominees achieving the same number of votes for the final member of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the Nominees with the same number of votes or selection shall be made according to the criteria prescribed in the Company's election regulations.

6. A Resolution of the GMS regarding content that changes the rights and obligations of Shareholders owning preference Shares in a disadvantageous manner shall only be passed if approved by Shareholders owning 75% or more of the total preference Shares of that type voting in favor at the GMS or by collecting written opinions.

7. Resolutions of the GMS passed by 100% of the total Shares with voting rights are legal and effective even if the order and procedures for convening the meeting and passing that resolution violate the provisions of the Law on Enterprises and the Charter.

Điều 22. Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders

Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to collect written opinions from Shareholders to pass a resolution of the GMS when deemed necessary for the interests of the Company regarding all issues under the authority of the GMS prescribed in Article 15 of this Charter, except for issues that must be passed by voting at the meeting as prescribed in Clause 2, Article 21 of this Charter.

2. The Board of Directors must prepare ballot papers, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballot papers. The requirements and methods for sending ballot papers and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The feedback form must include the following key information:

a. Name, registered office address, and business registration number;

b. Purpose of soliciting opinions;

c. Full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; or full name, contact address, nationality, and legal document number of the representative of the organization shareholder;

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number of shares of each class and voting rights of the shareholder;

d. Issues requiring consultation before a decision can be made;

d. The voting options include "agree," "disagree," and "no opinion" for each issue being considered;

e. Election plan (if any);

f. Deadline for returning the answered feedback forms to the Company;

g. Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:

a. In the case of mailing, the answered opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Opinion ballots sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the ballots are counted;

b. In case of sending by fax or email, the opinion poll forms sent to the Company must be kept confidential until the time of vote counting;

c. Opinion ballots sent to the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions or disclosed in the case of fax or email submissions, are invalid. Unsubmitted ballots will be considered as non-voting ballots.

5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must include the following main contents:

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

b. The purpose and issues requiring consultation for the resolution's adoption;

c. The number of shareholders and 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;

d. The total number of votes in favor, against, and abstentions for each issue;

d. The issue has been approved and the corresponding percentage of votes in favor;

e. Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

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.

6. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Sending the vote count minutes and resolutions may be replaced by posting them on the Company's website within 24 hours of the completion of the vote count.

7. The completed ballots, vote counting records, adopted resolutions, and related documents accompanying the ballots must all be kept at the Company's head office.

8. Resolutions adopted by written shareholder consultation are approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders entitled to vote, and

are as valid as resolutions adopted at a General Meeting of Shareholders, except as provided in Clause 5 of Article 21 of these Charters.

Điều 23. Resolutions and Minutes of the Shareholders' General Meeting

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

a) Name, registered office address, business registration number;
b) Time and location of the Shareholders' General Meeting;
c) Meeting agenda and content;
d) The names of the chairperson and secretary;
e) Summarize the proceedings and statements made at the General Shareholders' Meeting on each item on the agenda;
f) The number of shareholders and the total number of voting shares of shareholders attending the meeting, the appendix listing registered shareholders, and the 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 participating shareholders;
h) Summarize the number of votes for each candidate (if applicable);
i) The issues were approved and the corresponding percentage of votes were cast in favor;
j) The full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid only if signed by all other members of the Board of Directors present at the meeting and containing all the information as stipulated in this clause. The meeting minutes shall clearly state the chairperson's or secretary's refusal to sign.

2. The minutes of the General Meeting of Shareholders must be completed 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.

3. Minutes drawn up in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall prevail.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Điều 24. Request to annul the Shareholders' General Meeting Resolution

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Enterprise Law has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 7, Article 21 of this Charter.

2. The content of the resolution violates the law or these Statutes.

In the event that a shareholder or group of shareholders requests the Court or Arbitration Tribunal to annul a resolution of the General Meeting of Shareholders as stipulated in Article 151 of the Enterprise Law, that resolution shall remain in effect until the decision of the Court or Arbitration Tribunal takes effect, except in cases where interim measures are applied by a competent authority.

VII. BOARD OF DIRECTORS

Điều 25. Nomination and candidacy for Board of Directors members.

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

a) Full name, date of birth (day, month, year);
b) Professional qualifications;
c) Work experience;
d) Other managerial positions (including board positions in other companies);
e) The benefits relate to the Company and its related parties;
f) Other information (if any) as stipulated in the company's charter;

The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests in the candidate's Board of Directors (if any).

2. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter. Shareholders holding common shares have the right to combine their voting rights to nominate candidates for the Board of Directors.

Shareholders or groups of shareholders holding 05% or more of the total number of common shares have the right to nominate or stand for election as members of the Board of Directors. Shareholders or groups of shareholders holding from 05% to 10% of the total number of common shares may nominate one (01) candidate; from over 10% to less than 50% may nominate a maximum of two (02) candidates; from 50% or more may nominate the full number of candidates expected for the Board of Directors as determined at each specific term according to the documents for the General Meeting of Shareholders.

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

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Charter. Specifically as follows:

Members of the Board of Directors must meet the following standards and conditions:

a) Not falling into the cases specified in Clause 2, Article 17 of the Law on Enterprises;

b) Possessing professional Qualification and experience in business management or in the business lines, sectors, or trades of the Company, and not necessarily being a Shareholder of the Company;

c) A member of the Board of Directors may concurrently be a member of the Board of Directors or a member of the Board of Members of another company, but may only concurrently be a member of the Board of Directors or Board of Members at a maximum of 05 other companies.

Điều 26. Term of office and composition of the Board of Directors

1. The number of members of the Board of Directors is from 03 to 07 persons. The number of members of the Board of Directors will be determined specifically for each term of the Board of Directors.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and they may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

The composition of the Board of Directors of a public company must ensure compliance with the regulations below, and the Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

a. There shall be at least 01 non-executive member in case the company has from 03 to 05 members of the Board of Directors;

b. There shall be at least 02 non-executive members in case the company has from 06 to 08 members of the Board of Directors;

c. There shall be at least 03 non-executive members in case the company has from 09 to 11 members of the Board of Directors.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are relieved from duty, removed, or replaced by the General Meeting of Shareholders in accordance with the law and this Charter.

4.1 The General Meeting of Shareholders shall relieve a member of the Board of Directors from duty in the following cases:

a. Not having sufficient standards and conditions to serve as a member of the Board of Directors as prescribed in Clause 4, Article 25 of the Charter;

b. Having submitted a resignation letter which has been accepted;

c. Suffering from mental disorders and the Board of Directors has professional evidence proving that the person no longer has the capacity for civil acts;

c. According to the Decision of the General Meeting of Shareholders.

4.2 The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

a. Failing to participate in the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

b. Providing dishonest personal information when submitting it to the Company as a candidate for the Board of Directors;

c. Violating the Responsibilities of a Manager of the Company under Article 165 of the Law on Enterprises or other provisions of the Law on Enterprises and the Charter;

d. Other cases as per the Resolution of the General Meeting of Shareholders.

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

The number of members of the Board of Directors is reduced by more than one-third compared to the number prescribed in the Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third. In other cases, the General Meeting of Shareholders shall elect new members to replace the members of the Board of Directors who have been relieved from duty or removed at the nearest meeting.

6. The appointment, relief from duty, removal, and replacement of members of the Board of Directors must be Announced in accordance with the law on information disclosure on the Securities Market.

Điều 27. Rights and obligations of the Board of Directors

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

2. The Rights and obligations of the Board of Directors are prescribed by law, the Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Decision on the strategy, medium-term development plan, and annual business plan of the Company;
b) Recommendation on the types of Shares and the total number of Shares of each type authorized to be offered;
c) Decision on the sale of unsold Shares within the scope of the number of Shares of each type authorized to be offered; decision on raising additional capital in other forms;
d) Decision on the selling price of Shares and bonds of the Company;
e) Decision on the redemption of Shares as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
f) Decision on investment plans; and Decision on investment, investment Projects, or the sale of Assets with a value of less than 35% of the total value of Assets recorded in the most recent Financial statements of the Company; Proactively selecting and approving investment plans to submit to the General Meeting of Shareholders for Decision;
g) Decision on solutions for Market development, marketing, and technology;
h) Approval of Contracts for purchase, sale, borrowing, lending, and other Contracts and Transactions with a value of 10% or more of the Charter capital of the Company, except for Contracts and Transactions under the Authority of the General Meeting of Shareholders as prescribed in point (o), point (q), and point (r) of Clause 2, Article 15 of this Charter;
i) Approval of Transactions with a value of less than 35% or Transactions resulting in a total value of Transactions arising within 12 months from the date of the first Transaction with a value of less than 35% of the total value of Assets recorded in the most recent Financial statements between a public company and one of the following subjects:
   - Members of the Board of Directors, members of the Board of Supervisors, the Director (General Director), other Managers, and affiliated persons of these subjects;
   - Shareholders, authorized representatives of Shareholders owning over 10% of the total ordinary share capital of the company and their affiliated persons;
   - Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises;

   In this case, the representative of the company signing the Contract or Transaction must notify the members of the Board of Directors and the Member of the Board of Supervisors about the related subjects regarding that Contract or Transaction and attach the Draft Contract or the main Content of the Transaction. The Board of Directors shall decide on the approval of the Contract or Transaction within 15 days from the date of receiving the notice; members of the Board of Directors who have related interests in the parties to the Contract or Transaction do not have the right to Voting.

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j) Investments not included in the business plan and budget exceeding 10% of the annual business plan and budget value;

k) Elect, relieve from duty, remove the President of the Board of Directors; Appoint, relieve from duty, sign Contracts, terminate Contracts with the Director, appoint or relieve from duty the Deputy Director, Chief Accountant, and decide on the salary, bonuses, and other benefits of those persons; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and decide on the remuneration and other benefits of those persons;

l) Supervising and directing the Director and other Managers in the daily business Operations of the Company;

m) Decision on the organizational structure, internal Management Regulations of the Company, decision on the establishment of Subsidiaries, branches, representative offices, and the contribution of capital or purchase of Shares of other enterprises;

n) Approving the program and Content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or collecting opinions for the General Meeting of Shareholders to pass Resolutions;

o) Submitting the annual Auditing Financial statements to the General Meeting of Shareholders;

p) Recommending the dividend payout ratio; deciding on the time limit and procedures for dividend payment or handling losses arising during business Operations; Executing dividend payments to Shareholders in accordance with the law after being approved by the annual General Meeting of Shareholders;

q) Recommending the reorganization or Dissolution of the Company; requesting the Bankruptcy of the Company;

r) Decision on issuing the Regulations on Operation of the Board of Directors and the Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders; Regulations on information disclosure of the company;

s) Requesting the Director, Deputy Director, and other Managers in the Company to provide information and documents on the Financial situation and business Operations of the Company and of units within the Company.

Managers are required to provide timely, complete, and accurate information and documents at the request of a Member of the Board of Directors.

t) Other rights and obligations as stipulated by the Law on Enterprises, the Law on Securities, other legal provisions, and the Company Charter.

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

Điều 28. Remunerations, bonuses and other benefits of members of the Board of Directors

1. The Company has the right to pay remunerations and bonuses to members of the Board of Directors based on business results and efficiency.

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2. Members of the Board of Directors are entitled to work remunerations and bonuses. Work remunerations are calculated based on the number of working days required to complete the duties of a Member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of unanimity. The total amount of remunerations and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders (GMS) at the annual meeting.

3. The remuneration of each Member of the Board of Directors shall be included in the Company's business Cost as stipulated by the law on corporate income tax, shall be presented as a separate item in the Company's annual Financial statements, and must be reported to the General Meeting of Shareholders (GMS) at the annual meeting.

4. A Member of the Board of Directors holding an Executive Position or a Member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks beyond the normal scope of duties of a Member of the Board of Directors may be paid additional remuneration in the form of a lump sum fee per instance, salary, commission, Percentage of Profit, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable Costs they have incurred while performing their Responsibilities as a Member of the Board of Directors, including Costs incurred in attending meetings of the General Meeting of Shareholders (GMS), the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be purchased liability Insurance by the Company after obtaining the Approval of the General Meeting of Shareholders (GMS). This Insurance does not cover liabilities of Members of the Board of Directors related to violations of the law and the Company Charter.

Điều 29. CHAIRMAN OF THE BOARD OF DIRECTORS

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

2. The President of the Board of Directors shall not concurrently hold the Position of Director.

3. The President of the Board of Directors has the following Rights and obligations:

a) To prepare the program and plan for the Activities of the Board of Directors;
b) To prepare the agenda, Content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
c) To organize the Approval of Resolutions and Decisions of the Board of Directors;
d) To supervise the implementation of Resolutions and Decisions of the Board of Directors;
e) To chair meetings of the General Meeting of Shareholders (GMS);
f) Other rights and obligations as stipulated by the Law on Enterprises and this Charter.

4. If the President of the Board of Directors resigns or is relieved of duty or dismissed, the Board of Directors must elect a replacement within 10 days from the Date of receiving the resignation letter or from the Date of being relieved of duty or dismissed.

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5. If the President of the Board of Directors is absent or unable to perform their duties, they must authorize another Member in writing to exercise the Rights and obligations of the President of the Board of Directors in accordance with the principles stipulated in the Company Charter. If there is no authorized person or if the President of the Board of Directors is Deceased, missing, temporarily detained, serving a prison sentence, serving an administrative measure at a compulsory drug rehabilitation center, compulsory education institution, has fled from their place of residence, has their civil act capacity restricted or lost, has difficulties in perception or controlling their behavior, or is prohibited by a Court from holding a Position, practicing a profession, or performing a certain job, the remaining members shall elect one person from among themselves to hold the Position of President of the Board of Directors by a majority vote of the remaining members until a new Decision of the Board of Directors is issued.

Điều 30. Meetings of the Board of Directors

1. The President of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the Date of conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the Member with the highest number of votes or the highest Percentage of votes. If there are multiple members with the highest and equal number of votes or Percentage of votes, the members shall elect by majority vote to choose 01 person among them to convene the meeting of the Board of Directors.

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

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

a) At the proposal of the Board of Supervisors;

b) At the proposal of the Director or at least 05 other Managers (including Managers appointed by the Director);

c) At the proposal of at least 02 Members of the Board of Directors.

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

5. The President of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the Date of receiving the proposal stipulated in Clause 3 of this Article. If the President of the Board of Directors fails to convene a meeting of the Board of Directors as requested, they shall be responsible for any damages incurred by the Company; the proposing person has the right to replace the President of the Board of Directors in convening the meeting of the Board of Directors.

6. The President of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of meeting at least 03 working days before the meeting Date. The notice of meeting must specify the time and place of the meeting, the agenda, issues for

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discussion, and Decisions. The notice of meeting must be accompanied by documents to be used at the meeting and the Member's Ballot.

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

7. The President of the Board of Directors or the convener shall send the notice of meeting and accompanying documents to the Members of the Board of Supervisors as for the Members of the Board of Directors.

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

8. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. If a meeting convened in accordance with this Clause does not have the required number of members present, a second meeting shall be convened within 07 days from the Date of the first scheduled meeting. In this case, the meeting shall be conducted 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 cases:

a) Attending and Voting directly at the meeting;
b) Authorizing another person to attend and Vote as stipulated in Clause 11 of this Article;
c) Attending and Voting via online conference, electronic Ballot, or other electronic forms;
d) Sending a Ballot to the meeting via mail, fax, or email;

10. In case of sending a Ballot to the meeting via mail, the Ballot must be enclosed in a sealed envelope and must be delivered to the President of the Board of Directors at least 01 hour before the opening. The Ballot shall only be opened in the presence of all attendees.

11. Voting

a) Except for the provision in Point b, Clause 11, Article 30, each Member of the Board of Directors or authorized person as stipulated in Clause 9 of this Article personally present at the meeting of the Board of Directors shall have one (01) Vote;
b) A Member of the Board of Directors shall not Vote on Contracts, Transactions, or proposals in which that Member or an Affiliated person of that Member has an interest, and such interest conflicts or may conflict with the interests of the Company. A Member of the Board of Directors shall not be counted towards the minimum Percentage of members present required to hold a meeting of the Board of Directors for Decisions on which that Member has no right to Vote;
c) As stipulated in Point d, Clause 11 of this Article, when an issue arises at the meeting related to the interest or Voting right of a Member of the Board of Directors, and that Member does not voluntarily waive their Voting right, the ruling of the chairperson shall be the final Decision, unless the nature or scope of the related interest of the Member of the Board of Directors has not been fully Announced;

d) A Member of the Board of Directors benefiting from a Contract stipulated in Points a and b, Clause 6, Article 43 of this Charter shall be deemed to have a significant interest in that Contract;

e) A Supervisor has the right to attend meetings of the Board of Directors, has the right to discuss but not to Vote.

12. A Member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they have an interest therein has the responsibility to disclose this interest at the first meeting of the Board of Directors that discusses the signing of this contract or transaction. In case a Member of the Board of Directors does not know that they and their Affiliated persons have an interest at the time the contract or transaction is signed with the Company, this Member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after this member becomes aware that they have an interest or will have an interest in the aforementioned transaction or contract.

13. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend the meeting and participate in Voting if approved by a majority of the members of the Board of Directors.

14. A Resolution or Decision of the Board of Directors is passed if approved by a majority of the members attending the meeting; in case of a tie, the final decision belongs to the side with the opinion of the CHAIRMAN OF THE BOARD OF DIRECTORS.

15. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when approving matters under the authority of the Board of Directors at Clause 2, Article 27 of this Charter.

A Resolution in the form of written consultation is passed based on the approval of a majority of the members of the Board of Directors with the right to participate in Voting. This Resolution has the same effect and validity as a resolution passed at a meeting.

16. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each member participating in the meeting can:

a) Hear each other member of the Board of Directors participating in the meeting speak;

b) Speak with all other attending members simultaneously. The discussion between members can be conducted directly via Telephone or by other means of communication or a combination of these methods. A Member of the Board of Directors participating in such a meeting is considered to be "present" at that meeting. The location of the meeting organized under this provision is the location where the largest number of members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

Decisions passed in a meeting via Telephone that is organized and conducted in a lawful manner are effective immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors attending this meeting.

17. The CHAIRMAN OF THE BOARD OF DIRECTORS is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes are authentic evidence of the work conducted in the meeting unless there is an objection to the Content of the minutes within ten (10) days from the Date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must be signed by the chairperson and the person recording the minutes.

Điều 31. Sub-committees of the Board of Directors

1. The Board of Directors may establish sub-committees to be in charge of development Policies, personnel, remuneration, internal Auditing, and risk Management. The number of members of a sub-committee shall be decided by the Board of Directors and shall have a minimum of 03 people, including members of the Board of Directors and external members. Non-executive Directors should account for the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the Decision of the Board of Directors. The Operations of the sub-committee must comply with the regulations of the Board of Directors. A Resolution of the sub-committee is only effective when a majority of members attend and vote to pass it at the sub-committee meeting.

2. The implementation of a Decision of the Board of Directors, or of a sub-committee under the Board of Directors, must comply with current legal regulations and the provisions of the Company Charter and the Internal Regulations on Corporate Governance.

Điều 32. Corporate governance officer

1. The Board of Directors of the Company must appoint at least 01 corporate governance officer to support Corporate governance work at the enterprise. The corporate governance officer may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The corporate governance officer must not simultaneously work for an approved Auditing organization that is performing an audit of the Financial statements of the Company.

3. The corporate governance officer has the following rights and Responsibilities:

c) Advising the Board of Directors in organizing the General Meeting of Shareholders (GMS) in accordance with regulations and related work between the Company and Shareholders;
d) Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders (GMS) at the request of the Board of Directors or the Board of Supervisors;
e) Advising on meeting procedures;
f) Attending meetings;
g) Advising on procedures for drafting Resolutions of the Board of Directors in accordance with the provisions of the law;
h) Providing Financial statements, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
i) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;

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j) Acting as a contact point with related parties;
k) Maintaining confidentiality of information in accordance with the provisions of the law and the Company Charter;
l) Other rights and Responsibilities as prescribed by law and this Charter.

VIII. DIRECTOR AND OTHER EXECUTIVES

Điều 33. Organization of the Board of Management

The Board of Management of the Company must ensure that the Board of Management is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the daily business Operations of the Company. The Company has a Director, Deputy Directors, a Chief Accountant, and other management titles appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned titles must be passed by a Resolution or Decision of the Board of Directors.

The Managers of the Company include the CHAIRMAN OF THE BOARD OF DIRECTORS, members of the Board of Directors, the Director, and individuals holding other management titles appointed by the Board of Directors, including Deputy Directors and the Chief Accountant.

Điều 34. Board of Management

1. The Executives of the Company include the Director, Deputy Directors, and the Chief Accountant.

2. Upon the proposal of the Director and with the approval of the Board of Directors, the Company may recruit other executives with a number and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. Board of Management must have the responsibility to support the Company in achieving the set goals in Operations and organization.

3. The Director is paid a salary and bonus. The salary and bonus of the Director are decided by the Board of Directors.

4. The salary of an executive is included in the business Cost of the Company in accordance with the law on corporate income tax, is shown as a separate item in the annual Financial statements of the Company, and must be reported to the General Meeting of Shareholders (GMS) at the annual meeting.

Điều 35. Appointment, dismissal, rights, and Responsibilities of the Director

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person as the Director.

2. The Director is the person who manages the daily business Operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and Responsibilities.

3. The term of the Director is no more than 05 years and may be re-appointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company Charter.

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4. The Director has the following rights and Responsibilities:

a) Deciding on matters related to the daily business Operations of the Company that do not fall under the authority of the Board of Directors;
b) Organizing the implementation of Resolutions and Decisions of the Board of Directors;
c) Organizing the implementation of the business plan and investment plan of the Company;
d) Proposing the organizational structure and internal management regulations of the Company;
e) Appointing, dismissing, and removing management titles in the Company, except for titles under the authority of the Board of Directors;
f) Deciding on salaries and other benefits for employees in the Company, including managers under the appointment authority of the Director;
g) Recruiting employees;
h) Proposing plans for dividend payment or handling of business losses;
i) Other rights and Responsibilities as prescribed by law, the Company Charter, and Resolutions and Decisions of the Board of Directors.

5. The Board of Directors may dismiss the Director when a majority of the members of the Board of Directors with the right to participate in Voting attending the meeting approve and appoint a new Director as a replacement.

Điều 36. Company Secretary

When deemed necessary, the Board of Directors decides to appoint one (01) or more persons as Company Secretary with a term as decided by the Board of Directors. The Board of Directors may remove the Company Secretary when necessary but not in contravention of current labor laws. The Company Secretary has the following rights and Responsibilities:

a) Assisting in organizing the convening of the General Meeting of Shareholders (GMS) and Board of Directors meetings; recording meeting minutes;
b) Assisting members of the Board of Directors in exercising their assigned rights and Responsibilities;
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; complying with the obligation to provide information, disclose information, and administrative procedures.
e) Other rights and obligations as prescribed in the Company Charter and Internal Regulations on Corporate Governance.

IX. BOARD OF SUPERVISORS

Điều 37. Nomination and self-nomination of members of the Board of Supervisors (Supervisors)

1. The nomination and self-nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding shares with voting rights have the right to aggregate their voting rights to nominate Supervisors. Shareholders or groups of shareholders owning 05% or more of the total common shares have

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the right to nominate or self-nominate members of the Board of Supervisors. Shareholders or groups of shareholders holding from 05% to 10% of the total voting shares are entitled to nominate one (01) candidate; from over 10% to less than 50% are entitled to nominate a maximum of two (02) candidates; from 50% or more are entitled to nominate the full number of candidates expected for the Board of Supervisors as determined for each specific term according to the GMS meeting documents.

2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the GMS votes to elect members of the Board of Supervisors in accordance with the law.

Điều 38. Composition of the Board of Supervisors

1. The number of members of the Board of Supervisors of the Company is 03. The term of office for a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

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

a. Working in the accounting or finance department of the Company;

b. Being a member or employee of an independent auditing firm performing audits of the Company's financial statements in the 03 preceding consecutive years.

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

a. No longer meeting the standards and conditions to be a member of the Board of Supervisors as prescribed in Clause 2 of this Article;

b. Submitting a resignation letter which is accepted;

c. Suffering from mental disorders and other members of the Board of Supervisors have professional evidence proving that the person no longer has the capacity for civil acts;

d. According to the decision of the GMS;

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

a. Failing to complete assigned tasks or duties;

b. Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c. Repeatedly violating or seriously violating the obligations of members of the Board of Supervisors as prescribed by the Law on Enterprises and the Company Charter;

d. Providing dishonest personal information when submitting as a candidate for the Board of Supervisors;

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e. Other cases as per the resolution of the GMS.

Điều 39. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal from office shall be based on the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or other majors relevant to the business operations of the enterprise.

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

a) Convening meetings of the Board of Supervisors;

b) Requesting the Board of Directors, the Director, and other executives to provide relevant information to report to the Board of Supervisors;

c) Preparing and signing the report of the Board of Supervisors after consulting with the Board of Directors to submit to the GMS.

Điều 40. Rights and obligations of the Board of Supervisors

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

1. Proposing and recommending the GMS to approve the list of auditing firms accepted to audit the Company's Financial statements; deciding on the auditing firm accepted to inspect the Company's operations, and dismissing the accepted auditor when deemed necessary.

2. Being responsible to shareholders for its supervisory activities.

3. Supervising the Financial situation of the Company, and the compliance with the law in the activities of members of the Board of Directors, the Director, and other managers.

4. Ensuring coordination with the Board of Directors, the Director, and shareholders.

5. In case of detecting violations of the law or the Company Charter by members of the Board of Directors, the Director, and other Board of Management, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and have solutions to remedy the consequences.

6. Developing the Regulations on Operation of the Board of Supervisors and submitting them to the GMS for approval.

7. Reporting at the GMS in accordance with Article 290 of Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Having the right to access records and documents of the Company kept at the head office, branches, and other locations; having the right to visit the workplaces of the Company's managers and employees during working hours.

9. Having the right to request the Board of Directors, members of the Board of Directors, the Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company.

10. Other rights and obligations as prescribed by law and this Charter.

Điều 41. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least 02 times per year, with at least 2/3 of the members of the Board of Supervisors attending. Minutes of the meetings of the Board of Supervisors shall be prepared in detail and clearly. The minute-taker and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. The meeting minutes of the Board of Supervisors must be kept to determine the responsibilities of each member of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of the accepted auditing firm to attend and answer issues that need clarification.

Điều 42. Salaries, remunerations, bonuses and other benefits of members of the Board of Supervisors

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

1. Members of the Board of Supervisors are paid salaries, remunerations, bonuses, and other benefits as decided by the GMS. The GMS decides on the total amount of salaries, remunerations, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors are reimbursed for reasonable food, accommodation, travel, and independent consulting service costs. The total amount of these remunerations and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the GMS, unless otherwise decided by the GMS.

3. Salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax, other relevant laws, and must be recorded as a separate item in the Company's annual Financial statements.

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

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

Điều 43. Responsibility to be honest and avoid conflicts of interest

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

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

3. Members of the Board of Directors, members of the Board of Supervisors, the Director, and other managers have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with themselves or their affiliated persons as prescribed by law. For the aforementioned transactions approved by the GMS or the Board of Directors, the Company must announce these resolutions in accordance with the law on securities regarding information disclosure.

4. Members of the Board of Directors may not vote on transactions that bring benefits to themselves or their affiliated persons in accordance with the Law on Enterprises and the Company Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the Director, other managers, and their affiliated persons may not use or disclose internal information to others to perform related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the Director, other executives, and individuals or organizations affiliated with these persons shall not be void in the following cases:

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent Financial statements, the important contents of the Contracts or transactions as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the Director, and other executives have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of the members of the Board of Directors who have no related interests;

b) For transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent Financial statements, the important contents of such transactions as well as the relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the Director, and Other executives must be Announced to Shareholders and approved by the General Meeting of Shareholders (GMS) via a Ballot of Shareholders who do not have related interests.

c) Contracts and transactions for borrowing or selling assets with a value greater than 10% of the total asset value recorded in the most recent Financial statements between the Company and a Shareholder owning 51% or more of the total voting Shares, or an affiliated person of such

Shareholder, must be Announced to Shareholders and approved by the General Meeting of Shareholders (GMS) via a Ballot of Shareholders who do not have related interests.

Điều 44. Responsibilities for damages and compensation

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

2. The Company shall indemnify persons who have been, are, or may become a related party in claims, lawsuits, or prosecutions (including civil, administrative, and non-Company-initiated lawsuits) if such person has been or is a member of the Board of Directors, a member of the Board of Supervisors, the Director, Other executives, an employee, or an authorized representative of the Company, was acting in the performance of their duties under the Company's authorization, acted honestly and prudently in the best interests of the Company on the basis of compliance with the law, and there is no evidence confirming that such person has breached their responsibilities.

3. Compensation costs include judgment costs, fines, and actual payments incurred (including legal fees) when resolving these cases within the framework permitted by law. The Company may purchase Insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO INVESTIGATE BOOKS AND RECORDS OF THE COMPANY

Điều 45. Right to investigate books and records

1. Common shareholders have the right to investigate books and records, specifically as follows:

a) Common shareholders have the right to examine, investigate, and extract information regarding names and contact addresses in the Shareholder list with voting rights; request the correction of inaccurate information; examine, investigate, extract, or copy the Company Charter, Minutes of the GMS, and Resolutions of the General Meeting of Shareholders (GMS);

b) Shareholders or groups of Shareholders owning 05% or more of the total common shares have the right to examine, investigate, and extract the minute book and Resolutions, Decisions of the Board of Directors, semi-annual and annual Financial statements, reports of the Board of Supervisors, Contracts, and Transactions that must be approved by the Board of Directors, and other documents, excluding documents related to trade secrets and business secrets of the Company.

2. In cases where an authorized representative of a Shareholder or group of Shareholders requests to investigate books and records, they must attach a Power of Attorney from the Shareholder or group of Shareholders they represent or a notarized copy of such Power of Attorney.

3. Members of the Board of Directors, members of the Board of Supervisors, the Director, and Other executives have the right to investigate the Company's share register, Shareholder list, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.

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4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of Assets, Resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors, Minutes of the GMS and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual Financial statements, Accounting books, and other documents as prescribed by law at the head office or another location, provided that Shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. The Company Charter must be Announced on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Điều 46. Employees and Trade Union

1. The Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employment, salaries, social Insurance, Welfare, rewards, and discipline for employees and Board of Management.

2. The Director must prepare a plan for the Board of Directors to approve issues related to the Company's relationship with Trade Union organizations in accordance with best standards, practices, and Management Policies, the practices and Policies stipulated in this Charter, the Company's regulations, and current legal regulations.

XIII. PROFIT DISTRIBUTION

Điều 47. Profit distribution

1. The General Meeting of Shareholders (GMS) decides the annual dividend payment rate and the form of dividend payment from the Company's retained Profit.

2. The Company does not pay interest on dividend payments or payments related to a class of Shares.

3. The Board of Directors may propose that the General Meeting of Shareholders (GMS) approve the payment of all or part of dividends in Shares, and the Board of Directors is the body responsible for executing this decision.

4. In cases where dividends or other payments related to a class of Shares are paid in cash, the Company must pay in VND. Payment may be made directly or through Banking institutions based on the Bank accounts details provided by the Shareholder. In cases where the Company has transferred funds according to the Bank accounts details provided by the Shareholder but the Shareholder does not receive the money, the Company shall not be liable for the amount transferred to such Shareholder. Dividend payments for Shares registered for trading at The Stock Exchange. may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation (VSDC).

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a Resolution or Decision to determine a specific date to close the Shareholder list. Based on that date, those registered as Shareholders or owners of other Securities are entitled to receive cash or stock dividends, notices, or other documents.

6. Other issues related to Profit distribution shall be implemented in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, FISCAL YEARS AND ACCOUNTING

Điều 48. Bank accounts

1. The Company opens Bank accounts at Vietnamese banks or foreign bank branches permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in necessary cases, the Company may open Bank accounts abroad in accordance with the provisions of the law.

3. The Company conducts all payments and Accounting Transactions through VND or foreign currency accounts at the banks where the Company holds Bank accounts.

Điều 49. Fiscal year

The Company's Fiscal year begins on January 1st of each year and ends on December 31st of each year. The first Fiscal year begins from the date of issue of the Enterprise Registration Certificate and ends on December 31st of the same year the Enterprise Registration Certificate was issued.

Điều 50. Accounting

1. The Accounting system used by the Company is the enterprise Accounting system or a specialized Accounting system issued or approved by the competent authority.

2. The Company prepares Accounting books in Vietnamese and maintains Accounting records in accordance with the law on Accounting and related laws. These records must be accurate, up-to-date, systematic, and sufficient to prove and provide an Explanation for the Company's Transactions.

3. The Company uses VND as the currency unit in Accounting. In cases where the Company's economic operations arise mainly in a foreign currency, it may choose that foreign currency as the currency unit in Accounting, take responsibility for that choice before the law, and notify the direct tax management authority.

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

Điều 51. Annual, semi-annual and quarterly financial statements

1. The Company must prepare annual Financial statements, and annual Financial statements must be audited in accordance with the provisions of the law. The Company shall Announce the audited annual Financial statements in accordance with the law on Information disclosure on the Market and submit them to the competent state authority.

2. Annual Financial statements must include full reports, appendices, and notes as prescribed by the law on enterprise Accounting. Annual Financial statements must reflect the Company's Operations truthfully and objectively.

3. The Company must prepare and Announce reviewed semi-annual Financial statements and quarterly Financial statements in accordance with the law on Information disclosure on the Market and submit them to the competent state authority.

Điều 52. Annual report

The Company must prepare and Announce an Annual report in accordance with the provisions of the law on Securities and the Market.

XVI. AUDITING

Điều 53. Auditing

1. The General Meeting of Shareholders (GMS) appoints an independent Auditing firm or approves a list of independent Auditing firms and authorizes the Board of Directors to decide on the selection of one of these units to conduct the Auditing of the Company's Financial statements for the next Fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The Auditing report shall be attached to the Company's annual Financial statements.

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

XVII. SEAL OF THE ENTERPRISE

Điều 54. SEAL OF THE ENTERPRISE

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

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

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

XVIII. DISSOLUTION OF THE COMPANY

Điều 55. Dissolution of the Company

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

a) Pursuant to a Resolution or Decision of the General Meeting of Shareholders (GMS);

b) Revocation of the Enterprise Registration Certificate, except where the Law on Tax Management provides otherwise;

c) Other cases prescribed by the company's charter.

2. The dissolution of the Company before the expiration of its term (including any extended term) shall be decided by the General Meeting of Shareholders (GMS) and implemented by the

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Board of Directors. This decision on dissolution must be notified to or approved by the competent authority (if mandatory) in accordance with regulations.

Điều 56. Extension of Operations

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders (GMS) at least 7 months before the end of the term of operations so that Shareholders may vote on the extension of the Company's operations as proposed by the Board of Directors.

2. The term of operations is extended when Shareholders representing 65% or more of the total Voting ballots of all Shareholders attending the General Meeting of Shareholders (GMS) approve.

Điều 57. Liquidation

1. At least 06 months before the end of the Company's term of operations or after a decision on the dissolution of the Company is made, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders (GMS) and 01 member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All Costs related to the Liquidation shall be prioritized by the Company for payment before other Debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority regarding the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent the Company in all matters related to the Liquidation of the Company before the Court and administrative agencies.

3. Proceeds from the Liquidation shall be paid in the following order:

a) Liquidation Costs;
b) Debts for salaries, severance allowances, Insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
c) Tax Debts;
d) Other Debts of the Company;
e) The remainder after paying all Debts from items (a) to (d) above shall be divided among the Shareholders. Preference shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Điều 58. Internal Dispute Resolution

1. In case of disputes or complaints related to the Company's Operations, the rights and obligations of Shareholders as prescribed by the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, the Board of Supervisors, the Director, or other executives;

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The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 20 working days from the date the dispute arises. In case the dispute relates to the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, either party may refer the dispute to Arbitration or the Court.

3. The parties shall bear their own Costs related to the negotiation and conciliation procedures. Payment of Court Costs shall be made in accordance with the Court's judgment.

XX. CHARTER SUPPLEMENT AND AMENDMENT

Điều 59. Company Charter

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders (GMS).

2. In case the law contains regulations related to the Company's Operations that are not mentioned in this Charter, or in case new legal regulations differ from the provisions in this Charter, those regulations shall apply to govern the Company's Operations.

XXI. EFFECTIVE DATE

Điều 60. Effective date

1. This amended and supplemented Charter, consisting of 21 sections and 60 articles, was passed by the 2026 Annual General Meeting of Shareholders (GMS) on April 20, 2026, and is effective from April 20, 2026.

2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Company's headquarters.

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

4. Copies and extracts of this Charter are valid only when signed by the Legal Representative of the Company or the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors of the Company and stamped with the SEAL of the IDICO - Long An Investment Construction Joint Stock Company.

LEGAL REPRESENTATIVE OF THE COMPANY
DIRECTOR

Nguyen Xuan Tien

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IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 24/TTr - HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

Re: Approval of amendments and supplements to the Internal Regulations on Corporate Governance
IDICO-LINCO Company

To: General Meeting of Shareholders (GMS) of IDICO-LINCO Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and guiding documents;

Pursuant to the current Charter ("Charter") of IDICO - Long An Investment Construction Joint Stock Company ("Company");

Pursuant to the current Internal Regulations on Corporate Governance of IDICO - Long An Investment Construction Joint Stock Company;

Pursuant to the operational requirements of the Company.

Based on the provisions of current laws, the Company wishes to adjust and update the contents of the Internal Regulations on Corporate Governance to ensure compliance with new legal documents amending and supplementing the Law on Enterprises, the Law on Securities, and Decree No. 245/2025/ND-CP amending and supplementing Decree No. 155/2020/ND-CP. The contents of the adjusted and supplemented Regulations are specified in the "Appendix - Amendments and supplements to the Internal Regulations on Corporate Governance of the Company" attached to this Proposal.

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for approval of the following contents:

1. Approval of the amendment and supplementation of the Company's Internal Regulations on Corporate Governance. The amendments and supplements to the Internal Regulations on Corporate Governance are specified in the attached "Appendix - Amendments and supplements to the Internal Regulations on Corporate Governance of the Company".

2. Approval of the draft (amended) Internal Regulations on Corporate Governance of the Company. This Charter shall take effect from the date of

its approval by the General Meeting of Shareholders (GMS) and shall replace the current Internal Regulations on Corporate Governance.

3. Authorize the Chairman of the Board of Directors of the Company to carry out necessary procedures and sign for the issuance of the (amended) Internal Regulations on Corporate Governance approved by the General Meeting of Shareholders (GMS) in accordance with the law.

Respectfully submitted to the General Meeting of Shareholders (GMS) for consideration and approval.

Recipients:
- As above;
- Board of Directors;
- Archived: HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

Appendix 01
Amendments and Additions
Internal Corporate Governance Regulations
IDICO - Long An Investment Construction Joint Stock Company

1. The contents amended and supplemented in the Internal Corporate Governance Regulations of IDICO-LINCO, including:

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
Basis section		- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;* - *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;* - *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;* - *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies at 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*	- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;* - *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 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 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, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;* - *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021 of the Ministry of Finance guiding a number*	Update legal documents amending and supplementing the Law on Enterprises, Law on Securities, Decrec 245/2025 amending and supplementing Decree 155/2020.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		Securities; - *Pursuant to the Charter of Organization and Operations of IDICO - Long An Investment Construction Joint Stock Company;* - *Pursuant to the Resolution of the General Meeting of Shareholders dated May 14, 2021* The Board of Directors issues the Internal Corporate Governance Regulations of IDICO - Long An Investment Construction Joint Stock Company	*of articles on corporate governance applicable to public companies at Decree No. 155/2020/ND-CP dated December 31, 2020;* - ***Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on / / ("Charter");*** - ***Pursuant to the Resolution of the Annual General Meeting of Shareholders approved on / /.*** The Board of Directors issues the Internal Corporate Governance Regulations of IDICO - Long An Investment Construction Joint Stock Company	
Article 2, Clauses 6, 7, 8	Interpretation of Terms and Abbreviations	6. VSD: means Vietnam Securities Depository and Clearing Corporation 7. Delegate: means a Shareholder, representative (person authorized by a shareholder) 8. Person in charge of corporate governance: is the person with the responsibilities and powers stipulated in Article 281 of Decree 155/2020/ND-CP. (not yet stipulated)	6. VSDC: means Vietnam Securities Depository and Clearing Corporation 7. Delegate: means a Shareholder, representative (person authorized by a shareholder) 8. Person in charge of corporate governance: is the person with the responsibilities and powers stipulated in Article 281 of Decree 155/2020/ND-CP. **9. Online meeting: is a form of organizing a General Meeting of Shareholders using electronic means to transmit images and sound via the**	Supplementing term interpretation

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
			internet, allowing shareholders at different locations to follow the proceedings of the meeting, discuss and vote on issues of the meeting. **10. Electronic voting: is the act of a shareholder voting through the Electronic voting system as stipulated in these Regulations.** **11. Contact address: is the registered headquarters address for organizations; the permanent residence, working place or another address of an individual that is registered as Contact address with an enterprise.**	
-	Section 1. Roles, rights and obligations of the GMS	CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS I. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS TO PASS RESOLUTIONS BY VOTING AT THE MEETING OF THE GENERAL MEETING OF SHAREHOLDERS Section 1. Roles, rights and obligations of the GMS Roles, rights and obligations of the GMS are stipulated in Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Articles 14 and 15 of the Company Charter. Section 2. Regulations on the order and procedures for convening and	**CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS (GMS)** **Section 1. Roles, rights and obligations of the GMS** The roles, rights and obligations of the GMS are stipulated in Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Article 14 and Article 15 of the Company Charter. **Section 2. Regulations on the order and procedures for convening and voting at the GMS** **I. REGULATIONS FOR THE GMS TO PASS RESOLUTIONS BY VOTING AT THE GMS MEETING** ...	Adjust the layout to align with the Model Regulations in Circular 116/2020/TT-BTC. Simultaneously, ensure the layout accommodates the classification of GMS into various meeting methods: Meetings, written consultation, online meetings, and meetings combining in-person and online participation.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		voting at the General Meeting of Shareholders		
Article 8, Clause 2, Point c	(Pursuant to Article 144 of the Enterprise Law; Clause 1, 2, 5 of Article 20 of the Company Charter)	2. Regulations on authorization to attend the AGM ... c. The Ballot/Voting Ballot of the authorized person attending the meeting within the scope of authorization remains valid when one of the following cases occurs: • The principal is Deceased, has limited civil act capacity, or has lost civil act capacity; • The principal has revoked the authorization; • The principal has annulled the authority of the delegate. • This provision does not apply in cases where the Company receives notice of one of the above events before the opening time of the GMS meeting or before the meeting is reconvened.	2. Regulations on authorization to attend the AGM ... c. The Ballot/Voting Ballot of the authorized person attending the meeting within the scope of authorization remains valid when one of the following cases occurs if the Company has not received written notice and the GMS meeting has opened: ▪ The principal is Deceased, has limited civil act capacity, or has lost civil act capacity; • The principal has revoked the authorization; ▪ The principal has annulled the authority of the delegate. • This provision does not apply in cases where the Company receives written notice of one of the above events before the opening time of the GMS meeting or before the meeting is reconvened.	Adjust the content to serve as a basis for determination when situations of revocation of authorization arise.
Article 9, Clause 3	Conditions for opening the GMS	3. In case the second meeting does not meet the conditions for opening as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 20 days from the intended date of the second meeting. The third GMS meeting shall be conducted regardless of the	3. In case the second meeting does not meet the conditions for opening as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 30 days from the intended date of the second meeting. The third GMS meeting shall be conducted regardless of the total number of votes of the	This content is adjusted to align with the Company's regulations on the timing of organizing the GMS for public companies

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		total number of votes of the shareholders attending the meeting.	shareholders attending the meeting.	
Article 10, Clause 1	Forms of passing GMS resolutions	1. The GMS passes resolutions under its authority by voting at the meeting or by written consultation.	**1. The GMS passes resolutions under its authority by voting at the meeting:** **a. In-person meeting** **b. Online conference** **c. Conference combining in-person and online participation** **2. The GMS passes resolutions under its authority by written consultation (Regulated in Part II – This Chapter):** **a. Sending ballot papers by mail, fax, or email** **b. Sending ballot papers by electronic voting** **c. Sending ballot papers by mail, fax, or email combined with electronic voting**	This content is adjusted to align with the provisions of Article 147 of the Law on Enterprises No. 59/2020/QH14; Article 22 of the Company Charter. Adjust to align with actual implementation.
Article 16	Conditions for a resolution to be passed	1. The GMS passes resolutions under its authority by voting at the meeting or by written consultation. The GMS passes resolutions by voting at the meeting regarding the following contents: a. Development orientations of the Company b. Approval of the Company's annual Financial statements; c. Dividend rate for each share of each type; d. Elect, relieve from duty, remove members of the Board of Directors	1. The GMS passes resolutions under its authority by voting at the meeting or by written consultation. **GMS resolutions on the following issues must be passed by voting at the GMS meeting:** **a. Amendment and supplementation of the Company Charter;** **b. Development orientations of the company;** **c. Type of shares and total number of shares of each type;** **d. Elect, relieve from duty, remove members of the Board of Directors and**	This content has been adjusted to comply with and be consistent with the provisions of Clause 2, Article 147 of the Law on Enterprises, and Clause 2, Article 21 of the Charter.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		and the Board of Supervisors; e. Dissolution of the Company. 2. A GMS resolution on the following content is passed when approved by shareholders representing sixty-five percent (65%) or more of the total voting shares of all shareholders attending the meeting, except for cases stipulated in Clauses 4 and 5 of this Article and Clause 8, Article 22 of this Charter: a. Type of shares and total number of shares of each type; b. Change of business lines and fields of the Company; c. Change of the Company's management organizational structure; d. Investment project or sale of Assets with a value of 35% or more of the total value of assets recorded in the latest Financial statements of the Company; đ. Reorganization and dissolution of the company; 3. Other resolutions are passed when approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders attending the meeting, except for cases stipulated in Clauses 2, 4, and 5 of this Article and Clause 8, Article 22 of this Charter.	**the Board of Supervisors;** **đ. Decision on investment or sale of assets with a value of 35% or more of the total value of assets recorded in the latest Financial statements of the company, unless the Company Charter specifies a different percentage or value;** **e. Approval of annual Financial statements;** **f. Reorganization and dissolution of the company;** **g. Approval of the dividend rate for each share of each type.** **2. A resolution on the following content is passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases stipulated in Clauses 4, 5, 6 of Article 21 and Clause 8, Article 22 of the Charter:** **a. Type of shares and total number of shares of each type;** **b. Change of business lines and fields of the Company;** **c. Change of the company's management organizational structure;** **d. Investment project or sale of assets with a value of 35% or more of the total value of assets recorded in the latest Financial statements of the company,**	This content has been adjusted to comply with the provisions of Article 148 of the 2020 Law on Enterprises; amended according to Clause 5, Article 7 of Law No. 03/2022/QH15.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		4. The election of members of the Board of Directors and the Board of Supervisors must be carried out 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 or the Board of Supervisors, and the shareholder has the right to accumulate all or part of their total votes for one or more Nominees. The successful candidate for member of the Board of Directors or Supervisor is determined by the number of votes from highest to lowest, starting from the Nominee with the highest number of votes until the number of members specified in the Company Charter is reached. In case there are 02 or more Nominees receiving the same number of votes for the last member of the Board of Directors or Board of Supervisors, a re-election will be conducted among the Nominees with the same number of votes or selection will be made according to the criteria specified in the Company's election regulations. 5. A GMS resolution on content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be passed	**unless the Company Charter specifies a different percentage or value;** **đ. Reorganization and dissolution of the company;** **e) Other matters as prescribed by the Company Charter.** **3. Other resolutions shall be passed when approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in Clauses 2, 4, 5 of this Article and Clause 8, Article 22 of the Charter.** 4. The election of members of the Board of Directors and the Board of Supervisors must be carried out 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 or the Board of Supervisors, and the shareholder has the right to distribute all or part of their total votes to one or more candidates. The successful candidate for member of the Board of Directors or Supervisor shall be determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In case there are 02 or more candidates receiving the same	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		if approved by shareholders of the same type of preferred shares owning 75% of the total preferred shares of that type voting in favor at the GMS meeting or by written consultation. 6. GMS resolutions passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Company Charter.	number of votes for the last position of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates with equal votes or selected according to the criteria specified in the Company's election regulations. 5. A resolution of the General Meeting of Shareholders (GMS) regarding content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be passed if approved by shareholders of the same class of preferred shares owning 75% or more of the total preferred shares of that class voting in favor at the GMS meeting or in the form of written consultation. 6. Resolutions of the General Meeting of Shareholders (GMS) passed with 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing such resolution violate the provisions of the Law on Enterprises and the Company Charter.	
Article 21	Cases of obtaining shareholder opinions in writing	Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders (GMS) shall be implemented according to the following provisions: 1. The Board of Directors has the authority to collect shareholder	Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders (GMS) shall be implemented according to the following provisions: 1. The Board of Directors has the authority to collect shareholder opinions in writing to pass a resolution of the General	Amend the phrase "this Charter" to "the Charter"

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		opinions in writing to pass a resolution of the General Meeting of Shareholders (GMS) when deemed necessary for the interests of the Company regarding all matters under the authority of the General Meeting of Shareholders (GMS) specified in Article 15 of this Charter, except for matters that must be passed by voting at a meeting as specified in Clause 1, Article 21 of this Charter. 2. The Board of Directors must prepare the ballot, the draft resolution of the General Meeting of Shareholders (GMS), documents explaining the draft resolution, and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be implemented according to the provisions of Clause 3, Article 18 of this Charter. 3. The ballot must contain the following main contents: a. Name, address, enterprise identification number; b. Purpose of the opinion collection; c. Full name, contact address, nationality, legal document number of the individual for individual	Meeting of Shareholders (GMS) when deemed necessary for the interests of the Company regarding all matters under the authority of the General Meeting of Shareholders (GMS) specified in Article 15 of the Charter, except for matters that must be passed by voting at a meeting as specified in Clause 1, Article 21 of the Charter. 2. The Board of Directors must prepare the ballot, the draft resolution of the General Meeting of Shareholders (GMS), documents explaining the draft resolution, and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be implemented according to the provisions of Clause 3, Article 18 of the Charter. 3. The ballot must contain the following main contents: a. Name, address, enterprise identification number; b. Purpose of the opinion collection; c. Full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, address for institutional shareholders or full name, contact address, nationality,	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		shareholders; name, enterprise identification number or legal document number of the organization, address for institutional shareholders or full name, contact address, nationality, legal document number of the individual for the representative of the institutional shareholder; number of shares of each type and number of voting shares of the shareholder; d. Matter requiring opinion collection to pass a decision; đ. Voting options including in favor, against, and no opinion for each matter subject to opinion collection; e. Deadline for returning the completed ballot to the Company; g. Full name and signature of the CHAIRMAN OF THE BOARD OF DIRECTORS. 4. Shareholders may send the completed ballot to the Company by mail, fax, or email according to the following provisions: a. In case of sending by mail, the completed ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The ballot sent to the Company must be enclosed in a	legal document number of the individual for the representative of the institutional shareholder; number of shares of each type and number of voting shares of the shareholder; d. Matter requiring opinion collection to pass a decision; đ. Voting options including in favor, against, and no opinion for each matter subject to opinion collection; e. Deadline for returning the completed ballot to the Company; g. Full name and signature of the CHAIRMAN OF THE BOARD OF DIRECTORS. 4. Shareholders may send the completed ballot to the Company by mail, fax, or email according to the following provisions: a. In case of sending by mail, the completed ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The ballot sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote counting; b. In case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting; c. Ballots sent to the Company after the	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		sealed envelope and no one has the right to open it before the vote counting; b. In case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting; c. Ballots sent to the Company after the deadline specified in the ballot or those that have been opened in the case of mail or disclosed in the case of fax or email are invalid. Ballots not returned are considered as not participating in the voting. 5. The Board of Directors shall count the votes and prepare the vote counting record under the witness of the Board of Supervisors or a shareholder not holding a management position in the Company. The vote counting record must contain the following main contents: a. Name, address, enterprise identification number of the Company; b. Purpose and matters requiring opinion collection to pass a resolution; c. Number of shareholders with the total number of voting shares that participated in the voting, distinguishing between valid and	deadline specified in the ballot or those that have been opened in the case of mail or disclosed in the case of fax or email are invalid. Ballots not returned are considered as not participating in the voting. 5. The Board of Directors shall count the votes and prepare the vote counting record under the witness of the Board of Supervisors or a shareholder not holding a management position in the Company. The vote counting record must contain the following main contents: a. Name, address, enterprise identification number of the Company; b. Purpose and matters requiring opinion collection to pass a resolution; c.Number of shareholders with the total number of votes cast, distinguishing between valid and invalid votes, and the method of sending ballots, accompanied by an Appendix of shareholders participating in the voting; d.Total number of votes in favor, against, and abstentions for each issue; e.Issues approved and the corresponding voting rate of approval; f.Full name and signature of the Chairman of the Board of Directors, vote counter, and vote counting supervisor. Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly and severally liable for the	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		invalid voting shares and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the voting; d. Total number of votes in favor, against, and no opinion for each matter; d. Matters passed and the corresponding voting rate; e. Full name and signature of the CHAIRMAN OF THE BOARD OF DIRECTORS, the vote counter, and the vote counting supervisor. Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote counting record; jointly and severally liable for damages arising from decisions passed due to dishonest or inaccurate vote counting. 6. The vote counting record and the resolution shall be posted on the Company's website within 24 hours from the time the vote counting is completed. 7. The completed ballot, the vote counting record, the passed resolution, and related documents sent with the ballot must all be kept at the Company's headquarters.	honesty and accuracy of the vote counting record; jointly and severally liable for damages arising from decisions approved due to dishonest or inaccurate vote counting. 6.The vote counting record and Resolution shall be posted on the Company's website within 24 hours from the time the vote counting concludes. 7.Returned opinion forms, vote counting records, approved Resolutions, and related documents sent with the opinion forms must all be kept at the Company's headquarters. 8.A Resolution passed by means of written consultation with shareholders shall be valid if approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders with voting rights and shall have the same value as a Resolution passed at a General Meeting of Shareholders, except for cases specified in Clause 5, Article 21 of the Charter.	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		8. A resolution is passed in the form of written consultation if approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders with voting rights and has the same value as a resolution passed at a meeting of the General Meeting of Shareholders (GMS), except for cases specified in Clause 5, Article 21 of this Charter.		
Article 23	Order and procedures for the General Meeting of Shareholders to pass a Resolution by means of written consultation	1. The Company must announce information regarding the preparation of the shareholder list entitled to attend the General Meeting of Shareholders at least 20 days before the record date. 2. The Board of Directors must prepare opinion forms, a Draft Resolution of the General Meeting of Shareholders, explanatory documents for the Draft Resolution, and Send ballot papers to all shareholders with voting rights no later than 10 days before the deadline for returning the opinion forms. The requirements and methods for sending opinion forms and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of the Company Charter. 3. Regulations on Opinion Forms a. Opinion forms must include the following main Content:	1. The Company must Announce information regarding the preparation of the shareholder list for Send ballot papers at least 10 days before the record Date. 2. The Board of Directors must prepare opinion forms, a Draft Resolution of the General Meeting of Shareholders, explanatory documents for the Draft Resolution, and Send ballot papers to all shareholders with voting rights no later than 10 days before the deadline for returning the opinion forms. The requirements and methods for sending opinion forms and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of the Company Charter. 3. Regulations on Opinion Forms a. Opinion forms must include the following main Content: - Name, Address, enterprise code; - Purpose of obtaining opinions; - Full name, contact Address, nationality,	This content is adjusted in accordance with the provisions of Clause 4, Article 11 of Circular 96/2020/TT-BTC.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		- Name, Address, enterprise code; - Purpose of obtaining opinions; - Full name, contact Address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, Address for organizational shareholders or full name, contact Address, nationality, legal document number of the individual for the representative of an organizational shareholder; number of shares of each type and number of votes/Voting Ballot of the shareholder; - Issues for which opinions are sought to approve a Decision; - Voting options including in favor, against, and abstentions for each issue for which opinions are sought; - Election options (If any); - Deadline for returning the answered opinion forms to the Company; - Full name and signature of the Chairman of the Board of Directors. b. Shareholders may Send ballot papers to the Company by mail, fax, or email in accordance with the following regulations: - In case of sending by mail, the returned opinion form must bear the	legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, Address for organizational shareholders or full name, contact Address, nationality, legal document number of the individual for the representative of an organizational shareholder; number of shares of each type and number of votes/Voting Ballot of the shareholder; - Issues for which opinions are sought to approve a Decision; - Voting options including in favor, against, and abstentions for each issue for which opinions are sought; - Election options (If any); - Deadline for returning the answered opinion forms to the Company; - Full name and signature of the Chairman of the Board of Directors. b. Shareholders may Send ballot papers to the Company by mail, fax, or email in accordance with the following regulations: - In case of sending by mail, the returned opinion form must bear the signature of the individual shareholder, or the authorized representative or legal representative of the organizational shareholder. The opinion form sent to the Company must be enclosed in a sealed envelope and no one shall be allowed to open it before vote counting;	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		signature of the individual shareholder, or the authorized representative or legal representative of the organizational shareholder. The opinion form sent to the Company must be enclosed in a sealed envelope and no one shall be allowed to open it before vote counting; - In case of sending by fax or email, the opinion form sent to the Company must be kept confidential until the time of vote counting; - Opinion forms sent to the Company after the deadline specified in the opinion form, or opened in the case of mail, or disclosed in the case of fax or email, shall be invalid. An opinion form not returned shall be considered as not participating in the Voting. 4. Vote Counting and Preparation of Vote Counting Record The Board of Directors shall count votes and prepare a vote counting record under the supervision of the Board of Supervisors or a shareholder not holding a Management position in the Company. The vote counting record must include the following main Content: - Name, Address, enterprise code; - Purpose and issues for which	- In case of sending by fax or email, the opinion form sent to the Company must be kept confidential until the time of vote counting; - Opinion forms sent to the Company after the deadline specified in the opinion form, or opened in the case of mail, or disclosed in the case of fax or email, shall be invalid. An opinion form not returned shall be considered as not participating in the Voting. 4. Method of sending written shareholder opinion forms a. Shareholders Send ballot papers to the Company by mail, fax, or email: - The answered ballot must be fully signed, with the full name (handwritten) clearly stated, and stamped (if the shareholder is an organization) by the delegate. - In case of sending by mail, the ballot sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote counting. In case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting. - Ballots sent to the Company after the deadline specified in the content of the ballot or those that have been opened in the case of mail or disclosed in the case of fax or email are invalid. A ballot that is not sent back is considered a non-voting	This content is added to implement shareholder opinion collection via electronic voting.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		opinions are sought to pass a Resolution; - Number of shareholders with the total number of votes/Voting Ballot cast, distinguishing between valid and invalid votes/Voting Ballot, and the method of sending votes/Voting Ballot, accompanied by an Appendix of shareholders participating in the votes/Voting Ballot; - Total number of votes in favor, against, and abstentions for each issue, total number of votes for each candidate (If any); - Issues approved and the corresponding Voting rate of approval; - Full name and signature of the Chairman of the Board of Directors, vote counter, and vote counting supervisor. Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly and severally liable for the honesty and accuracy of the vote counting record; jointly and severally liable for damages arising from decisions approved due to dishonest or inaccurate vote counting. 5. Resolution and Vote Counting Result a. The vote counting record and	ballot. b. Shareholders send ballots via electronic voting i. Provision of access accounts - Access account information is notified by the Company to the delegate along with the Shareholder ballot via registered mail. - When a delegate requests to be re-provided with access information, the Company may notify them through the following forms: in person, by mail, email, telephone, or other forms prescribed by the Board of Directors. The provision of access information is carried out based on information from the shareholder list prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notice of exercising the right to obtain shareholder opinions in writing. ii. Electronic voting implementation · Implementation principles - Delegates can only perform voting on the electronic voting system from the time they receive the Shareholder ballot until the deadline for returning the ballot as notified by the Company. - During the voting period notified by the Company, delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		Resolution must be sent to shareholders within 15 days from the Date the vote counting concludes. The sending of the vote counting record and Resolution may be replaced by posting them on the Company's website within 24 hours from the time the vote counting concludes. b. A Resolution passed by means of written consultation with shareholders shall be valid if approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders with voting rights and shall have the same value as a Resolution passed at a General Meeting of Shareholders, except for cases specified in Clause 5, Article 21 of the Charter. 6. Document Retention: Returned opinion forms, vote counting records, approved Resolutions, and related documents sent with the opinion forms must all be kept at the Company's headquarters. 7. Request for Annulment of a Decision of the General Meeting of Shareholders passed by means of written consultation Within 90 days from the Date of receiving the Resolution or Minutes	beyond the Company's control. - During the voting period notified by the Company, delegates can change their voting decision on the electronic voting system. Upon the conclusion of the voting period notified by the Company, delegates may not change their voting results, and these final results will be counted and announced by the Company. · Implementation method - Delegates use the access account provided by the Company to log in directly to the electronic voting system to view information related to the voting session posted on the system and make voting decisions for each voting/election content requiring shareholder opinion. · Shareholders send the answered ballot to the Company by mail, fax, or email, combined with sending the ballot via electronic voting. Implement in accordance with the provisions of points a and b of clause 3 of this Article. 5. Vote counting and preparation of the Vote Counting Result: The Board of Directors organizes the vote counting and prepares the vote counting record under the witness of the Board of Supervisors or a shareholder who does not hold a management position in the Company. The vote counting record must contain the following main contents:	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		of the GMS or the vote counting record of the General Meeting of Shareholders' opinions, a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to review and annul the Resolution or a part of the Content of the General Meeting of Shareholders' Resolution in the following cases: a. The order and procedures for convening the meeting and making decisions by the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company Charter, except for cases specified in Clause 3, Article 21 of the Company Charter. b. The Content of the Resolution violates the law or the Company Charter.	- Name, address, enterprise identification number; - Purpose and issues requiring opinions for the Approval of Resolutions; - Number of shareholders with the total number of voting/election shares that have participated in the voting/election, distinguishing between the number of valid voting/election shares and invalid voting/election shares, and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the voting/election; - Total number of votes in favor, against, and abstentions for each issue, and the total number of votes for each candidate (if any); - Issues that have been passed and the corresponding voting rate for approval; - Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor. - Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote counting record; and jointly and severally liable for damages arising from decisions passed due to dishonest or inaccurate vote counting. 6. Resolution and Vote Counting Result: a. The vote counting record and the resolution must be sent to shareholders	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
			within 15 days from the date of completion of the vote counting. The sending of the vote counting record and the resolution may be replaced by posting them on the Company's website within 24 hours from the time of completion of the vote counting. b. A resolution passed via written consultation of shareholders has the same validity as a resolution passed at a General Meeting of Shareholders (GMS). 7. Document storage: Answered ballots, vote counting records, passed resolutions, and related documents sent with the ballots must all be kept at the Company's headquarters. 8. Request for cancellation of a Decision of the General Meeting of Shareholders (GMS) passed via written consultation: Within 90 days from the date of receiving the resolution or the minutes of the GMS or the minutes of the vote counting result of the GMS, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the GMS resolution in the following cases: a. The order and procedures for convening and making decisions of the GMS violate the provisions of the Law on Enterprises and the Company Charter, except for the case prescribed in Clause 3, Article 20 of	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
			the Company Charter. b. The content of the resolution violates the law or the Company Charter.	
Article 25, Clause 3	Method of registering to attend the online General Meeting of Shareholders (GMS)	3. Method of recording Delegates attending the online General Meeting of Shareholders (GMS): A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with the provisions of Article 26 of This Charter and has performed electronic voting on any issue in the content of the online GMS agenda.	3. Method of recording Delegates attending the online General Meeting of Shareholders (GMS): A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with the provisions of Article 24 of This Charter and has confirmed their attendance at the online GMS on the electronic voting system.	This content is added to align with reality: shareholders who only attend the meeting but do not vote are still counted in the meeting attendance rate.
Article 27	Authorization for a representative to attend the online General Meeting of Shareholders (GMS)	1. Shareholders perform authorization in accordance with the provisions of Clause 2, Article 8 of This Charter. 2. Some regulations to note when performing online authorization: Shareholders need to comply with providing full information to perform online authorization, especially providing information of the authorized party: telephone number, contact address, and email address. This is the basis for issuing the username, access password, and other identification factors (if any) for the authorized party. Validity of online authorization: the authorization is only legally valid	1. Shareholders perform authorization in accordance with the provisions of Clause 2, Article 8 of This Charter. 2. Some regulations to note when performing online authorization: Shareholders need to comply with providing full information to perform online authorization, especially providing information of the authorized party: telephone number, contact address, and email address. This is the basis for issuing the username, access password, and other identification factors (if any) for the authorized party. Validity of online authorization: the authorization is only legally valid when the following conditions are met:	This content is added to align with the practical reality of shareholder authorization.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		when the following conditions are met: - When the shareholder fills in all information according to the online authorization form and completes the online authorization. - The Power of Attorney is printed according to the online authorization form with the full signature, full name, and stamp (if the shareholder is an organization) of both the authorizing party and the authorized party. - The Company receives the original Power of Attorney sent before the official opening of the meeting. Revocation of authorization for shareholders who have authorized online: the shareholder sends an official written request to revoke the online authorization to the company before the official opening of the meeting. Note that the time of recording the revocation of authorization is calculated based on the time the Company receives the official written request to revoke the online authorization. Revocation of authorization will be void if the authorized representative has already voted/elected on any issue in the content of the online GMS agenda.	- When the shareholder fills in all information according to the online authorization form and completes the online authorization. - The Power of Attorney to attend the online GMS must have the full signature, full name (handwritten), and stamp (if the shareholder is an organization) of both the authorizing party and the authorized party. The original Power of Attorney must be sent before the official opening of the meeting. In case the shareholder has not attended the meeting and has performed online authorization, the authorization is valid when the Company receives the original Power of Attorney sent until the closing of the GMS. Revocation of authorization for shareholders who have authorized online: shareholders shall send an official written request to revoke online authorization to the company before the official opening of the meeting. In case the authorized party has already attended the GMS, the effective time of the revocation shall be calculated from the time the Company receives the official written request to revoke the online authorization; the validity of the contents already voted/elected previously shall remain unchanged. The revocation of authorization shall be invalid if the authorized representative has already cast votes/elected on any matter of	

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
			the agenda of the online GMS.	
Article 48, Clauses 3 and 4	Number, term, and structure of members of the Board of Directors	3. The structure of the Board of Directors is as follows: The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are Non-executive Directors. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. 4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case of being dismissed, removed, or replaced by the GMS in accordance with regulations. 4.1 The GMS shall dismiss a member of the Board of Directors in the following cases: a. Failing to meet the qualifications to be a member of the Board of Directors as prescribed in Clause 4, Article 25 of the Charter; b. Having a resignation letter that has been accepted; c. That member is no longer nominated by shareholders to participate in the Company's Board of	3. The structure of the Board of Directors of a public company must comply with the following regulations, and the Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. **a. Having at least 01 Non-executive Director in case the company has from 03 to 05 members of the Board of Directors;** **b. Having at least 02 Non-executive Directors in case the company has from 06 to 08 members of the Board of Directors;** **c. Having at least 03 Non-executive Directors in case the company has from 09 to 11 members of the Board of Directors.** 4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case of being dismissed, removed, or replaced by the GMS in accordance with regulations. 4.1 The GMS shall dismiss a member of the Board of Directors in the following cases: a. Failing to meet the qualifications to be a member of the Board of Directors as prescribed in Clause 4, Article 25 of the	This content is added in accordance with new regulations pursuant to Decree 245/2025/ND-CP issued on September 11, 2025: 79. Amending and supplementing Clause 2, Article 276 as follows: "2. The number of Non-executive Directors of a public company must ensure the following regulations: ...

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		Directors; d. Pursuant to the decision of the GMS. 4.2 The GMS shall remove a member of the Board of Directors in the following cases: a. Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure; b. Suffering from a mental disorder and other members of the Board of Directors have professional evidence proving that the person no longer has the capacity for civil acts; c. Providing dishonest personal information when submitting to the Company as a candidate for the Board of Directors; d. Repeatedly violating or seriously violating the obligations of a member of the Board of Directors as prescribed by the Law on Enterprises and the Charter; dd. Other cases as per the Resolution of the GMS.	Charter; b. Having a resignation letter that has been accepted; c. Suffering from a mental disorder and other members of the Board of Directors have professional evidence proving that the person no longer has the capacity for civil acts; d. Pursuant to the decision of the GMS. 4.2 The GMS shall remove a member of the Board of Directors in the following cases: a. Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure; b. Providing dishonest personal information when submitting to the Company as a candidate for the Board of Directors; c. Repeatedly violating or seriously violating the obligations of a member of the Board of Directors as prescribed by the Law on Enterprises and the Charter; d. Other cases as per the Resolution of the GMS.	
Article 49, Clause 3	Standards and conditions for members of the Board of Directors	3. A member of the Board of Directors of a public company may only concurrently be a member of the Board of Directors at a maximum of 05 other companies.	3. A member of the Board of Directors of the company may concurrently be a member of the Board of Directors or a member of the Board of Members of another company, but may only	This content is added in accordance with new regulations pursuant to Decree 245/2025/ND-CP

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
			concurrently be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.	issued on September 11, 2025: 78. Amending and supplementing Clause 3, Article 275 of Decree 155/2020/ND-CP
Article 50	Nomination and candidacy for members of the Board of Directors	1. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate and stand for election as members of the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total ordinary shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate the	1. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the right to nominate and stand for election as members of the Board of Directors. Shareholders or groups of shareholders holding from 05% to 10% of the total ordinary shares may nominate one (01) candidate; from over 10% to less than 50% may nominate a maximum of two (02) candidates; from 50% or more may nominate the full number of candidates for the Board of Directors as determined for each specific term according to the GMS meeting documents. 2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors shall	This content is adjusted to be consistent with the Charter.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		full number of candidates. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. 2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce more candidates or organize nominations in accordance with the Regulations on Operations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly Announced before the GMS votes to elect members of the Board of Directors in accordance with the law.	introduce more candidates or organize nominations in accordance with the Regulations on Operations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly Announced before the GMS votes to elect members of the Board of Directors in accordance with the law.	
Article 58, Clause 3	Cases requiring the convening of an extraordinary meeting of the Board of Directors	3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request as prescribed in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for damages arising to the Company; the requester has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board	3. The Chairman of the Board of Directors must send a meeting invitation notice to members of the Board of Directors within 07 working days from the date of receiving the request as prescribed in Clause 3 of this Article and at the latest 03 working days before the meeting date. The meeting of the Board of Directors must be held no later than 10 working days from the date the Company receives the request. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for damages arising to the	This content is adjusted to detail the processing time for requests to convene an extraordinary meeting of the Board of Directors

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		of Directors.	Company; the requester has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors, with the convening procedure being similar to that of the Chairman of the Board of Directors convening upon request.	
Article 76	Nomination and candidacy for members of the Board of Supervisors	Article 76. Nomination and candidacy for members of the Board of Supervisors 1. The nomination and self-nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Supervisors. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate or stand for election as members of the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares are entitled to nominate one (01) candidate; from 30% to less than 50% are entitled to nominate up to two (02) candidates; from 50% or more are entitled to nominate the full number of candidates. Shareholders holding ordinary shares	1. The nomination and self-nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of the Company Charter. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the right to nominate or stand for election as members of the Board of Supervisors. Shareholders or groups of shareholders holding from 05% to 10% of the total voting shares are entitled to nominate one (01) candidate; from over 10% to less than 50% are entitled to nominate up to two (02) candidates; from 50% or more are entitled to nominate the full number of candidates expected for the Board of Supervisors as determined for each specific term according to the documents of the General Meeting of Shareholders (GMS). 2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize a nomination process similar to the provisions in Clause 3, Article 50 of this	This content is adjusted to be consistent with Article 37 of the Company Charter.

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		have the right to aggregate their voting shares to nominate candidates for the Board of Supervisors. 2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize a nomination process similar to the provisions in Clause 3, Article 50 of this Charter. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders (GMS) votes to elect members of the Board of Supervisors in accordance with the law.	Charter. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders (GMS) votes to elect members of the Board of Supervisors in accordance with the law.	
Article 99	Effective Date	1. This Charter consists of 08 Chapters, 99 Articles, and 01 Appendix, which was unanimously approved by the General Meeting of Shareholders (GMS) of IDICO - Long An Investment Construction Joint Stock Company on May 14, 2021, and they have agreed to the full validity of these regulations. 2. This Charter is the sole and official Charter of the Company. 3. Copies or extracts of the Internal Regulations on Corporate Governance must bear the signature	1. This Charter is the sole and official Charter of the Company, effective from _____, and replaces the Internal Regulations on Corporate Governance approved by the Annual General Meeting of Shareholders (GMS) of the year _____ on _____ . 2. Copies or extracts of the Internal Regulations on Corporate Governance must bear the signature of the Chairman of the Board of Directors or the Legal Representative.	This content is amended to align with the time of approval by the General Meeting of Shareholders (GMS).

Article, Clause	Name of Article, Clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reasons for adjustment
		of the Chairman of the Board of Directors.		

2. In addition to the amendments and additions in Section 1 of this Appendix, the new Regulations have detailed revisions regarding sentence structure, wording, terminology, and several references in the Regulations to ensure consistency in form and content (without changing the meaning).
3. After removing or adding several articles, the order and sequence of some Articles of the new Regulations have also been changed accordingly.
4. In case there are provisions of the law related to the operations of the Company that have not been mentioned in this Charter, or in case there are new provisions of the law that are different from the articles in this Charter, those provisions of the law shall automatically apply and govern the operations of the Company.

APPENDIX 02
INFORMATION PROVISION PROCESS

Sequence of implementation	Flowchart	Executor	Guidelines/Forms
Step 1	Request for information	- Shareholder or group of shareholders - Board of Supervisors - Member of the Board of Directors - Member of the Board of Supervisors - Other executives	- Request for information in writing (Form 01). - In case an authorized representative of a shareholder or group of shareholders requests information, the original or a notarized copy of the Power of Attorney must be attached in accordance with the law.
Step 2	Received request for information	Company	
Step 3	**No agree** Review **Agree**	Board of Directors	- Maximum review time of 10 working days from the date of receiving the request for information. - Maximum time to respond with a refusal to provide information is 02 working days from the date the Board of Directors decides to refuse.
Step 4	Provide information as requested	Manager	- Maximum time for the manager to provide information is 7 working days from the date the Board of Directors agrees to provide information. - Provide information at the head office/representative office/branch of the Company. - Costs incurred from copying documents (if any) for the provision of information shall be paid by the requester.
Step 5	Report to the Board of Directors on information	Manager	

FORM 01

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

WRITTEN REQUEST FOR INFORMATION PROVISION

To: IDICO - Long An Investment Construction Joint Stock Company

I. INFORMATION OF THE REQUESTER:

1. Requester:.....

   Legal representative (For institutional shareholders):.....

2. Subject of the request for information:

   ☐ Shareholder/group of shareholders

   ☐ Board of Supervisors

   ☐ Member of the Board of Directors

   ☐ Member of the Board of Supervisors

   ☐ Other executives

3. Contact address/Headquarters: .....
4. Nationality: .....
5. ID card/Citizen ID/Passport/Enterprise Registration Certificate No.: .....Date of issue:.....Place of issue: .....
6. Contact telephone:.....Email: .....
7. Number of shares owned/represented:.....shares, as of .....

II. CONTENT OF THE REQUEST FOR INFORMATION:

Purpose of the request for information: .....

.....

.....

.....

By this document, I/We request the Company to provide the following information:.....

.....

.....

.....

I/We commit to the following:

- Keep confidential the information provided by the Company in accordance with the Charter and the law;
- Only use the provided information for the correct purpose for the assigned work/to protect my/our legitimate rights and interests;
- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Fully pay any costs arising from copying documents (if any) from the provision of this information;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

..... Date ..... Month ..... Year 20..

INFORMATION REQUESTER

(Signature, stamp, and full name)

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN - IDICO

GROUP MEETING MINUTES
ATTACHED TO THE WRITTEN REQUEST FOR INFORMATION PROVISION

Today, on ...../...../20..., at ....., we are shareholders of IDICO - Long An Investment Construction Joint Stock Company, together holding .....shares, accounting for .....% of the voting shares of the Company, named in the list below:

No.	Shareholder name	ID card/Citizen ID/Passport/Enterprise Registration Certificate	Contact address	Number of shares owned	Shareholder's signature/Signature and stamp if an organization
1					
2					
...					
Total					

We unanimously appoint:

- Name:

- ID card/Citizen ID/Passport/Enterprise Registration Certificate No.:

Date of issue:.....Place of issue:

As the group representative to carry out procedures for requesting information at IDICO - Long An Investment Construction Joint Stock Company, with specific content as follows:

Purpose of the request for information: .....

.....

.....

By this document, We request the Company to provide the following information:.....

.....

.....

.....

We commit to the following:

- Keep confidential the information provided by the Company in accordance with the Charter and the law;
- Only use the provided information to protect our legitimate rights and interests;
- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Fully pay any costs arising from copying documents (if any) from the provision of this information;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

....., Date ..... Month ..... Year 20..

NOMINATED REPRESENTATIVE OF THE GROUP

(Signature, stamp, and full name)

INTERNAL CORPORATE GOVERNANCE REGULATIONS
IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

Pursuant to:

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 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 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, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO) approved by the General Meeting of Shareholders on ___/___/_____ ("the Charter");*
- *Pursuant to the Resolution of the Annual General Meeting of Shareholders passed on ___/___/_____.*

The Board of Directors issues the Internal Corporate Governance Regulations of IDICO - Long An Investment Construction Joint Stock Company.

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CHAPTER 1 – GENERAL PROVISIONS

Article 1. Governing scope and applicable entities

1. Governing scope: This Regulation is developed in accordance with Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance, stipulating the contents regarding the roles, rights and obligations of the GMS, the Board of Directors, the Director; the sequence and procedures for GMS meetings; nomination, candidacy, election, dismissal and removal of members of the Board of Directors, the Board of Supervisors, the Director and other activities in accordance with the Company Charter and other current legal regulations.
2. Applicable entities: This Charter applies to members of the Board of Directors, the Board of Supervisors, the Director and Affiliated persons mentioned in this Charter.

Article 2. Interpretation of Terms and abbreviations

1. Non-executive Board Member is a member of the Board of Directors who is not the Director, Deputy Director, Chief Accountant or other executive officers as prescribed by the Company Charter.
2. The Company: is IDICO - Long An Investment Construction Joint Stock Company
3. Board of Directors: is the Board of Directors
4. Candidacy: is self-nomination
5. Board of Supervisors: is the Board of Supervisors
6. VSDC: is Vietnam Securities Depository and Clearing Corporation
7. Delegate: is a Shareholder, representative (Authorized shareholder)
8. Person in charge of corporate governance: is the person with responsibilities and authority as prescribed in Article 281 of Decree 155/2020/ND-CP.
9. Online GMS: is a form of organizing a GMS meeting using electronic means to transmit images and sound via the internet, allowing shareholders in different locations to monitor the proceedings of the meeting, discuss and vote on meeting issues.
10. Electronic voting: is the act of a shareholder voting through the Electronic voting system as prescribed in this Charter.
11. Username and password: include login information (username) and password provided by the Company exclusively to each shareholder.
12. Contact address: is the registered head office address for organizations; the permanent residence, working place or another address of an individual that is registered as Contact address with an enterprise.

CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS (GMS)

Section 1. Roles, rights and obligations of the GMS

The roles, rights and obligations of the GMS are stipulated in accordance with Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14 and Article 14, Article 15 of the Company Charter.

Section 2. Regulations on the sequence and procedures for convening and voting at the GMS

I. REGULATIONS FOR THE GMS ON APPROVAL OF RESOLUTIONS BY VOTING AT THE GMS MEETING

Article 3. Authority to convene the GMS

1. *Authority to convene the Annual GMS: The GMS meets annually once a year and within four (04) months from the end of the Fiscal year. The Board of Directors decides to extend the Annual GMS if necessary, but not exceeding six (06) months from the end of the Fiscal year.*

2. *Authority to convene the Extraordinary GMS:*

a. The Board of Directors must convene a GMS meeting within sixty (60) days from the date the number of remaining members of the Board of Directors or Supervisors is as prescribed in Point b, Clause 3, Article 14 of the Company Charter or upon receiving a request as prescribed in Point c and Point d, Clause 3, Article 14 of the Company Charter;

b. In case the Board of Directors does not convene a GMS meeting as prescribed in Point a, Clause 4, Article 14 of the Company Charter, within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors to convene the GMS meeting as prescribed in Clause 3, Article 140 of the Law on Enterprises;

c. In case the Board of Supervisors does not convene a GMS meeting as prescribed in Point b, Clause 4, Article 14 of the Company Charter, the shareholder or group of shareholders as prescribed in Point c, Clause 3, Article 14 of the Company Charter has the right to represent the Company to convene the GMS meeting as prescribed in the Law on Enterprises.

   In this case, the shareholder or group of shareholders convening the GMS meeting may request the Business Registration Authority to supervise the sequence, procedures for convening, conducting the meeting, and making decisions of the GMS. All costs for convening and conducting the GMS meeting shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the GMS meeting, including accommodation and travel expenses.

d. Procedures for organizing a GMS meeting as prescribed in Clause 5, Article 140 of the Law on Enterprises.

Article 4. (Pursuant to Article 146 the Law on Enterprises and Clause 2 Article 20 the Company's Charter)

1. Chairman and The Presiding:

a. The Chairman of the Board of Directors acts as the chairman or authorizes another member of the Board of Directors to act as the chairman of the GMS meeting convened by the Board of

Directors. In case the Chairman is absent or temporarily Deceased, the remaining members of the Board of Directors shall elect one of them to chair the meeting by majority principle. In case a chairman cannot be elected, the Head of the Board of Supervisors shall preside over the GMS to elect a meeting chairman from among the participants, and the person with the highest number of votes shall act as the meeting chairman;

b. Except for the case prescribed in Point a of this Clause, the person signing the notice to convene the GMS meeting shall preside over the GMS to elect a meeting chairman, and the person with the highest number of votes shall act as the meeting chairman;

c. The chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of participants.

d. The chairman of the GMS meeting has the following rights:
   - Request all participants to undergo inspection or other lawful and reasonable security measures;
   - Request the competent authority to maintain order at the meeting; expel from the GMS meeting those who do not comply with the Chairman's right to preside, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements.

e. The Chairman has the right to postpone the GMS meeting that has sufficient registered attendees for no more than 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:
   - The current location does not have adequate convenient seats for all participants;
   - The communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
   - The meeting is disrupted by one or some participants thus threatening the fairness and legitimacy of the meeting;

f. A number of other rights and obligations of the Chairman as prescribed by current law.

g. The Presiding includes 01 Chairman and other members.

h. Tasks of The Presiding:
   - Direct the activities of the Company's GMS according to the expected agenda of the BOD that has been approved by the GMS;
   - Guide delegates and the Meeting to discuss the contents included in the agenda;
   - Present the draft and conclude necessary issues for the Meeting to vote on;
   - Answer issues requested by the Meeting;
   - Settle issues that incurred during the General Meeting.

i. Working principles of The Presiding: The Presiding works on the principle of collective, democratic centralism, and decides by majority.

2. The secretary of the General Meeting:

a. The Chairman appoints one or more people to act as the meeting secretary;

b. Tasks of The secretary of the General Meeting:

- Record the content of the Meeting fully and honestly;
- Receive registration forms for speaking from shareholders/delegates;
- Prepare Meeting Minutes and draft the Resolution of the General Meeting of Shareholders;
- Assist the Chairman in announcing information related to the GMS meeting and notifying Shareholders in accordance with the law and the Company Charter;
- Other tasks at the request of the Chairman.

3. Ballot Counting Committee:

a. The GMS elects one or more people to the ballot counting committee at the request of the meeting chairman;

b. Tasks of the Ballot Counting Committee:

- Disseminate principles, regulations, and instructions on how to vote.
- Check and record ballots, prepare ballot counting minutes, announce results; transfer the minutes to the Chairman for approval of voting results.
- Promptly announce voting results to the secretary.
- Review and report to the Meeting on cases of violation of voting regulations or complaints regarding voting results.

4. Shareholder/Delegate Eligibility Verification Committee:

a. The Chairman appoints one or more people to serve on the Shareholder/Delegate Eligibility Verification Committee for the meeting. The Meeting's delegate eligibility verification committee includes 01 Head of the Committee and other members.

b. Tasks of the Shareholder/Delegate Verification Committee:

- Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
- The Head of the Delegate Eligibility Verification Committee reports to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend representing over 50% of the total voting shares, the Company's GMS meeting shall be conducted.
- Participate in counting votes for other contents before the establishment of the Ballot Counting Committee.

Article 5. (Pursuant to Point a Clause 2 Article 18 of the company's charter; Regulations on Performance of Corporate actions of VSDC)

1. The Company must announce information regarding the preparation of the list of shareholders entitled to attend the GMS meeting at least 20 days before the final registration date.

2. The Company performs the procedures for preparing the shareholder list and related procedures in accordance with the regulations of the Vietnam Securities Depository and Clearing Corporation.

Article 6. Notice of convening the General Meeting of Shareholders

1. The person convening the GMS meeting must send a notice of invitation to the meeting to all shareholders in the list of shareholders entitled to attend at least 21 days before the opening date if the Company Charter does not specify a longer period. The notice of invitation to the meeting must include the name, address, enterprise code; name, contact address of the shareholder, time, venue of the meeting, and other requirements for participants.
2. The notice of invitation to the meeting is sent by a method to ensure it reaches the shareholder's contact address and is posted on the company's website; in case the company deems it necessary, it shall be published in a central or local daily newspaper in accordance with the Company Charter.
3. The notice of invitation to the meeting must be enclosed with the following documents:

a. Meeting agenda, documents used in the meeting, and draft resolutions for each issue in the meeting agenda;
b. Ballot/Voting Ballot.

4. The invitation and meeting documents mentioned in Clause 3 of this Article may be uploaded on the company's website (if any) instead of sending physical invitations and documents. In this case, the notice of invitation to the meeting must clearly state the location and method of downloading documents.

Article 7. (Pursuant to Article 142 the Law on Enterprises and Article 18 the Company's Charter)

1. The GMS meeting is convened according to the cases specified in Article 3 of this Regulation.
2. The person convening the GMS meeting must perform the following tasks:

a. Prepare a list of shareholders eligible to participate and vote/elect at the GMS meeting. The list of shareholders entitled to attend the GMS meeting is prepared no more than 10 days before the date of sending the notice of invitation to the GMS meeting. The Company must announce information regarding the preparation of the list of shareholders entitled to attend the GMS meeting at least 20 days before the final registration date. The sequence and procedures are performed in accordance with Article 6 of this Regulation;
b. Prepare the agenda and content of the meeting;
c. Prepare documents for the meeting;
d. Draft resolution of the GMS according to the expected content of the meeting;
e. Determine the time and venue for the meeting;
f. Notify and send the notice of the GMS meeting to all shareholders entitled to attend;
g. Other tasks to serve the meeting.

3. The notice of invitation to the GMS meeting is sent to all shareholders by a method to ensure it reaches the shareholder's contact address, and simultaneously announced on the Company's

website and the State Securities Commission, the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the GMS meeting must send the notice of invitation to the meeting to all shareholders in the List of shareholders entitled to attend at least 21 days before the meeting opening date (calculated from the date the notice is sent or transferred validly). The GMS meeting agenda and documents related to issues to be voted on at the meeting are sent to shareholders and/or posted on the Company's website. In case documents are not enclosed with the GMS meeting notice, the notice of invitation to the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a. Meeting agenda, documents used in the meeting;
b. List and detailed information of candidates in case of electing members of the Board of Directors, members of the Board of Supervisors;
c. Ballot/Voting Ballot;
d. Draft resolution for each issue in the meeting agenda.

4. Shareholders or groups of shareholders as prescribed in Clause 2 Article 12 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. The proposal must be in writing and must be sent to the Company at least 03 working days before the meeting opening date. The proposal must clearly state the name of the shareholder, the quantity of each type of share held by the shareholder, contact address, nationality, Citizen Identity Card number, ID card, Passport, or other legal personal identification for individual shareholders; name, enterprise code or decision on establishment number, address of head office for institutional shareholders; the quantity and type of shares held by that shareholder, and the issue proposed to be included in the meeting agenda.
5. The person convening the GMS meeting has the right to refuse the proposal specified in Clause 4 of this Article if it falls into one of the following cases:

a. The proposal is sent against the regulations of Clause 2 of this Article;
b. At the time of the proposal, the shareholder or group of shareholders does not hold enough 5% of common shares or more as prescribed in Clause 2 Article 12 of the Company Charter;
c. The proposed issue does not fall within the decision-making authority of the GMS;
d. Other cases as prescribed by law and the Company Charter.

6. The person convening the GMS meeting must accept and include the proposal specified in Clause 4 of this Article into the expected agenda and content of the meeting, except for the cases specified in Clause 5 of this Article; the proposal is officially added to the meeting agenda and content if approved by the GMS.

Article 8. (Pursuant to Article 144 of the Enterprise Law; Clause 1, 2, 5 of Article 20 of the Company Charter)

1. Method of registration to attend the GMS meeting before the opening date of the GMS meeting:

a. The method of registering to attend the General Meeting of Shareholders is clearly stipulated in the Notice of the General Meeting of Shareholders, including contacting the Company or sending the Registration Form for attending the GMS (attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Company.

b. Shareholders shall choose the method of registering to attend the General Meeting of Shareholders as stated in the notice, including:

- Attending and voting/electing directly at the meeting;
- Authorizing another representative to attend and vote/elect at the meeting and complying with the provisions of Clause 2 of this Article; (If more than one representative is appointed, the specific number of shares and votes/ballots authorized for each representative must be specified).
- Attending and voting/electing via online conference, electronic voting, or other electronic forms;
- Sending ballots/voting ballots to the meeting via mail, fax, or email;
- Other forms of registering to attend the General Meeting of Shareholders in accordance with the provisions of Law.
- The Company shall make every effort to apply modern information technology to enable shareholders to attend and express opinions at the General Meeting of Shareholders in the best possible way, including guiding shareholders to vote through online General Meeting of Shareholders, electronic voting, or other electronic forms as stipulated in Article 144 of the Law on Enterprises and the Company Charter.

2. Regulations on Authorization to attend the AGM

a. Shareholders or authorized representatives of shareholders shall grant authorization in accordance with Article 16 of the Company Charter;

b. The authorization for an individual or organization to represent at the General Meeting of Shareholders, as stipulated in Point a, Clause 2 of this Article, must be made in writing. The authorization document shall be prepared in accordance with civil law and must clearly state the name of the principal shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of the authorization, the term of the authorization, and the signatures of the principal and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. In case of re-authorization, the attendee must also present the original authorization document from the shareholder or the authorized representative of the organizational shareholder (if not previously registered with the Company).

c. The Ballot/Voting Ballot of the authorized person attending the meeting, within the scope of authorization, shall remain valid if one of the following cases occurs and the Company has not received written notice and the GMS has commenced:

- The principal has Deceased, has restricted civil act capacity, or has lost civil act capacity;
- The principal has revoked the authorization;
- The principal has annulled the authority of the delegate.

- This Article shall not apply if the Company receives written notice of one of the above events before the commencement of the General Meeting of Shareholders or before the meeting is reconvened.

3. Method of registering to attend the General Meeting of Shareholders and verifying delegate eligibility on the day of the General Meeting of Shareholders

Before the commencement of the meeting, the Company must carry out shareholder registration procedures and continue registration until all shareholders entitled to attend have registered, in the following order:

a. When conducting shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot/voting ballot, on which the registration number, name of the shareholder, name of the authorized representative, and the number of votes/ballots of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by approving, disapproving, and abstaining. The Vote Counting Result shall be Announced by the Chairman/Ballot Counting Committee immediately before the closing of the meeting. The GMS shall elect those responsible for vote counting or supervising vote counting at the proposal of the Chairman. The number of members of the Ballot Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairman;

b. Shareholders, authorized representatives of organizational shareholders, or authorized persons arriving after the meeting has commenced have the right to register immediately and then participate and vote/elect at the meeting immediately after registration. The Chairman is not responsible for pausing the meeting for late-arriving shareholders to register, and the validity of previously voted/elected matters shall not change.

Article 9. Conditions for opening the GMS

1. The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than 50% of the total voting Shares.

2. If the first meeting fails to meet the conditions for conducting as stipulated in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 days from the scheduled date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents 33% or more of the total voting Shares.

3. If the second meeting fails to meet the conditions for conducting as stipulated in Clause 2 of this Article, the notice for the third meeting must be sent within 30 days from the scheduled date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending Shareholders.

Article 10. Form of Approval of Resolutions of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall approve resolutions within its authority by Voting at the meeting:

a. Direct meeting

b. Online conference

c. Combined direct and online conference

2. The General Meeting of Shareholders shall approve resolutions within its authority by Written consultation (Stipulated in Part II – This Chapter):

a. Send ballot papers via mail, fax, or email

b. Send ballot papers via electronic voting

c. Send ballot papers via mail, fax, or email combined with electronic voting

Article 11. Content approved at the General Meeting of Shareholders

a. Approval of the Company's Development orientations;
b. Reviewing and Handling of violations by Member of the Board of Directors, Member of the Board of Supervisors causing damage to the Company and its Shareholders;
c. Approving the list of approved Auditing firms; deciding on the approved Auditing firm to conduct the Company's Operations, removing approved auditors when deemed necessary;
d. The Company's annual business plan;
e. Audited annual Financial statements;
f. Report of the Board of Directors on governance and the Activities of the Board of Directors and each Member of the Board of Directors;
g. Report of the Board of Supervisors on the Company's business results, the Activities of the Board of Directors, Director;
h. Self-assessment report on the performance of the Board of Supervisors and Member of the Board of Supervisors;
i. Dividend rate for each type of Share;
j. Number of Member of the Board of Directors, Board of Supervisors;
k. Elect, relieve from duty, remove members of the Board of Directors, Member of the Board of Supervisors;
l. Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors, Board of Supervisors;
m. Charter Supplement and Amendment of the Company Charter;
n. Type of Shares and number of new Shares to be issued for each type of Share and the Transfer of shares of founding members within the first 03 years from the Date of establishment;
o. Division, Separation, Consolidation, Merger or conversion of the Company;
p. Reorganization and Dissolution (Liquidation) of the Company and appointment of the liquidator;
q. Decision on investing in or selling Assets with a value of 35% or more of the total Assets recorded in the Company's most recent Financial statements;
r. Decision on repurchasing more than 10% of the total sold Shares of each type;
s. The Company entering into Contracts, Transactions with subjects stipulated in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the Company's total Assets recorded in the most recent Financial statements;
t. Approving Transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

u. Approving, supplementing, and amending the Internal Regulations on Corporate Governance, the Regulations on Activities of the Board of Directors, the Regulations on Activities of the Board of Supervisors;

v. Other matters as stipulated by law and the Company Charter.

Article 12. Voting on matters at the General Meeting

1. General principles

a. All matters on the agenda and Content of the meeting of the General Meeting must be discussed and openly voted on by the General Meeting of Shareholders.

b. Voting cards, Ballots, and Voting Ballots are printed, stamped, and directly sent by the Company to delegates at the General Meeting (along with the set of documents for attending the General Meeting of Shareholders). Each delegate is issued a Voting card, Ballot, and Voting Ballot. The Voting card, Ballot, and Voting Ballot clearly state the delegate's ID No., Name, number of owned Shares, and authorized voting Shares of that delegate.

2. Regulations on the validity of ballots and voting ballots

a. Ballot

- **A valid Ballot is a pre-printed form issued by the Vote Counting Committee, free of erasures, alterations, tears, or damage, containing no content other than what is prescribed for this Ballot, and must be signed, with the full handwritten name of the attending delegate below the signature, and submitted to the Vote Counting Committee before the ballot box is unsealed.**

  On the Ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.

- **Invalid Ballot:**
  - Content does not comply with the regulations for a valid Ballot.

b. Voting Ballot

- **A valid Voting Ballot is a pre-printed form issued by the organizing committee, free of erasures, alterations, containing no content other than what is prescribed for the Voting Ballot; it must be signed, with the full name of the attending delegate clearly written, and submitted to the Vote Counting Committee before the ballot box is unsealed.**

- **Invalid Voting Ballot:**
  - Content does not comply with the regulations for a valid Voting Ballot.
  - The number of nominees selected by the delegate is greater than the number of nominees required to be elected;
  - The total number of votes cast for the nominees by the shareholder or representative is greater than the total number of votes permitted to be cast;
  - Other regulations as stipulated by the GMS Election Regulations and the Company Charter.

Article 13. Voting methods

1. General principles

- The GMS shall discuss and vote on each issue in the agenda. Voting shall be conducted by raising cards, direct voting, electronic voting, or other electronic forms.
- Delegates shall cast their votes to Approve, Disapprove, or Abstain on an issue brought to a vote at the Meeting by raising their Voting Card or filling in the options on the Ballot.

2. Voting forms

a. Voting by Voting Card: When voting by raising a Voting Card, the front of the Voting Card must be held up facing the Presidium. If a delegate does not raise the Voting Card during all three instances of voting for Approve, Disapprove, or Abstain on an issue, it shall be considered as voting to approve that issue. If a delegate raises the Voting Card more than one (01) time when voting for Approve, Disapprove, or Abstain on an issue, it shall be considered an invalid vote. For the voting method by raising a Voting Card, a member of the Delegate Eligibility Verification Committee/Vote Counting Committee shall mark the delegate code and the corresponding number of votes of each shareholder for Approve, Disapprove, Abstain, and Invalid.

b. Voting by Ballot: When voting by filling in a Ballot, for each content, the delegate shall choose one of the three options "Approve", "Disapprove", or "Abstain" pre-printed on the Ballot by marking "X" or "□" in the chosen box. After completing all content requiring a vote at the Meeting, the delegate shall submit the Ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The Ballot must be signed and include the full name of the delegate.

c. Electronic voting is similar to the regulations in Article 31 of this Regulation.

Article 14. Election methods

1. General principles

– Comply strictly with the provisions of the law and the Company Charter;

– Members of the Vote Counting Committee must not be named in the list of nominees or self-nominees for the Board of Directors and the Board of Supervisors.

2. Election forms

a. Election by cumulative voting

- Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;
- Attending delegates have the right to pool all of their total votes for one or more nominees;
- In case additional nominees arise on the day of the meeting, delegates may contact the Vote Counting Committee to request a new Voting Ballot and must return the old one (before placing it in the ballot box);
- In case of a mistaken selection, the delegate shall contact the Vote Counting Committee to be issued a new Voting Ballot and must return the old one;

- How to fill in the Voting Ballot: Each delegate is issued Voting Ballots. The method of filling in the Voting Ballot is specifically guided as follows:
  + The delegate shall vote for a number of nominees equal to or less than the number of nominees required to be elected;
  + If pooling all votes for one or more nominees, the delegate shall mark the "Cumulative Voting" box for the corresponding nominees;
  + If voting an unequal number of votes for multiple nominees, the delegate shall clearly write the number of votes in the "Number of votes" box for the corresponding nominees.

  In case a delegate both marks the "Cumulative Voting" box and writes the quantity in the "Number of votes" box, the result shall be taken based on the quantity in the "Number of votes" box.
- Principles of election:
  + The elected person is determined by the number of votes received, calculated from highest to lowest, starting from the nominee with the highest number of votes until the required number of members is reached.
  + In case two (02) or more nominees receive the same number of votes for the final member position, a re-election shall be conducted among the nominees with the same number of votes.
  + If the first election result does not reach the required number, the election shall continue until the required number of members is reached.

  b. Election by voting method: Conducted according to the provisions in Point b, Clause 2, Article 13 of this Regulation.

  c. Electronic voting is similar to the regulations in Article 31 of this Regulation.

Article 15. Vote Counting Result

The Vote Counting Result is conducted by aggregating the cards/ballots for Approve, Disapprove, and Abstain.

For sensitive issues and if requested by shareholders, the Company must appoint an independent organization to perform the collection and counting of votes.

Article 16. Conditions for Approval of Resolutions

1. The GMS shall pass resolutions within its authority by voting at the meeting or by written consultation.

GMS resolutions on the following issues must be passed by voting at the GMS meeting:

a. Amendments and Additions to the Company Charter;

b. Development orientations of the Company;

c. Types of shares and total number of shares of each type;

d. Elect, relieve from duty, remove members of the Board of Directors and the Board of Supervisors;

đ. Decision on investment or sale of Assets with a value of 35% or more of the total value of assets recorded in the most recent financial statements of the Company, unless the Company Charter

stipulates a different percentage or value;

e. Approval of Annual Financial Statements;

f. Reorganization or Dissolution of the Company;

g. Approval of dividends for each share of each type.

2. A resolution on the following content is passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 4, 5, 6 of Article 21 and Clause 8 of Article 22 of the Charter:

a. Types of shares and total number of shares of each type;

b. Change of business lines and sectors of the Company;

c. Change of the Company's management organizational structure;

d. Investment project or sale of Assets with a value of 35% or more of the total value of assets recorded in the most recent financial statements of the Company, unless the Company Charter stipulates a different percentage or value;

d. Reorganization or Dissolution of the Company;

e. Other issues as stipulated by the Company Charter.

3. Other resolutions are passed when approved by shareholders owning over fifty percent (50%) of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 2, 4, 5 of this Article and Clause 8 of Article 22 of the Charter.

4. The election of members of the Board of Directors and the Board of Supervisors must be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and the shareholder has the right to pool all or part of their total votes for one or more nominees. The elected member of the Board of Directors or Supervisor is determined by the number of votes received, calculated from highest to lowest, starting from the nominee with the highest number of votes until the number of members specified in the Company Charter is reached. In case two (02) or more nominees receive the same number of votes for the final member of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the nominees with the same number of votes or selection shall be made according to the criteria specified in the Company's election regulations.

5. A GMS resolution on content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be passed if approved by shareholders of the same class owning 75% or more of the total preferred shares of that class voting in favor at the GMS meeting or by written consultation.

6. GMS resolutions passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing such resolution violate the provisions of the Law on Enterprises and the Company Charter.

Article 17. Notification of Vote Counting Result

The Vote Counting Committee shall check, aggregate, and report the counting results of each issue to the Chairman. The Vote Counting Result shall be Announced by the Chairman/Vote Counting Committee immediately before the closing of the meeting.

Article 18. Method of objecting to decisions of the GMS

1. Shareholders who voted against a resolution on the reorganization of the Company or changes to the rights and obligations of shareholders as stipulated in the Charter have the right to request the Company to repurchase their shares. The request must be in writing, specifying the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reasons for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the GMS passes the resolution on the matters stipulated in this Clause.
2. The Company must repurchase shares at the request of shareholders as stipulated in Clause 1 of this Article at the market price or a price calculated according to the principles stipulated in the Charter within 90 days from the date of receiving the request. In case of disagreement on the price, the parties may request a valuation organization to determine the price. The Company shall introduce at least 03 valuation organizations for the shareholder to choose from, and that choice shall be the final decision.
3. Within 90 days from the date of receiving the resolution or the Minutes of the GMS or the minutes of the Vote Counting Result of the GMS, shareholders or groups of shareholders as stipulated in Clause 2 Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the GMS resolution in the following cases:
   a. The sequence and procedures for convening and making decisions of the GMS seriously violate the provisions of the Law on Enterprises and the Charter, except for the case stipulated in Clause 2 Article 152 of the Law on Enterprises;
   b. The content of the resolution violates the law or the Charter.

Article 19. Preparation of the Minutes of the GMS

1. The GMS meeting must be recorded in minutes and may be recorded by audio or other electronic means. The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents:

   c. Name, Address, and enterprise identification number;
   d. Time and location of the GMS;
   e. Meeting agenda and content;
   f. Full name of the Chairman and secretary;
   g. Summarizing the meeting proceedings and opinions expressed at the GMS regarding each issue in the agenda;
   h. Number of shareholders and total voting rights of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;
   i. Total number of votes for each voting issue, clearly stating the voting method, total number of valid and invalid votes, votes for, votes against, and abstentions; the corresponding percentage of the total voting rights of shareholders attending the meeting;
   j. Summary of the number of votes for each candidate (if any);
   k. Issues that have been passed and the corresponding percentage of votes for approval;
   l. Full name and signature of the Chairman and secretary. In case the Chairman or secretary refuses to sign the minutes, these minutes shall be effective if signed by all other members of

the Board of Directors attending the meeting and contain full content as stipulated in this Clause. The minutes shall clearly state the refusal of the Chairman or secretary to sign.

2. The Minutes of the GMS must be completed and approved before the end of the meeting. The Chairman and the secretary of the meeting or other persons signing the minutes shall be jointly responsible for the truthfulness and accuracy of the content of the minutes.
3. Minutes prepared in Vietnamese and a foreign language have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall apply.

Article 20. Announced Resolution, Minutes of the GMS

The Resolution, Minutes of the GMS, appendix of the list of shareholders registered to attend the meeting, written authorization to attend the meeting, all documents attached to the Minutes (if any), and related documents accompanying the notice of meeting must be kept at the Company's headquarters.

The Resolution, Minutes of the GMS, and documents attached to the minutes and resolution must be disclosed in accordance with the law on information disclosure in the Securities Market.

II. REGULATIONS FOR THE GMS TO PASS RESOLUTIONS BY WRITTEN CONSULTATION

Article 21. Cases where written consultation of shareholders is permitted

The Authority and procedures for collection of written opinions in order to pass a resolution of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the authority to conduct a written consultation of shareholders to pass a resolution of the GMS when deemed necessary for the interests of the Company regarding all matters under the authority of the GMS as stipulated in Article 15 of this Charter, except for matters that must be passed by voting at a meeting as stipulated in Clause 1 Article 21 of the Charter.

2. The Board of Directors must prepare the ballot, draft resolution of the GMS, and explanatory documents for the draft resolution and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3 Article 18 of the Charter.

3. The ballot must contain the following main contents:

a. Name, Address, and enterprise identification number;

b. Purpose of the consultation;

c. Full name, contact address, nationality, and legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number of the organization, and Address for institutional shareholders, or full name, contact address, nationality, and legal identification document number of the individual representing the institutional shareholder; number of shares of each type and number of voting rights of the shareholder;

d. Matters requiring consultation for decision;

đ. Voting options including for, against, and abstention for each matter under consultation;

e. Deadline for returning the completed ballot to the Company;

g. Full name and signature of the CHAIRMAN OF THE BOARD OF DIRECTORS.

4. Shareholders may send the completed ballot to the Company by post, fax, or email in accordance with the following provisions:

a. In case of sending by post, the completed ballot must bear the signature of the individual shareholder, or the authorized representative or legal representative of the institutional shareholder. The ballot sent to the Company must be in a sealed envelope and no one has the right to open it before the vote counting;

b. In case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting;

c. Ballots sent to the Company after the deadline specified in the ballot or those that have been opened in the case of post or disclosed in the case of fax or email are invalid. Ballots not returned are considered as abstentions.

5. The Board of Directors shall count the votes and prepare the Vote Counting Result under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The Vote Counting Result must contain the following main contents:

a. Name, Address, and enterprise identification number of the Company;

b. Purpose and matters requiring consultation to pass a resolution;

c. Number of shareholders with the total number of voting rights that participated in the voting, distinguishing between valid and invalid votes and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the voting;

d. Total number of votes for, against, and abstentions for each matter;

đ. Matters that have been passed and the corresponding percentage of votes for approval;

e. Full name and signature of the CHAIRMAN OF THE BOARD OF DIRECTORS, the vote counter, and the vote counting supervisor.

Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly responsible for the truthfulness and accuracy of the Vote Counting Result; and jointly responsible for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The Vote Counting Result and the resolution shall be posted on the Company's website within 24 hours from the time the vote counting is completed.

7. The completed ballot, the Vote Counting Result, the passed resolution, and related documents sent with the ballot must all be kept at the Company's headquarters.

8. A resolution is passed by written consultation if it is approved by shareholders owning over fifty percent (50%) of the total voting rights of all shareholders with voting rights, and it shall have the same validity as a resolution passed at a GMS meeting, except for the case stipulated in Clause 5 Article 21 of the Charter.

Article 22. Cases where written consultation is not permitted

The Board of Directors is not permitted to conduct written consultation of shareholders in cases involving factors: For cases not covered by Article 21 of this Regulation or Clause 1 Article 22 of the Company Charter.

Article 23. Sequence and procedures for the GMS to pass a resolution by written consultation

1. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the GMS at least 10 days before the record date.

2. The Board of Directors must prepare ballot papers, draft resolutions of the GMS, explanatory documents for the draft resolutions, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the ballot papers. The requirements and methods for sending ballot papers and accompanying documents shall be carried out in accordance with the provisions of Clause 3, Article 18 of the Company Charter.

3. Regulations on Ballot Papers

a. A ballot paper must contain the following main contents:

- Name, address of the headquarters, and enterprise identification number;
- Purpose of seeking opinions;
- Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and address of the headquarters for organizational shareholders; or full name, contact address, nationality, and legal document number of the individual representing the organizational shareholder; the number of shares of each type and the number of votes/voting ballots of the shareholder;
- Issues requiring opinions for the approval of decisions;
- Voting options, including agree, disagree, and no opinion for each issue requiring an opinion;
- Election options (if any);
- Deadline for returning the completed ballot papers to the Company;
- Full name and signature of the Chairman of the Board of Directors.

b. Shareholders may send completed ballot papers to the Company by mail, fax, or email in accordance with the following regulations:

- In case of sending by mail, the completed ballot paper must be signed by the individual shareholder, or by the authorized representative or legal representative of the organizational shareholder. The ballot paper sent to the Company must be enclosed in a sealed envelope, and no one has the right to open it before the vote counting.
- In case of sending by fax or email, the ballot paper sent to the Company must be kept confidential until the time of vote counting.
- Ballot papers sent to the Company after the deadline specified in the ballot paper, or those that have been opened in the case of mail or disclosed in the case of fax or email, are invalid. Ballot papers not returned are considered as not participating in the voting.

4. Methods for sending written shareholder ballot papers

a. Shareholders send completed ballot papers to the Company by mail, fax, or email:

- The completed ballot paper must have the full signature, full name (handwritten), and seal (if an organization) of the delegate.

- In case of sending by mail, the ballot paper sent to the Company must be enclosed in a sealed envelope, and no one has the right to open it before the vote counting. In case of sending by fax or email, the ballot paper sent to the Company must be kept confidential until the time of vote counting.

- Ballot papers sent to the Company after the deadline specified in the ballot paper, or those that have been opened in the case of mail or disclosed in the case of fax or email, are invalid. Ballot papers not returned are considered as not participating in the voting.

b. Shareholders send ballot papers via electronic voting

i. Provision of access accounts

- Access account information is notified by the Company to the delegate along with the shareholder ballot paper via registered mail.

- When a delegate requests to be re-provided with access information, the Company may notify them via: in-person, mail, email, telephone, or other methods prescribed by the Board of Directors. The provision of access information is based on information from the shareholder list prepared by the Vietnam Securities Depository in accordance with the Company's notice of exercising the right to seek shareholder opinions in writing.

ii. Electronic voting execution

· **Principles of execution**

- Delegates can only perform voting on the electronic voting system from the time they receive the shareholder ballot paper until the deadline for returning the ballot paper as notified by the Company.

- During the voting period as notified by the Company, delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control.

- During the notified voting period of the Company, delegates can change their voting decisions on the electronic voting system. Upon the conclusion of the voting period as notified by the Company, delegates cannot change their voting results, and these final results will be counted and disclosed by the Company.

· **Execution method**

- Delegates use the access account provided by the Company to access the electronic voting system directly to view information related to the voting session posted on the system and make voting decisions for each voting/election issue requiring shareholder opinions.

· **Shareholders send completed ballot papers to the Company by mail, fax, or email combined with electronic voting.**

Follow the provisions of points a and b, Clause 3 of this Article.

5. Vote counting and preparation of the Vote Counting Result

The Board of Directors shall count the votes and prepare the Vote Counting Result under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The Vote Counting Result must contain the following main contents:

- Name, address of the headquarters, and enterprise identification number;
- Purpose and issues requiring opinions for the approval of resolutions;
- Number of shareholders with the total number of votes/voting ballots that participated in the voting/election, distinguishing between valid and invalid votes/voting ballots and the method of sending the votes/voting ballots, accompanied by an appendix of the list of shareholders participating in the voting/election;
- Total number of votes for, against, and no opinion for each issue, and the total number of votes for each candidate (if any);
- Issues that have been approved and the corresponding voting rate for approval;
- Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

  Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the honesty and accuracy of the Vote Counting Result; and jointly liable for damages arising from decisions approved due to dishonest or inaccurate vote counting.

6. Resolution and Vote Counting Result

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

b. A resolution is approved via the form of seeking shareholder opinions in writing if it is approved by shareholders owning more than fifty percent (50%) of the total voting shares of all shareholders with voting rights, and it has the same validity as a resolution approved at a GMS, except for cases prescribed in Clause 5, Article 21 of the Charter.

7. Document storage:

   Completed ballot papers, the Vote Counting Result, approved resolutions, and related documents sent with the ballot papers must all be kept at the Company's headquarters.

8. Request to cancel a Decision of the GMS approved via the form of seeking opinions in writing

   Within 90 days from the date of receiving the resolution or the minutes of the GMS or the minutes of the Vote Counting Result of the GMS, shareholders or groups of shareholders prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the GMS resolution in the following cases:

   a. The order, procedures for convening meetings, and decision-making of the GMS seriously violate the provisions of the Law on Enterprises and the Company Charter, except for cases prescribed in Clause 3, Article 21 of the Company Charter.

   b. The content of the resolution violates the law or the Company Charter.

III. REGULATIONS FOR THE GMS APPROVING RESOLUTIONS VIA ONLINE CONFERENCE

Article 24. Notice of convening an online GMS

Follow the provisions of Article 6 of this Regulation.

Note: Voting ballots/election ballots do not need to be sent with the notice of meeting.

Article 25. Method of registering to attend the online GMS

The method of registering to attend the online GMS before the opening date of the GMS is clearly specified in the GMS notice, including:

1. Participation conditions:

- Having a name on the list of shareholders with the right to attend the GMS prepared in accordance with the Company's notice of exercising rights.
- Authorized representatives eligible to attend in accordance with the law and the Company Charter.

2. Technical requirements:

Delegates need to have electronic devices connected to the internet (e.g., computers, tablets, mobile phones, other electronic devices with internet connection...).

3. Method of recording delegates attending the online GMS:

A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with Article 26 of this Regulation and has confirmed their attendance at the online GMS on the electronic voting system.

Article 26. Provide login information and perform electronic voting

1. Information regarding the access link to the electronic voting system, username, password, and other identification factors (if any) for attending the online GMS will be provided in the notice of meeting (or the method of providing login information as prescribed by the Board of Directors). Delegates are responsible for keeping their username, password, and other issued identification factors confidential to ensure that only the Delegate has the right to vote on the electronic voting system and shall be fully responsible for this registered information.
2. When a Delegate requests to have their login information re-issued, the Organizing Committee may provide it via the following methods: in person or via email/telephone. The method of providing login information via email or telephone shall only be performed based on shareholder information from the Shareholder list with voting rights prepared by the Vietnam Securities Depository in accordance with the Company's notice of rights execution.
3. The Delegate uses the username, password, or other identification factors (if any) to access the electronic voting system and perform electronic voting in accordance with the content of the online GMS Agenda.

Article 27. Authorization for a representative to attend the online GMS

1. Shareholders shall perform authorization in accordance with the provisions of Clause 2, Article 8 of This Charter.
2. Some regulations to note when performing online authorization:

Shareholders must ensure they provide full information to perform online authorization, especially providing information of the authorized party: telephone number, contact address, and email address. This is the basis for issuing the username, password, and other identification factors (if any) to the authorized party.

Validity of online authorization: the authorization only has legal effect when the following conditions are met:

- When the shareholder fills in all information according to the online authorization form and completes the online authorization process.
- The Power of Attorney to attend the online GMS must have the full signature, full name (handwritten), and seal (if an organization) of both the authorizing party and the authorized party. The original Power of Attorney must be sent before the official opening of the meeting. In case a shareholder has not attended the meeting and has performed online authorization, the authorization is valid when the Company receives the original Power of Attorney until the closing of the GMS.

Cancellation of authorization for shareholders who have authorized online: the shareholder shall send an official written request to cancel the online authorization to the Company before the official opening of the meeting. In case the authorized party has already attended the GMS, the time for the cancellation of authorization to take effect is calculated based on the time the Company receives the official written request to cancel the online authorization; the validity of the content already voted/elected previously remains unchanged.

The cancellation of authorization will be void if the authorized representative has already cast a vote/ballot on any matter in the content of the online GMS Agenda.

Article 28. Conditions for Conducting

Perform in accordance with the provisions of Article 9 of This Charter.

Article 29. Discussion at the online GMS

a. Principles:

- Discussion shall only be conducted within the prescribed time and within the scope of the matters presented in the GMS Agenda;
- Only Delegates are permitted to participate in the discussion;
- Delegates shall register their opinions for discussion in the form prescribed in the working regulations of the GMS;
- The Secretariat shall arrange the Delegates' discussion content in the order of registration and forward them to the Chairman.

b. Responding to Delegates' opinions:

- Based on the Delegate's discussion content, the Chairman or a member designated by the Chairman shall respond to the Delegate's opinions;
- In case of time constraints, questions not answered directly at the GMS will be answered by the Company later.

Article 30. Methods for ratifying resolutions of the online GMS

The GMS ratifies Resolutions under its authority by electronic voting.

Article 31. Methods for online voting

a. Method of voting:

- The Delegate selects one of the three voting options: Approve, Disapprove, or Abstain for each matter put to a vote at the GMS as set up in the electronic voting system.
- Thereafter, the Delegate proceeds to confirm the vote so that the electronic voting system records the result.

b. Method of election:

- Election by cumulative voting: If the Company Charter does not provide otherwise, the voting for members of the Board of Directors and the Board of Supervisors must be performed by cumulative voting (cumulative voting or proportional voting). Accordingly, the Delegate performs the election by marking the "Cumulative Voting" box or clearly writing the number of votes in the "Number of votes" box for the respective nominees on the Ballot Paper set up in the electronic voting system. Thereafter, the Delegate proceeds to confirm the election so that the electronic voting system records the result.
- Election by voting (if any): Perform in accordance with the voting regulations stated in Clause a of this Article.

c. Other regulations when performing electronic voting:

- In case the Delegate does not complete all voting/election matters according to the GMS Agenda, the matters not yet voted/elected are considered as the Delegate not having cast a vote/ballot on that matter.
- In case matters arise outside the sent GMS Agenda, the Delegate may cast additional votes/ballots. If the Delegate does not cast a vote/ballot on the arising matters, it is considered that the Delegate has not cast a vote/ballot on those arising matters.
- The Delegate may change the voting/election result (but cannot cancel the voting/election result); including the results of additional voting/election on matters arising outside the GMS Agenda. The online system only records the vote counting for the final voting/election result at the time the electronic voting ends for each vote counting session prescribed in the working regulations of the GMS.
- In case the Delegate performs proportional voting: An invalid ballot is a ballot where the total number of votes for nominees differs from (greater than or less than) the total number of votes of the Delegate represented as calculated at the time of election vote counting.
- The electronic voting time is specifically prescribed in the working regulations at the GMS. Delegates can access the electronic voting system and cast votes 24 hours a day and 07 days a week, except in cases of system maintenance or other reasons beyond the Company's control. Upon the end of the voting time, the system will not record any further electronic voting results from the Delegate.

Article 32. Methods for online vote counting

When the Delegate performs voting/election, the number of votes and ballots are recorded on the system according to the principle of the number of approvals, disapprovals, and abstentions.

Article 33. Announcement of Vote Counting Result

Based on the vote counting minutes recorded as prescribed in Article 32 of This Charter, the Ballot Counting Committee shall check, synthesize, and report the Vote Counting Result of each matter

according to the GMS Agenda to the Chairman. The Vote Counting Result will be announced by the Chairman/Ballot Counting Committee immediately before the closing of the meeting.

Article 34. Minutes of the GMS

- Perform in accordance with the provisions of Article 19 of This Charter.
- The location of the meeting recorded in the minutes of the online GMS is the location where the Chairman of the GMS is present to conduct the GMS. This location must be within the territory of Vietnam.
- The method for ratifying the Minutes of the GMS is specifically prescribed in the Company's working regulations at the GMS session.

Article 35. Announced Resolution, Minutes of the GMS

Perform in accordance with the provisions of Article 20 of This Charter.

IV. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS RATIFYING RESOLUTIONS BY IN-PERSON MEETING COMBINED WITH ONLINE MEETING

Article 36. Notice of Meeting

Perform in accordance with the provisions of Article 6 of This Charter.

Article 37. Method of registering to attend the GMS

Perform in accordance with the provisions of Clause 1, Article 8 and Article 25 of This Charter.

Article 38. Authorization for a representative to attend the GMS

Perform in accordance with the provisions of Clause 2, Article 8 and Article 27 of This Charter.

Article 39. Conditions for Conducting

Perform in accordance with the provisions of Article 9 of This Charter.

Article 40. Methods for ratifying resolutions of the GMS

Perform in accordance with the provisions of Article 10, Article 30 of This Charter.

Article 41. Method of voting

Perform in accordance with the provisions of Article 13, Article 14 and Article 31 of This Charter.

Article 42. Methods for vote counting

Perform in accordance with the provisions of Article 15 and Article 32 of This Charter.

Article 43. Announcement of Vote Counting Result

Perform in accordance with the provisions of Article 17 and Article 33 of This Charter.

Article 44. Minutes of the GMS

Perform in accordance with the provisions of Article 19 and Article 34 of This Charter.

Article 45. Announced Resolution, Minutes of the GMS

Perform in accordance with the provisions of Article 20 of This Charter.

CHAPTER 3 – BOARD OF DIRECTORS

Section 1. GENERAL PROVISIONS

Article 46. Roles, rights and obligations of the Board of Directors

The Board of Directors must fully comply with the responsibilities and obligations prescribed by the Law on Enterprises and the Charter; in addition, the Board of Directors has the following responsibilities and obligations:

1. To be responsible to the Shareholders for the Operations of the Company;
2. To treat all Shareholders equally and respect the interests of persons with interests related to the Company;
3. To ensure the Company's Operations comply with the provisions of the law, the Charter, and the Company's internal regulations;
4. To develop the Regulations on Operation of the Board of Directors to submit to the General Meeting of Shareholders (GMS) for approval and to be Announced on the Company's website in accordance with the guidance in Circular 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies under 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.;
5. To supervise and prevent conflicts of interest of members of the Board of Directors, members of the Board of Supervisors, the Director, and other management personnel, including the misuse of Company Assets and abuse of Transactions with affiliated persons;
6. To develop the Internal Regulations on Corporate Governance and submit them to the GMS for approval in accordance with the provisions of Article 270 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
7. To appoint a person in charge of corporate governance;
8. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the Director, and other management personnel of the Company;
9. To report on the activities of the Board of Directors at the GMS in accordance with the provisions of current law.

10. The report on the corporate governance situation shall be Announced in accordance with the provisions of securities law on information disclosure.

11. Other rights and obligations as prescribed by the Charter and the Internal Regulations on Corporate Governance

Article 47. Rights, obligations, and responsibilities of members of the Board of Directors

1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Charter, and the Internal Regulations on Corporate Governance, including the right to be provided with information and documents regarding the Financial situation and business Operations of the Company and its units.

2. Members of the Board of Directors have obligations as prescribed by the Charter and the following obligations:

a. To perform their duties honestly and cautiously for the best interests of the Shareholders and the Company;
b. To fully attend meetings of the Board of Directors and express opinions on issues discussed;
c. To report promptly and fully to the Board of Directors on remuneration received from Subsidiaries, Associated companies, and other organizations;
d. To report to the Board of Directors at the nearest meeting on Transactions between the Company, its Subsidiaries, companies controlled by the public company with 50% or more of the Charter capital, and members of the Board of Directors and their affiliated persons; Transactions between the Company and a company in which a member of the Board of Directors is a founding member or a manager within the 03 years prior to the Time of transaction;
e. To perform information disclosure when conducting Transactions involving the Company's shares in accordance with the law.

Section 2 – Regulations on Nomination, Candidacy, Election, Removal, and Dismissal of members of the Board of Directors

Article 48. Quantity, term of office, and structure of members of the Board of Directors

1. The number of members of the Board of Directors is 05.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their term at the same time, they shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The structure of the Board of Directors of a public company must ensure compliance with the following provisions, and the Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

a. There is at least 01 non-executive Board Member in case the company has from 03 to 05 members of the Board of Directors;

b. There are at least 02 non-executive Board Members in case the company has from 06 to 08 members of the Board of Directors;

c. There are at least 03 non-executive Board Members in case the company has from 09 to 11 members of the Board of Directors.

4. A member of the Board of Directors shall lose their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the GMS in accordance with regulations.

4.1 The GMS shall dismiss a member of the Board of Directors in the following cases:

a. No longer meeting the qualifications to be a member of the Board of Directors as prescribed in Clause 4, Article 25 of the Charter;

b. Submitting a resignation letter which is accepted;

c. Suffering from mental disorder, and other members of the Board of Directors have professional

evidence proving that the person no longer has the capacity for civil acts;

d. According to the decision of the GMS.

4.2 The GMS shall remove a member of the Board of Directors in the following cases:

a. Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

b. Providing dishonest personal information when submitting as a Nominee for the Board of Directors;

c. Repeatedly violating or seriously violating the obligations of a member of the Board of Directors as prescribed by the Law on Enterprises and the Charter;

d. Other cases as per the Resolution of the GMS.

5. The Board of Directors must convene a GMS to elect additional members of the Board of Directors in the following cases:

The number of members of the Board of Directors is reduced by more than one-third compared to the number prescribed in the Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of members is reduced by more than one-third. In other cases, the GMS shall elect new members to replace the members of the Board of Directors who have been dismissed or removed at the nearest meeting.

6. The appointment, dismissal, removal, and replacement of members of the Board of Directors must be Announced in accordance with the law on information disclosure on the stock Market.

Article 49. Standards and conditions for members of the Board of Directors

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

Members of the Board of Directors must meet the following standards and conditions:

a) Not falling into the categories prescribed in Clause 2, Article 17 of this Law;

b) Having professional Qualification and experience in business management or in the field, industry, or business of the Company and not necessarily being a Shareholder of the Company, unless the Charter provides otherwise;

c) A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company;

d) For state-owned enterprises as prescribed in Point b, Clause 1, Article 88 of this Law and subsidiaries of state-owned enterprises as prescribed in Clause 1, Article 88 of this Law, members of the Board of Directors must not be family members of the Director, or other management personnel of the Company; or of the managers or persons with the authority to appoint managers of the Parent Company.

1. The Chairman of the Board of Directors must not concurrently hold the position of Director of a public company.
2. A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors or a member of the Board of Members of another company, but may only

concurrently be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

Article 50. Nomination and candidacy for members of the Board of Directors

1. Shareholders or groups of Shareholders owning 05% or more of the total common shares have the right to nominate Nominees for the Board of Directors as prescribed by the Law on Enterprises and the Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate Nominees for the Board of Directors. Shareholders or groups of Shareholders owning 05% or more of the total common shares have the right to nominate and stand for election as members of the Board of Directors. Shareholders or groups of Shareholders holding from 05% to 10% of the total common shares may nominate one (01) Nominee; from over 10% to less than 50% may nominate a maximum of two (02) Nominees; from 50% or more may nominate the full number of expected Nominees for the Board of Directors as determined for each specific term according to the GMS meeting documents.

2. In case the number of Nominees for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce additional Nominees or organize nominations as prescribed in the Regulations on Operation of the Board of Directors. The introduction of additional Nominees by the incumbent Board of Directors must be clearly Announced before the GMS votes to elect members of the Board of Directors in accordance with the law.

Article 51. Methods for electing members of the Board of Directors

1. The voting for the election of members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to aggregate all or part of their total votes for one or more nominees. The elected members of the Board of Directors are determined by the number of votes counted from highest to lowest, starting from the nominee with the highest number of votes until the number of members specified in the Company Charter is reached. In the event that two or more nominees receive the same number of votes for the final member of the Board of Directors, a re-election will be conducted among the nominees with the same number of votes, or a selection will be made based on the criteria specified in the election regulations or the Company Charter.

2. If the number of nominees is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted by the cumulative voting method specified in Clause 3 Article 148 of the Law on Enterprises or by the voting method (in favor, against, abstention). The voting rate for approval under the voting method shall be implemented in accordance with Clause 2 Article 21 of the Company Charter.

Article 52. Cases for relief from duty, removal, replacement, and addition of members of the Board of Directors

1. The General Meeting of Shareholders (GMS) shall relieve a member of the Board of Directors from duty in the following cases:

a) Does not meet the qualifications to be a member of the Board of Directors as prescribed in Clause 4 Article 25 of the Company Charter;

b) Submits a resignation letter and it is accepted;

c) That member is no longer nominated by shareholders to participate in the Board of Directors of the Company;

d) According to the decision of the General Meeting of Shareholders (GMS)..

2. The General Meeting of Shareholders (GMS) shall remove a member of the Board of Directors in the following cases:

a) Fails to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

b) Suffers from mental disorders and other members of the Board of Directors have professional evidence proving that such person no longer has the capacity for civil acts;

c) Provides dishonest personal information when submitting to the Company as a nominee for the Board of Directors;

d) Repeatedly violates or seriously violates the obligations of a member of the Board of Directors as prescribed by the Law on Enterprises and the Company Charter;

e) Other cases as per the resolution of the General Meeting of Shareholders (GMS)..

3. When deemed necessary, the General Meeting of Shareholders (GMS) shall decide to replace a member of the Board of Directors; relieve from duty or remove a member of the Board of Directors in cases other than those specified in Clause 1 and Clause 2 of this Article.

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

a. The number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number specified in the Company Charter. In this case, the Board of Directors must convene a meeting of the General Meeting of Shareholders (GMS) within 60 days from the date the number of members is reduced by more than one-third;

b. Except for the cases specified in Point a and Point b of this Clause, the General Meeting of Shareholders (GMS) shall elect new members to replace members of the Board of Directors who have been relieved from duty or removed at the nearest meeting.

Article 53. Notification of elect, relieve from duty, remove members of the Board of Directors

After the decision to elect, relieve from duty, or remove a member of the Board of Directors is made, the Company is responsible for announcing the information internally within the Company, to relevant authorities, on mass media, and on the Company's website in accordance with the procedures and regulations of the current Law.

Article 54. Method of introducing nominees for members of the Board of Directors

In case a nominee for the Board of Directors has been identified, the Company must announce information related to the nominees at least 10 days before the opening date of the General Meeting of Shareholders (GMS) on the Company's website so that shareholders can learn about these nominees before voting. The nominee for the Board of Directors must provide a written commitment regarding

the truthfulness and accuracy of the personal information announced and must commit to performing their duties honestly, carefully, and in the best interest of the Company if elected as a member of the Board of Directors. Information related to the nominee for the Board of Directors to be announced includes:

a. Full name, date, month, and year of birth;
b. Qualification;
c. Work history;
d. Other management positions (including Board of Directors positions of other companies);
e. Interests related to the Company and the Company's related parties;
f. Other information (if any) as prescribed in the Company Charter.

The Company is responsible for announcing information about the companies where the nominee is currently holding the position of member of the Board of Directors, other management positions, and interests related to the Company of the nominee for the Board of Directors (if any).

Article 55. Elect, remove, relieve from duty the CHAIRMAN OF THE BOARD OF DIRECTORS

1. The CHAIRMAN OF THE BOARD OF DIRECTORS is elected, relieved from duty, and removed by the Board of Directors from among the members of the Board of Directors.
2. The CHAIRMAN OF THE BOARD OF DIRECTORS shall not concurrently hold the position of Director.
3. The CHAIRMAN OF THE BOARD OF DIRECTORS has the following rights and obligations:
   a. Develop programs and activity plans of the Board of Directors;
   b. Prepare the agenda, content, and documents for the meeting; convene, preside over, and act as the chairman of the Board of Directors meeting;
   c. Organize the approval of resolutions and decisions of the Board of Directors;
   d. Supervise the implementation of resolutions and decisions of the Board of Directors;
   e. Act as the chairman of the General Meeting of Shareholders (GMS) meeting;
   f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.
4. In case the CHAIRMAN OF THE BOARD OF DIRECTORS submits a resignation letter or is relieved from duty or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the relief from duty or removal.
5. In case the CHAIRMAN OF THE BOARD OF DIRECTORS is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the CHAIRMAN OF THE BOARD OF DIRECTORS. In case there is no authorized person or the CHAIRMAN OF THE BOARD OF DIRECTORS is deceased, missing, temporarily detained, serving a prison sentence, serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education center, has fled from their place of residence, has limited or lost civil act capacity, has difficulty in perception and behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one of the members to hold the position of CHAIRMAN OF THE BOARD OF DIRECTORS based on the principle of majority of the remaining members until a new decision of the Board of Directors is made.

Section 3 – Remunerations, bonuses and other benefits of members of the Board of Directors

Article 56. Remunerations, 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 efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of the member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration level for each member based on the principle of consensus. The total remuneration and bonus level of the Board of Directors is decided by the General Meeting of Shareholders (GMS) at the annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business costs 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 (GMS) at the annual meeting.
4. A member of the Board of Directors holding an executive position or a member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee per occasion, salary, commission, percentage of Profit, or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while performing their responsibilities as a member of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders (GMS), the Board of Directors, or sub-committees of the Board of Directors.
6. Members of the Board of Directors may be covered by liability Insurance by the Company after the approval of the General Meeting of Shareholders (GMS). This Insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Company Charter.

Section 4 – Regulations on the sequence and procedures for organizing Board of Directors meetings

Article 57. Minimum number of meetings per month/quarter/year

1. The CHAIRMAN OF THE BOARD OF DIRECTORS is elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting is convened and presided over by the member with the highest number of votes or the highest voting rate. In case there is more than one member with the highest and equal number of votes or voting rate, the members shall elect by majority principle to choose 01 person among them to convene the Board of Directors meeting.
2. The Board of Directors meets at least once every quarter and may hold extraordinary meetings.

Article 58. Cases where an extraordinary Board of Directors meeting must be convened

1. The CHAIRMAN OF THE BOARD OF DIRECTORS convenes a Board of Directors meeting in the following cases:

a. There is a request from the Board of Supervisors;
b. There is a request from the Director or at least 05 other executive officers;
c. There is a request from at least 02 members of the Board of Directors;
d. Other cases as stipulated by the Company Charter.

2. The request stipulated in Clause 1 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.
3. The Chairman of the Board of Directors must send a notice of meeting to members of the Board of Directors within 07 working days from the date of receiving the request stipulated in Clause 3 of this Article and at the latest 03 working days before the meeting date. The meeting of the Board of Directors must be held no later than 10 working days from the date the Company receives the request. In case the meeting of the Board of Directors is not convened according to the request, the Chairman of the Board of Directors shall be responsible for any damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors, with the convening procedure being similar to that of the Chairman of the Board of Directors convening upon request.

Article 59. Notice of Board of Directors meeting and the right of members of the Board of Supervisors to attend the Board of Directors meeting

1. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at the latest 03 working days before the meeting date. The notice of meeting must specify the time and venue of the meeting, the agenda, and the issues to be discussed and decided. The notice of meeting must be accompanied by documents used at the meeting and the member's Ballot.
   The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as stipulated by the Company Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.
2. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to members of the Board of Supervisors in the same manner as to members of the Board of Directors.
   Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

Article 60. Conditions for conducting meetings of the Board of Directors

A meeting of the Board of Directors is conducted when 3/4 of the total number of members or more are present. In case the meeting convened according to this Clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors are present.

Article 61. Voting methods

1. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

a. Attending and voting directly at the meeting;
b. Authorizing another person to attend and vote in accordance with this Article;

c. Attending and voting via online conference, electronic voting, or other electronic forms;
d. Sending a Ballot to the meeting via mail, fax, or email;
e. Sending a Ballot by other means.

2. In case of sending a Ballot to the meeting via mail, the Ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at the latest 01 hour before the opening. The Ballot shall only be opened in the presence of all attendees.
3. Voting

a. Except as provided in Point b, Clause 3 of this Article, each member of the Board of Directors or a person authorized in accordance with Clause 1 of this Article who is directly present in person at the meeting of the Board of Directors has one (01) vote;
b. A member of the Board of Directors may not vote on contracts, transactions, or proposals in which that member or their Affiliated persons have an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum percentage of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote;
c. Pursuant to the provisions of Point d, Clause 11, Article 30 of the Company Charter, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the Chairman is the final decision, unless the nature or scope of the interest of the related member of the Board of Directors has not been fully disclosed;
d. A member of the Board of Directors who benefits from a contract as stipulated in Point a and Point b, Clause 6, Article 43 of the Company Charter is considered to have a significant interest in that contract;
e. Members of the Board of Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss but not to vote.

4. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they are a person with an interest therein has the responsibility to disclose this interest at the first meeting of the Board of Directors discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their Affiliated persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after this member becomes aware that they have an interest or will have an interest in the aforementioned transaction or contract.
5. The Board of Directors has the right to seek opinions from members of the Board of Directors in writing to approve a Resolution of the Board of Directors when passing issues under the authority of the Board of Directors in Clause 2, Article 27 of the Company Charter.
6. A resolution in the form of written consultation is passed based on the affirmative opinion of the majority of members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.
7. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are in different locations, provided that each member participating in the meeting can:

a. Hear each other member of the Board of Directors participating in the meeting speak;

b. Speak to all other participating members simultaneously. Discussion between members can be conducted directly via telephone or other means of communication or a combination of these methods. A member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The venue of the meeting organized according to this regulation is the location where the majority of members of the Board of Directors are present, or the location where the Chairman of the meeting is present.

Decisions passed in a meeting via telephone that is organized and conducted legally are effective immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors attending this meeting.

8. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to members, and such minutes are authentic evidence of the work conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting are prepared in Vietnamese and may be prepared in English. The minutes must be signed by the Chairman and the person recording the minutes.

Article 62. Methods for ratifying resolutions of the Board of Directors

Resolutions and decisions of the Board of Directors are passed if approved by the majority of members present; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

Article 63. Authorization for others to attend meetings by members of the Board of Directors

Members must fully attend meetings of the Board of Directors. Members may authorize others to attend and vote if approved by the majority of members of the Board of Directors.

Article 64. Recording minutes of the Board of Directors meeting

Meetings of the Board of Directors must be recorded in minutes and may be recorded by audio, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may be prepared additionally in a foreign language, including the following main contents:

a. Name, Address of the Company's headquarters, enterprise code;
b. Time and venue of the meeting;
c. Purpose, agenda, and content of the meeting;
d. Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attendance; full names of members not attending and reasons;
e. Issues discussed and voted on at the meeting;
f. Summarizing the opinions of each member attending the meeting in the order of the meeting's proceedings;
g. Voting results, clearly stating the members who voted for, against, and abstained;
h. Issues that have been passed and the corresponding Voting rate;
i. Full name and signature of the Chairman and the person recording the minutes, except for the case stipulated in Article 65 of this Charter.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's headquarters.

Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case there is a difference in content between the minutes in Vietnamese and in a foreign language, the content in the Vietnamese minutes shall apply.

The Chairman, the person recording the minutes, and the signatories of the minutes shall be responsible for the truthfulness and accuracy of the content of the minutes of the Board of Directors meeting.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's headquarters.

Article 65. In case the Chairman and/or secretary refuses to sign the Minutes of the Board of Directors meeting

In case the chairman or the minute-taker refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors who attended the meeting and contain full content as prescribed in points a, b, c, d, dd, e, g, and h of Article 64 of this Charter, then these minutes shall be effective.

Article 66. Announcement of resolutions and decisions of the Board of Directors

After issuing a Resolution/Decision of the Board of Directors, the Company is responsible for announcing information internally within the Company and to relevant authorities, on mass media, and on the Company's website in accordance with the sequence and current regulations.

Section 5 - Sub-committees of the Board of Directors

Article 67. Sub-committees under the Board of Directors

1. The Board of Directors may establish sub-committees under its authority to be in charge of development policies, personnel, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and shall consist of at least 03 people, including members of the Board of Directors and external members. Non-executive Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the Sub-committee according to the decision of the Board of Directors. The operations of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee is only effective when the majority of its members attend and vote to approve it at the sub-committee meeting.
2. The implementation of decisions of the Board of Directors or of sub-committees under the Board of Directors must be in accordance with current legal regulations, the Company Charter, and the Internal Regulations on Corporate Governance.
3. The establishment and operation of internal audit sub-committees under the Board of Directors (if any) are specified in detail in Appendix I attached to this Charter.

Section 6 - Selection, appointment, and removal of the Corporate Governance Officer

Article 68. Standards for the Corporate Governance Officer

The Corporate Governance Officer must not simultaneously work for an approved auditing organization that is currently auditing the Company's financial statements.

Article 69. Appointment of the Corporate Governance Officer

The Board of Directors of the Company must appoint at least 01 Corporate Governance Officer to support corporate governance work at the enterprise. The Corporate Governance Officer may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

Article 70. Cases for removal of the Corporate Governance Officer

1. The Board of Directors may dismiss/remove the Corporate Governance Officer when necessary, provided that it does not contravene current labor laws.
2. The Corporate Governance Officer may be removed according to a resolution of the General Meeting of Shareholders (GMS).

Article 71. Notification of appointment and removal of the Corporate Governance Officer

After the decision on the appointment or removal of the Corporate Governance Officer is made, the Company is responsible for announcing information internally within the Company and to relevant authorities, on mass media, and on the Company's website in accordance with the sequence and current legal regulations.

Article 72. Rights and Obligations of the Corporate Governance Officer

The Corporate Governance Officer has the following rights and obligations:

a. Advising the Board of Directors on organizing the General Meeting of Shareholders (GMS) in accordance with regulations and related tasks between the Company and shareholders;
b. Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders (GMS) at the request of the Board of Directors or the Board of Supervisors;
c. Advising on meeting procedures;
d. Attending meetings;
e. Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
f. Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
g. Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
h. Acting as the contact point with related parties;
i. Maintaining confidentiality of information in accordance with the provisions of law and the Company Charter;
j. Other rights and obligations as prescribed by law and the Company Charter.

CHAPTER 4 – BOARD OF SUPERVISORS

Section 1. GENERAL PROVISIONS

Article 73. Role, rights, and obligations of the Board of Supervisors, and responsibilities of members of the Board of Supervisors

1. Members of the Board of Supervisors have the rights prescribed by the Law on Enterprises, relevant laws, the Company Charter, and the Regulations on Operation of the Board of Supervisors, including the right to access information and documents related to the company's operational situation. Members of the Board of Directors, the Director, and other executive officers of the enterprise are responsible for providing information promptly and fully at the request of members of the Board of Supervisors.
2. Members of the Board of Supervisors are responsible for complying with the provisions of law, the Company Charter, the Regulations on Operation of the Board of Supervisors, and professional ethics in exercising their assigned rights and obligations.
3. The Board of Supervisors has the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Company Charter, and the following rights and obligations:
   a. Proposing and recommending the General Meeting of Shareholders (GMS) to approve the list of approved auditing organizations to audit the Company's Financial statements; deciding on the approved auditing organization to inspect the company's operations, and removing the approved auditor when deemed necessary.
   b. Being responsible to shareholders for their supervisory activities.
   c. Supervising the financial situation of the company and the compliance with the law in the activities of members of the Board of Directors, the Director, and other managers.
   d. Ensuring coordination of activities with the Board of Directors, the Director, and shareholders.
   e. In case of discovering acts of violation of the law or the Company Charter by members of the Board of Directors, the Director, or other executive officers of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and have solutions to remedy the consequences.
   f. Developing the Regulations on Operation of the Board of Supervisors and submitting them to the General Meeting of Shareholders (GMS) for approval. The Minister of Finance provides guidelines on the model Regulations on Operation of the Board of Supervisors for public companies to refer to when developing their own Regulations on Operation of the Board of Supervisors.
   g. Reporting at the General Meeting of Shareholders (GMS) as prescribed in Article 290 of Decree 155/2020/ND-CP.

Section 2. Regulations on the Term of Office, number, composition, and structure of members of the Board of Supervisors

Article 74. Number, term of office, composition, and structure of members of the Board of Supervisors

1. The number of members of the Board of Supervisors of the Company is 03 people.
2. The term of office of a Supervisor is not more than 05 years and may be re-elected for an unlimited number of terms.
3. Members of the Board of Supervisors do not necessarily have to be shareholders of the company.

4. The Head of the Board of Supervisors is elected by the Board of Supervisors from among the Supervisors; the election, dismissal, and removal are based on the majority principle. The rights and obligations of the Head of the Board of Supervisors are prescribed by the Company Charter. The Board of Supervisors must have more than half of its Supervisors residing in Vietnam. The Head of the Board of Supervisors must have a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise, unless the Company Charter provides for higher standards.
5. In case the term of office of Supervisors ends at the same time and new Supervisors have not yet been elected, the Supervisors whose term has expired shall continue to exercise their rights and obligations until new Supervisors are elected and take office.

Article 75. Standards and conditions of members of the Board of Supervisors

1. Supervisors must meet the following standards and conditions:
   a. Not falling into the cases prescribed in Clause 2, Article 17 of the Law on Enterprises;
   b. Having been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise;
   c. Not being a person with family relationships with members of the Board of Directors, the Director, or other managers;
   d. Not being a manager of the company; not necessarily being a shareholder or employee of the company;
   e. Not being a person working in the accounting or finance department of the Company;
   f. Not being a member or employee of an independent auditing company that has audited the company's financial statements in the 03 consecutive years prior.
   g. Other standards and conditions as prescribed by other relevant laws and the Company Charter.
2. In addition to the standards and conditions prescribed in Clause 1 of this Article, the company's Supervisors must ensure they meet all conditions prescribed in Clause 02, Article 169 of the Law on Enterprises.
3. The Head of the Board of Supervisors must have a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

Article 76. Nomination and self-nomination of members of the Board of Supervisors

1. The nomination and self-nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders or groups of shareholders owning 05 % or more of the total number of common shares have the right to nominate or self-nominate members of the Board of Supervisors. Shareholders or groups of shareholders holding from 05 % to 10 % of the total voting shares have the right to nominate one (01) candidate; from over 10 % to less than 50 % have the right to nominate a maximum of two (02) candidates; from 50 % or more have the right to nominate the full number of expected candidates for the Board of Supervisors as determined for each specific term according to the documents of the General Meeting of Shareholders (GMS).

2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in a manner similar to that prescribed in Clause 3, Article 50 of this

Regulation. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders (GMS) votes to elect members of the Board of Supervisors in accordance with the provisions of law.

Article 77. Method of electing members of the Board of Supervisors

1. Voting to elect members of the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Supervisors are determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In case there are 02 or more candidates receiving the same number of votes for the final member of the Board of Supervisors, a re-election will be conducted among the candidates with the same number of votes, or selection will be made according to the criteria specified in the election regulations, the Operating Regulations of the Board of Supervisors, or the Company Charter.
2. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted by cumulative voting as prescribed above.

Article 78. Cases for dismissal and removal of members of the Board of Supervisors

1. The GMS shall dismiss a member of the Board of Supervisors in the following cases:
   a. No longer meeting the standards and conditions to be a member of the Board of Supervisors as prescribed in Article 169 of the Law on Enterprises;
   b. Submitting a resignation letter that is approved;
   c. Other cases as stipulated by the Company Charter.
2. The GMS shall remove a member of the Board of Supervisors in the following cases:
   a. Failing to complete assigned tasks and work;
   b. Failing to perform their rights and obligations for 06 consecutive months, except in cases of force majeure;
   c. Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Company Charter;
   d. Other cases as decided by the GMS.

Article 79. Notification of election, dismissal, and removal of members of the Board of Supervisors

After a decision on the election, dismissal, or removal of a Supervisor is made, the Company is responsible for disclosing information within the Company, to relevant authorities, on mass media, and on the Company's website in accordance with the procedures and regulations of applicable law.

Article 80. Salary and other benefits of members of the Board of Supervisors

1. Members of the Board of Supervisors are paid salary, remuneration, bonuses, and other benefits as decided by the GMS. The GMS decides the total salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors;

2. Members of the Board of Supervisors are reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the GMS, unless otherwise decided by the GMS;
3. The salary and operating expenses of the Board of Supervisors are included in the Company's business expenses in accordance with the laws on corporate income tax and other relevant legal regulations, and must be recorded as a separate item in the Company's annual Financial statements.

CHAPTER 5 - DIRECTOR

Article 81. Role, responsibilities, rights, and obligations of the Director

1. The Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.
2. The Director has the following rights and obligations:
   a. Deciding on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;
   b. Organizing the implementation of resolutions and decisions of the Board of Directors;
   c. Organizing the implementation of the Company's business plans and investment schemes;
   d. Proposing organizational structure plans and internal management regulations of the Company;
   e. Appointing, dismissing, and removing management titles in the Company, except for titles under the authority of the Board of Directors;
   f. Deciding on salary and other benefits for employees in the Company, including managers under the appointment authority of the Director;
   g. Recruiting employees;
   h. Proposing plans for dividend payment or handling business losses;
   i. Other rights and obligations as prescribed by law.

Article 82. Term of office, standards, and conditions of the Director

The term of office of the Director is no more than 05 years and may be re-appointed for an unlimited number of terms.

The Director must meet the following standards and conditions:

a. Not falling into the categories prescribed in Clause 2, Article 17 of the Law on Enterprises;
b. Not being a person with family relationships with enterprise managers, Supervisors of the Company and the Parent Company; representatives of state capital, or representatives of enterprise capital at the Company and the Parent Company;
c. Having professional qualifications and experience in corporate business management.

Article 83. Candidacy and nomination of the Director

The Board of Management, members of the Board of Directors have the right to nominate candidates for the Director in accordance with the standards and conditions prescribed in Article 82 of this Regulation and submit them to the Board of Directors for consideration when the Company has a need to find a Director.

Article 84. Appointment, dismissal, signing contracts, and termination of contracts for the Director

The Board of Directors appoints 01 member of the Board of Directors or hires another person as the Director.

The Board of Directors may dismiss the Director when a majority of the voting members of the Board of Directors present at the meeting agree, and appoint a new Director as a replacement.

The Board of Directors has the authority to sign/terminate contracts and decide on the terms of employment contracts as prescribed in Point i, Clause 2, Article 27 and Article 35 of the Company Charter.

Article 85. Notification of appointment, dismissal, signing contracts, and termination of contracts for the Director

After a decision on the election, dismissal, or removal of the Director is made, the Company is responsible for disclosing information within the Company, to relevant authorities, on mass media, and on the Company's website in accordance with the procedures and regulations of applicable law.

Article 86. Salary and other benefits of the Director

1. The Director is paid salary and bonuses. The salary and bonuses of the Director are decided by the Board of Directors.
2. The salary of the executive is included in the Company's business expenses in accordance with the laws on corporate income tax, is presented as a separate item in the Company's annual Financial statements, and must be reported to the GMS at the annual meeting.

CHAPTER 6 – OTHER OPERATIONS

Section 1 – Regulations on coordination of operations between the Board of Directors, the Board of Supervisors, and the Director

Article 87. Procedures and sequence for convening, sending meeting notices, recording minutes, and announcing meeting results between the Board of Directors, the Board of Supervisors, and the Director

The procedures and sequence for convening, sending meeting notices, recording minutes, and announcing meeting results between the Board of Directors, the Board of Supervisors, and the Director are carried out according to the procedures and sequence for convening Board of Directors meetings as prescribed in Section 4, Chapter 3 of this Regulation.

Article 88. Notification of Resolutions/Decisions of the Board of Directors to the Board of Supervisors

Resolutions/Decisions and minutes of Board of Directors meetings after being issued must be sent to Supervisors at the same time and in the same manner as for members of the Board of Directors.

Article 89. Notification of Resolutions/Decisions of the Board of Directors to the Director

Resolutions/Decisions of the Board of Directors (with content related to the responsibilities, powers, and obligations of the Director) after being issued must be sent to the Director at the same time and in the same manner as for members of the Board of Directors.

Article 90. Cases where the Board of Supervisors and the Director request to convene a Board of Directors meeting and issues requiring the opinion of the Board of Directors

1. Cases for requesting to convene a Board of Directors meeting

a. The Board of Supervisors may request to convene a Board of Directors meeting in the following cases:

- When there is a request from a shareholder/group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises.
- When it is considered that the right to access information and documents related to the Company's operations of the Supervisor is not fully implemented in accordance with applicable law and the Company Charter;
- When detecting acts of violation of the law or the Company Charter by members of the Board of Directors, the Director, and other enterprise executives after having notified the Board of Directors in writing as prescribed in Clause 5, Article 40 of the Company Charter, but the person committing the violation has not ceased the violation or has not implemented solutions to remedy the consequences;

b. The Director may request to convene a Board of Directors meeting in the following cases:

- When it is considered that the rights of the Director as prescribed in Article 35 of the Company Charter are not being exercised;
- When detecting acts of violation of the law or the Company Charter by other enterprise executives after having notified the Board of Directors in writing, but the person committing

the violation has not ceased the violation or has not implemented solutions to remedy the consequences;

2. Issues requiring the opinion of the Board of Directors:

a. Proposing to the Board of Directors plans for organizational structure and internal management regulations of the Company;

b. Proposing measures to improve the operations and management of the Company;

c. The Director must prepare a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and Enterprise Executives.

d. The Director must prepare a plan for the Board of Directors to approve matters related to the Company's relationship with trade union organizations in accordance with the best management standards, practices, and policies, the practices and policies stipulated in the Charter, the Company's regulations, and current legal provisions.

e. Seeking opinions from the Board of Directors regarding the Audited Financial statements (including the Balance sheet, Income statement, and the projected Cash flow statement) for each Fiscal year must be submitted for the Board of Directors to approve;

f. Proposing plans for dividend payments or handling business losses;

g. Seeking opinions from the Board of Directors to approve the detailed business plan for the next Fiscal year;

h. Other matters when deemed in the interest of the Company.

Article 91. Report of the Director to the Board of Directors on the performance of assigned duties and powers

1. Report on the implementation status of Resolutions of the Board of Directors and the General Meeting of Shareholders (GMS), and the business and investment plans of the Company that have been approved by the Board of Directors and the GMS;

2. Periodically, on a quarterly and annual basis, report on the assessment of the financial situation and the Production and business operations of the Company;

3. Report on improvements in organizational structure, Policies, and Management;

4. Annual report on the implementation of obligations towards the environment, the community, and employees;

5. Report on the implementation status of other matters authorized by the Board of Directors and the GMS;

6. Perform reporting on other matters as requested by the Board of Directors.

Article 92. Reviewing the implementation of resolutions and other matters authorized by the Board of Directors to the Director

Based on the Director's report on the performance of assigned duties and powers as stipulated in Article 81 of This Charter, the Board of Directors will conduct a review of the results of the implementation of resolutions and other matters authorized by the Board of Directors to the Director.

Article 93. Matters that the Director must report, provide information on, and the method of notification to the Board of Directors and the Board of Supervisors

1. Matters that the Director must report, provide information on, and the method of notification to the Board of Directors

a. Contents according to Article 90 of This Charter;

b. The Director has the obligation to notify the Board of Directors of Transactions between the Company, Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with that same entity or with affiliated persons of that entity in accordance with the law.

c. Other contents requiring opinions and reports to the Board of Directors must be sent at least seven (07) working days in advance, and the Board of Directors will respond within seven (07) working days.

Specifically, in the case of approving Contracts and Transactions as stipulated in Clause 1, Article 167 of the Law on Enterprises and having a value of less than 35% of the total value of the Company's Assets recorded in the most recent Financial statements, or another smaller percentage or value as stipulated in the Charter, the Company's representative signing the contract or transaction must notify the members of the Board of Directors and the Supervisors about the affiliated persons related to that contract or transaction and attach the draft contract or the main content of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notice, unless the Charter stipulates a different time limit; members of the Board of Directors who have related interests in the parties to the contract or transaction do not have the right to vote.

3. Matters that the Director must report, provide information on, and the method of notification to the Board of Supervisors

a. Reports of the Director submitted to the Board of Directors or other documents issued by the Company shall be sent to the Supervisors at the same time and in the same manner as for members of the Board of Directors.

b. The Director and other Enterprise Executives must provide full, accurate, and timely information and documents regarding The Board of Management, administration, and business operations of the Company at the request of the Supervisors or the Board of Supervisors.

c. The method of notification to the Board of Supervisors shall be carried out in the same manner as for the Board of Directors.

Article 94. Coordinating control, management, and supervision activities among members of the Board of Directors, Supervisors, and the Director according to the specific duties of the aforementioned members

1. Coordination of activities between the Board of Supervisors and the Board of Directors:

The Board of Supervisors has the role of supervision, coordination, consultation, and providing full, timely, and accurate information. Specifically as follows:

a. Regularly notify the Board of Directors of operational results and consult the Board of Directors before submitting reports, conclusions, and recommendations to the GMS;

b. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of the approved auditing organization to attend and answer matters that need clarification;

c. Periodic and ad-hoc inspections by the Board of Supervisors must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the Board of Directors to provide additional basis for the Board of Directors in The Board of Management of the Company. Depending on the level and results of the aforementioned inspection, the Board of Supervisors needs to discuss and reach a consensus with the Board of Directors and the Director before reporting to the GMS. In case of disagreement, they are authorized to reserve their opinion in the minutes, and the Head of the Board of Supervisors is responsible for reporting to the nearest GMS;

d. In case the Board of Supervisors discovers acts of violation of the law or the Charter by members of the Board of Directors, the Board of Supervisors shall notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and have solutions to remedy the consequences;

d. Supervisors have the obligation to notify the Board of Directors of Transactions between the Company, Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with that same entity or with affiliated persons of that entity in accordance with the law;

e. For recommendations related to the operational and financial situation of the Company, the Board of Supervisors must send the document along with related materials at least fifteen (15) days before the intended date of receiving a response;

e. Contents of recommendations to the Board of Directors must be sent at least seven (07) working days in advance, and the Board of Directors will respond within seven (07) working days.

The Board of Directors creates favorable conditions for the Board of Supervisors to exercise its rights and obligations.

2. Coordination of activities between the Board of Supervisors and the Director:

The Board of Supervisors has the function of inspection and supervision.

a. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request the Director (simultaneously requesting members of the Board of Directors, the Director, and representatives of the approved auditing organization) to attend and answer matters that need clarification regarding issues of interest to the Supervisors;

b. Periodic and ad-hoc inspections by the Board of Supervisors must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the Director to provide additional basis for the Director in The Board of Management of the Company. Depending on the level and results of the aforementioned inspection, the Board of Supervisors needs to discuss and reach a consensus with the Director before reporting to the GMS. In case of

disagreement, they are authorized to reserve their opinion in the minutes, and the Head of the Board of Supervisors is responsible for reporting to the nearest GMS;

c. Supervisors have the right to request the Director to create conditions for accessing records and documents related to the business operations of the Company at the Headquarters or the place where records are stored;

d. Regarding information and documents on management, administration of business operations, and reports on business situation, Financial statements, the written request for provision from the Board of Supervisors must be sent to the Company at least forty-eight (48) working hours before the intended time of receiving a response. The Board of Supervisors must not use information that has not been allowed to be Announced by the Company or disclose it to others to perform related Transactions.

e. Contents of recommendations on measures to amend, supplement, and improve the organizational structure for management, supervision, and administration of the Company's business operations from the Board of Supervisors must be sent to the Director at least seven [07] working days before the intended date of receiving a response.

The Director creates favorable conditions for the Board of Supervisors to exercise its rights and obligations.

3. Coordination of activities between the Director and the Board of Directors: The Director is the person representing the administration of the Company's operations, ensuring the Company operates continuously and effectively.

a. When there is a proposal for an organizational structure plan or internal management regulations of the Company, the Director shall send it to the Board of Directors as soon as possible but no less than seven (07) days before the date that content needs to be decided;

b. The Director must prepare a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and Managers;

c. The Director must prepare a plan for the Board of Directors to approve matters related to the Company's relationship with trade union organizations in accordance with the best management standards, practices, and policies, the practices and policies stipulated in the Charter, the Company's regulations, and current legal provisions;

d. The Director has the obligation to notify the Board of Directors of Transactions between the Company, Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with that same entity or with affiliated persons of that entity in accordance with the law;

e. Other contents requiring opinions as stipulated in Clause 2, Article 97 of This Charter must be sent to the Board of Directors at least seven (07) working days before the intended date of receiving a response from the Board of Directors.

Section 2 – Regulations on annual evaluation of reward and discipline activities for members of the Board of Directors, members of the Board of Supervisors, the Director, and other Enterprise Executives

Article 95. Regulations on evaluating the performance of Board of Directors' members, members of the Board of Supervisors, Director, and other executives

1. The Board of Directors is responsible for establishing performance evaluation criteria for all Board of Directors' members, the Director, and other executives.
2. Performance evaluation criteria must balance the interests of enterprise executives with the long-term interests of the Company and Shareholders. Financial and non-financial indicators used in the evaluation shall be carefully considered and decided by the Board of Directors from time to time. In particular, non-financial indicators may include: interests of stakeholders, operational efficiency, achievements and improvements made, etc.
3. Annually, based on assigned functions, duties, and established evaluation criteria/achievements, the Board of Directors shall organize the performance evaluation of Board of Directors' members.
4. The performance evaluation of members of the Board of Supervisors shall be organized and implemented according to the methods mentioned in the organizational structure and operations of the Board of Supervisors.
5. The performance evaluation of other executives shall be carried out in accordance with internal regulations or may be based on the self-evaluation reports of these executives.

Article 96. Rewards

1. The Board of Directors or the Remuneration Sub-committee (if any) is responsible for developing reward policies. Rewards shall be granted based on the performance evaluation results as stipulated in Article 95 of This Charter.
2. Forms of rewards: in cash, in shares (issuing shares under an employee stock ownership plan), or other forms developed by the Board of Directors or the Remuneration Sub-committee. Reward forms shall be planned by the Director and submitted to the Board of Directors for approval; cases exceeding their authority shall be submitted to the General Meeting of Shareholders (GMS) for approval.
3. The reward policy for Board of Directors' members and members of the Board of Supervisors shall be decided by the General Meeting of Shareholders (GMS).
4. For enterprise executives: the source of reward funds shall be deducted from the Company's Welfare and Reward Fund and other legal sources. The reward level shall be based on actual annual business results; the Director shall propose it to the Board of Directors for approval, and cases exceeding their authority shall be submitted to the General Meeting of Shareholders (GMS) for approval.

Article 97. Discipline

1. The Board of Directors is responsible for developing disciplinary measures based on the nature and severity of the violation. The highest form of discipline shall be dismissal or removal.

2. Board of Directors' members, members of the Board of Supervisors, and enterprise executives who fail to fulfill their duties with honesty, diligence, and caution shall be personally liable for damages caused by their actions.

3. When performing their duties, if Board of Directors' members, members of the Board of Supervisors, or enterprise executives commit acts violating legal regulations or the Company's regulations, they shall be subject to disciplinary action, administrative penalties, or criminal prosecution depending on the severity of the violation, in accordance with the law and the Company Charter. In case of causing damage to the interests of the Company, shareholders, or others, they shall be liable for compensation as prescribed by law.

CHAPTER 7 - REGULATION AMENDMENT

Article 98. Supplement and amendment of the Regulations on corporate governance

1. Any supplement or amendment to This Charter must be considered and decided by the Company's General Meeting of Shareholders (GMS).
2. In the event that legal regulations related to the Company's operations are not mentioned in this regulation, or in the event that new legal regulations differ from the provisions in this regulation, such legal regulations shall automatically apply and govern the Company's operations.

CHAPTER 8 - EFFECTIVE DATE

Article 99. Effective Date

1. This Charter is the sole and official version of the Company, effective from _____, and replaces the Internal Regulations on Corporate Governance approved by the Annual General Meeting of Shareholders (GMS) on _____.
2. Copies or extracts of the Corporate governance regulations must be signed by the Chairman of the Board of Directors or the Legal Representative.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

APPENDIX I

INTERNAL AUDIT SUB-COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 1. Roles, responsibilities, and authority of the Sub-committees of the Board of Directors and each member of the sub-committee

1. Roles of the internal audit sub-committee:

   Through inspection, evaluation, and advisory activities, internal audit provides independent, objective assurances and recommendations on the following contents:

   - The company's internal control system has been established and operated appropriately to prevent, detect, and handle the company's Risks.
   - The company's governance and risk management processes ensure effectiveness and high efficiency.
   - Operational objectives and strategic goals, plans, and work tasks achieved by the company.

2. Responsibilities of the internal audit sub-committee:
   - Maintain confidentiality of documents and information in accordance with current legal regulations and the Company's Internal Audit Regulations.
   - Be accountable to the Board of Directors for the results of internal audit work, and for evaluations, conclusions, recommendations, and proposals in internal audit reports.
   - Monitor, urge, and inspect the implementation results of recommendations following internal audits by departments within the company.
   - Organize continuous training to improve and ensure professional competence for internal audit personnel.

3. Authority of the internal audit sub-committee
   - Be equipped with necessary resources and be provided with all information, documents, and records necessary for internal audit activities in a full and timely manner, such as: Preparation, allocation, and assignment of budget estimates, accounting, and budget settlement for the company; state budget estimates and state budget settlement for localities, financial statements, management reports, strategies for enterprises, and other reports related to the organization and operations of the company.
   - Be entitled to access and review all business processes and Assets when performing internal audits; be entitled to access and interview all officers and employees of the company regarding issues related to audit content.
   - Be entitled to receive documents, records, and meeting minutes of the Board of Directors and other functional departments related to internal audit work.
   - Be entitled to attend internal meetings as prescribed by law or as stipulated in the Company Charter and internal regulations.
   - Be entitled to supervise, evaluate, and monitor the repair, remediation, and improvement activities of company and department leaders regarding issues that internal audit has recorded and made recommendations on.
   - Be protected and kept safe from uncooperative actions by the audited department/company.
   - Be entitled to training to improve the capacity of personnel in the internal audit department.

- Be entitled to proactively perform duties according to the approved audit plan.
- Other powers as prescribed by law and the Company's internal audit regulations.

4. Responsibilities and authority of internal audit personnel

a. Responsibilities:

- Implement the approved audit plan;
- Determine information that is complete, reliable, relevant, and useful for achieving audit objectives;
- Based on appropriate analysis and evaluation to provide conclusions and audit results independently and objectively;
- Save relevant information to support conclusions and provide audit results;
- Be responsible for the audit results assigned for implementation;
- Maintain information confidentiality in accordance with legal regulations;
- Continuously improve professional competence and maintain professional ethics;
- Other responsibilities as prescribed by law and the unit's Internal Audit Regulations.

b. Authority:

- While performing audits, have the right to independence in commenting, evaluating, concluding, and recommending on audited contents;
- Have the right to request the audited department/unit to provide documents and information related to the audit content in a timely and complete manner;
- Reserve opinions in writing regarding audit results within the assigned scope;
- Exercise other powers as prescribed by law and the unit's Internal Audit Regulations.

5. Responsibilities and authority of the person in charge of internal audit

a. Responsibilities:

- Manage and operate the internal audit department to perform duties as prescribed;
- Ensure that personnel of the internal audit department are trained regularly and have sufficient qualifications and professional competence to perform duties;
- Implement measures to ensure the independence, objectivity, and honesty of internal audit;
- Report to the subjects specified in Clause 4 Article 12 of Decree No. 05/2019/ND-CP when detecting weaknesses and shortcomings in the internal control system;
- Provide opinions when consulted by the person in charge of internal audit of state-owned enterprises and affiliated public service units;
- Be accountable for the audit results performed by the internal audit department;
- Maintain information confidentiality in accordance with legal regulations;
- Other responsibilities as prescribed by law and the unit's Internal Audit Regulations.

b. Authority:

- Propose to the subjects specified in Clause 4 Article 12 of Decree No. 05/2019/ND-CP to issue regulations, internal audit procedures, and internal audit professional methods.
- Entitled to request the mobilization of personnel from other departments of the entity; entitled to propose the hiring of experts, consultants, and auditing services to participate in internal audits when necessary, provided that the independence of the internal audit is ensured;
- Attend meetings in accordance with the internal regulations of the entity and the provisions of the law;
- Exercise the powers stipulated in Points a, b, and c of Clause 2, Article 23 of Decree No. 05/2019/ND-CP;

- Exercise other powers in accordance with the provisions of the law and the Internal Audit Regulations of the entity.

Article 2. Nominate, stand for election, elect, dismiss, and remove members of the internal audit sub-committee

1. Term of office, number, standards, and structure of the internal audit sub-committee:

a. The term of office of a member of the internal audit sub-committee is the same as the term of office of that member as a member of the Board of Directors. The Company's internal audit sub-committee consists of 02 members, established by the Board of Directors.

b. Standards for members of the internal audit sub-committee and the head of the sub-committee:

- Possess a university degree or higher in majors suitable for audit requirements, have full knowledge, and be regularly updated on the areas assigned for internal audit.
- Have at least 05 years of experience working in the trained major, or at least 03 years of experience working at the current company, or at least 03 years of experience in auditing, accounting, or inspection.
- Possess general knowledge and understanding of the law and the company's operations; have the ability to collect, analyze, evaluate, and synthesize information; possess knowledge and skills in internal audit.
- Have not been disciplined at the level of warning or higher due to violations in economic, financial, or accounting management, or are not currently serving a disciplinary sentence.
- The head of the internal audit sub-committee must be a member of the Board of Directors;
- .....

c. The structure of the members of the internal audit sub-committee must ensure the following:

- At least 01 member is responsible for performing internal audit work.
- At least 01 member is responsible for overseeing the company's internal audit work.
- In case of necessity, the Company may hire an independent auditing organization that meets the conditions for auditing services according to the provisions of the law to provide internal audit services or establish an assisting team.

2. Procedures for election, nomination, dismissal, and removal of members of the internal audit sub-committee:

Members of the Board of Directors have the right to nominate candidates in accordance with the standards and conditions stipulated in Point b, Clause 1, Article 2 of this Appendix and submit them to the Board of Directors for consideration when the Board of Directors has a need to find candidates. The Board of Directors will conduct a vote to elect members of the Internal Audit sub-committee according to the order and procedures for organizing Board of Directors meetings of this Regulation.

The Board of Directors shall dismiss or remove members of the internal audit sub-committee when they no longer meet the standards stipulated in Point b, Clause 1, Article 2 of this Appendix.

Article 3. Operations of the internal audit sub-committee

The operations of the internal audit sub-committee are carried out in accordance with the Internal Audit Regulations and procedures issued by the Company's Board of Directors.

APPENDIX 02
INFORMATION PROVISION PROCEDURE

No. Implementation	Flowchart	Executor	Guidelines/Forms
Step 1	Request for information provision	- Shareholder or group of shareholders - Board of Supervisors - Member of the Board of Directors - Member of the Board of Supervisors - Other executives	- Request for information provision in writing (Form 01). - In case the authorized representative of the shareholder or group of shareholders requests information, it must be accompanied by the original or a notarized copy of the power of attorney in accordance with the law.
Step 2	Received request for information provision	The Company	
Step 3	**No** **Agree** Review **Agree**	Board of Directors	- Maximum review time is 10 working days from the date of receiving the request for information provision. - Maximum response time for disagreeing with the request for information provision is 02 working days from the date the Board of Directors decides to refuse to provide information.
Step 4	Provide information as requested	Management	- Maximum time for management to provide information is 7 working days from the date the Board of Directors agrees to provide information. - Provide information at the headquarters/representative office/branch of the Company. - Costs incurred for copying documents (if any) from providing information shall be paid by the requester.

Step 5	Report to the Board of Directors on information	Management	

FORM 01
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

WRITTEN REQUEST FOR INFORMATION PROVISION

To: IDICO - Long An Investment Construction Joint Stock Company

I. INFORMATION OF THE REQUESTER:

1. Requester:.....
   Legal representative (For institutional shareholders):.....
2. Subject of the request for information provision:

☐ Shareholder/group of shareholders

☐ Board of Supervisors

☐ Member of the Board of Directors

☐ Member of the Board of Supervisors

☐ Other executives

3. Contact address/Headquarters: .....
4. Nationality: .....
5. ID Card/Citizen ID/Passport/Enterprise Registration Certificate No.: ..... Date of issue: ..... Place of issue: .....
6. Contact telephone: ..... Email: .....
7. Number of shares owned/Represented: ..... shares, as of .....

II. CONTENT OF THE REQUEST FOR INFORMATION PROVISION:

Purpose of the request for information provision: .....
.....
.....
.....
.....

By this document, I/We request the Company to provide the following information: .....
.....
.....
.....
.....
.....
.....

I/We commit to the following:

- Keep the information provided by the Company confidential in accordance with the Company Charter and the law;
- Use the provided information only to fulfill the assigned tasks/protect my/our legitimate rights and interests;

- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Pay all costs incurred for copying documents (if any) from providing this information;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

....., date ..... month ..... year 20..

REQUESTER FOR INFORMATION PROVISION

(Signature, stamp, and full name)

GROUP MEETING MINUTES
ATTACHED TO THE WRITTEN REQUEST FOR INFORMATION PROVISION

Today, date ...../...../20..., at ....., we are shareholders of IDICO - Long An Investment Construction Joint Stock Company, collectively holding ..... shares, accounting for .....% of the Company's voting shares, named in the list below:

No.	Shareholder Name	ID Card/Citizen ID/Passport/Enterprise Registration Certificate	Contact address	Number of shares owned	Shareholder's signature/Signature, stamp if it is an organization
1					
2					
...					
Total					

We unanimously agree to appoint:

- Name:

- ID Card/Citizen ID/Passport/Enterprise Registration Certificate No.:

Date of issue: ..... Place of issue:

As the group representative to perform the procedures for requesting information provision at IDICO - Long An Investment Construction Joint Stock Company, the specific content is as follows:

Purpose of the request for information provision: .....
.....
.....
.....

By this document, We request the Company to provide the following information: .....
.....
.....

We commit to the following:

- Keep the information provided by the Company confidential in accordance with the Company Charter and the law;
- Use the provided information only to protect our legitimate rights and interests;
- Do not disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- Pay all costs incurred for copying documents (if any) from providing this information;
- Take full responsibility before the law in case of using the information for the wrong purpose.

Thank you very much!

....., date ..... month ..... year 20..

PERSON NOMINATED AS GROUP REPRESENTATIVE

(Signature, stamp, and full name)

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 25/TTr - HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

Subject: Approval of the amendment and supplementation of the Regulations on Operation of the Board of Directors of IDICO-LINCO Company

To: General Meeting of Shareholders (GMS) of IDICO-LINCO Company

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and its implementing guidelines;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and its implementing guidelines;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, amending Decree No. 155/2020/ND-CP;

Pursuant to the current Charter ("Charter") of IDICO - Long An Investment Construction Joint Stock Company ("Company");

Pursuant to the current Regulations on Operation of the Board of Directors of the Company ("Regulations on Operation of the BOD");

Pursuant to the requirements for organizing the Company's Operations.

Based on the provisions of current laws, the Company wishes to adjust and update the content of the Regulations on Operation of the Board of Directors to ensure that the Activities of the Board of Directors comply with the newly amended and supplemented legal documents, namely the Law on Enterprises and Decree No. 245/2025/ND-CP amending and supplementing Decree No. 155/2020/ND-CP. The content of the adjusted and supplemented Regulations is specified in the "Appendix of amended and supplemented content of the Regulations on Operation of the Board of Directors of the Company" attached to this proposal.

The Board of Directors respectfully submits the following content to the General Meeting of Shareholders (GMS) for approval:

1. Approval of the amendment and supplementation of the Regulations on Operation of the Board of Directors of the Company. The amended and supplemented content of the Regulations on Operation of the Board of Directors is specified in the attached "Appendix of amended and supplemented content of the Regulations on Operation of the Board of Directors of the Company".

2. Approval of the Draft Regulations on Operation of the Board of Directors (as amended). These Regulations on Operation shall take effect from the Date of approval by the General Meeting of Shareholders (GMS) and shall replace the current Regulations on Operation.

3. Authorize the CHAIRMAN OF THE BOARD OF DIRECTORS of the Company to carry out the necessary procedures and sign for promulgation the Regulations on Operation of the Board of Directors approved by the General Meeting of Shareholders (GMS) in accordance with legal provisions.

Respectfully submitted to the General Meeting of Shareholders (GMS) for consideration and approval.

Recipients:
- As above;
- Board of Directors;
- Archived: HR & Admin Dept.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN - IDICO

Đặng Chinh Trung

Appendix

AMENDMENTS AND ADDITIONS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

1. The amendments and additions to the Operating Regulations of the Board of Directors of IDICO-LINCO Company include:

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
Basis		- Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on Corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company;	- *Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;* - *Pursuant to Law on Enterprises No. 59/2020/QH14 dated 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 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, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;* - *Pursuant to Circular No. 116/2020/TT-BTC dated December*	Update new legal documents amending and supplementing the Law on Enterprises, the Law on Securities, and Decree 245/2025 amending and supplementing Decree 155/2020.

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		- Pursuant to the Resolution of the General Meeting of Shareholders (GMS) dated May 14, 2021;	*31, 2021, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020;* - ***Pursuant to the current Charter and regulations of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO).***	
Article 1, Clause 1	Governing scope and applicable entities	1. Governing scope: The Regulations on Operation of the Board of Directors stipulate the organizational structure of personnel, operating principles, powers, and Responsibilities of the Board of Directors and its members to operate in accordance with the Law on Enterprises, the Company's Charter, and other relevant legal provisions.	1. Governing scope: The Regulations on Operation of the Board of Directors stipulate the organizational structure of personnel, operating principles, powers, and Responsibilities of the Board of Directors and its members to operate in accordance with the Law on Enterprises, the Company's Charter, the Internal Regulations on Corporate Governance, and other relevant legal provisions.	Supplement the scope of the Internal Regulations on Corporate Governance
Article 5, Clause 4	Number, term, and structure of members of the Board of Directors	4. Structure of members of the Board of Directors: a) The structure of the Company's Board of Directors must ensure that at least 1/3 of the total members of the Board of Directors are Non-executive Directors. The Company shall minimize the number of Board members holding concurrent	4. Structure of members of the Board of Directors: The structure of the Board of Directors of a public company must comply with the following provisions, and the Company shall minimize the number of Board members holding concurrent executive positions in the Company to ensure the independence of the Board	This content is amended to comply with the provisions of Decree 245/2025/ND-CP issued on September 11, 2025: 79. Amend and supplement clause 2, Article 276 as

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		executive positions in the Company to ensure the independence of the Board of Directors.	of Directors. **a. Have at least 01 Non-executive Director in case the company has from 03 to 05 members of the Board of Directors;** **b. Have at least 02 Non-executive Directors in case the company has from 06 to 08 members of the Board of Directors;** **c. Have at least 03 Non-executive Directors in case the company has from 09 to 11 members of the Board of Directors.**	follows: "2. The number of Non-executive Directors of a public company must comply with the following provisions: ...
Article 6, Clause 1, Point c	Standards and conditions for members of the Board of Directors	c) A Member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another Company;	**c) A Member of the Board of Directors of the company may concurrently be a member of the Board of Directors, a member of the Board of Members of another company, but may only concurrently be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.**	This content is supplemented to comply with the new provisions pursuant to Decree 245/2025/ND-CP issued on September 11, 2025: 78. Amend and supplement clause 3, Article 275 of Decree 155/2020/ND-CP
Article 9, Clause 1	Method of Elect, relieve from duty, remove members of the Board of Directors	1. Shareholders or groups of Shareholders owning 10% or more of the total common shares have the right to nominate Nominees for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. The nomination	1. Shareholders or groups of Shareholders owning 05% or more of the total common shares have the right to nominate Nominees for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. The nomination of persons to	This content is amended to be consistent with Article 25 of the company's Charter.

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		of persons to the Board of Directors shall be carried out as follows: a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the Shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders (GMS). Shareholders or groups of Shareholders holding from 10% to less than 20% of the total Voting Shares are entitled to nominate one (01) Nominee; from 20% to less than 30% are entitled to nominate a maximum of two (02) Nominees; from 30% to less than 40% are entitled to nominate a maximum of three (03) Nominees; from 40% to less than 50% are entitled to nominate a maximum of four (04) Nominees; from 50% to less than 65% are entitled to nominate a maximum of five (05) Nominees; from 65% or more are entitled to nominate a maximum of seven (07) Nominees; b) Based on the number of members of the Board of Directors, Shareholders or groups of Shareholders specified in this clause are entitled to nominate one or more persons as decided by the General Meeting of Shareholders (GMS) to be Nominees for the Board of Directors	the Board of Directors shall be carried out as follows: a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the Shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders (GMS). Shareholders or groups of Shareholders owning 05% or more of the total common shares have the right to nominate and stand for election as members of the Board of Directors. Shareholders or groups of Shareholders holding from 05% to 10% of the total common shares shall nominate one (01) Nominee; from over 10% to less than 50% shall nominate a maximum of two (02) Nominees; from 50% or more shall nominate the full number of prospective Nominees for the Board of Directors as determined in each specific term according to the General Meeting of Shareholders (GMS) meeting documents. The nomination and election of members of the Board of Directors are stipulated in detail in clause 1, Article 50 of the Internal Regulations on Corporate Governance. b) Based on the number of members of the Board of Directors stipulated in clause 1, Article 25 of the Company's Charter and clause 1, Article 6 of This Charter, Shareholders or groups of	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
			Shareholders stipulated in point a, clause 1 of this Article are entitled to nominate one or more persons as decided by the General Meeting of Shareholders (GMS) to be Nominees for the Board of Directors.	
Article 13, Clause 2	Responsibilities of the Board of Directors in convening an extraordinary General Meeting of Shareholders	2. Convene an extraordinary General Meeting of Shareholders The Board of Directors must convene a General Meeting of Shareholders (GMS) within 60 days from the Date the number of members of the Board of Directors or Member of the Board of Supervisors remaining is less than the minimum number of members stipulated in the Company's Charter or upon receiving a request stipulated in points c and d, clause 1 of this Article;	2. Convene an extraordinary General Meeting of Shareholders The Board of Directors must convene a General Meeting of Shareholders (GMS) within 30 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed in the Company's Charter or upon receiving the request specified in point c and point d of clause 1 of this Article.	This content is added pursuant to clause 2, Article 140 of the Law on Enterprises 2020.
Article 15	Board of Directors meeting	6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation notice at least 03 working days before the meeting date unless the Company's Charter provides otherwise. The meeting invitation notice must specify the time and location of the meeting, the agenda, and the matters to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's ballot.	6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation notice at least 03 working days before the meeting date. The meeting invitation notice must specify the time and location of the meeting, the form of the meeting, the agenda, and the matters to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's ballot. The meeting invitation notice for the	This addition aims to clarify the procedures for convening a Board of Directors meeting upon receipt of a request.

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		The meeting invitation notice for the Board of Directors may be sent via invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company's Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company. 7. The Chairman of the Board of Directors or the person convening the meeting shall send the meeting invitation notice and accompanying documents to members of the Board of Supervisors in the same manner as for members of the Board of Directors. A member of the Board of Supervisors has the right to attend meetings of the Board of Directors; has the right to discuss but not to vote. 8. A meeting of the Board of Directors is conducted when 3/4 or more of the total number of members are present. In case the meeting convened according to this clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors are present. 9. A member of the Board of	Board of Directors may be sent via invitation letter, telephone, fax, electronic means (email), or other methods as prescribed by the Company's Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company. 7. The Chairman of the Board of Directors or the person convening the meeting shall send the meeting invitation notice and accompanying documents to members of the Board of Supervisors in the same manner as for members of the Board of Directors. A member of the Board of Supervisors has the right to attend meetings of the Board of Directors; has the right to discuss but not to vote. 8. A meeting of the Board of Directors is conducted when 3/4 or more of the total number of members are present. In case the meeting convened according to this clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors are present. 9. The Board of Directors passes resolutions and decisions by voting at the meeting, collecting written	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		Directors is considered to be present and voting at the meeting in the following cases: a) Attending and voting directly at the meeting; b) Authorizing another person to attend and vote as prescribed in clause 11 of this Article; c) Attending and voting via online meeting, electronic voting, or other electronic forms; d) Sending a ballot to the meeting via mail, fax, or email; đ) Sending a ballot by other means as prescribed in the Company's Charter. 10. In case of sending a ballot to the meeting via mail, the ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The ballot shall only be opened in the presence of all attendees. 11. Voting a. Except as provided in point b, clause 11, Article 15 of this Charter, each member of the Board of Directors or a person authorized as prescribed in clause 9 of this Article who is personally present at the Board of Directors meeting has one (01) vote;	opinions, or other forms as prescribed by the Company's Charter. Each member of the Board of Directors has one vote. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases: a) Attending and voting directly at the meeting; b) Authorizing another person to attend and vote as prescribed in clause 11 of this Article; c) Attending and voting via online meeting, electronic voting, or other electronic forms; d) Sending a ballot to the meeting via mail, fax, or email; e) Sending a ballot by other means as prescribed by law (if any). 10. In case of sending a ballot to the meeting via mail, the ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The ballot shall only be opened in the presence of all attendees. 11. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		b. A member of the Board of Directors may not vote on contracts, transactions, or proposals in which that member or their Affiliated persons have an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum percentage of members present to organize a Board of Directors meeting regarding decisions on which that member does not have the right to vote; c. Pursuant to point d, clause 11, Article 15 of this Charter, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the chairperson is final, except in cases where the nature or scope of the interest of the related member of the Board of Directors has not been fully disclosed; d. A member of the Board of Directors who benefits from a contract as prescribed in point a and point b, clause 6, Article 43 of the Company's Charter is considered to have a significant interest in that contract; e. A member of the Board of Supervisors has the right to attend the Board of Directors meeting, has the	12. Voting a) Except as provided in point b, clause 11, Article 15 of This Charter, each Member of the Board of Directors or an authorized person as prescribed in clause 9 of this Article, who is personally present at the meeting of the Board of Directors, shall have one (01) Ballot; A Resolution or decision of the Board of Directors is approved if it is approved by a majority (more than 1/2) of the members attending the meeting; in case of a tie, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors. b) A Member of the Board of Directors shall not vote on transactions that bring benefits to that member or their affiliated persons in accordance with the Law on Enterprises and Article 43 of the Charter of the company; c) A member of the Board of Supervisors has the right to attend meetings of the Board of Directors and the right to discuss, but does not have the right to vote. 13. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to approve a Resolution of the Board of Directors when passing matters under the authority of the Board of Directors as specified in Clause 2, Article 27 of the Charter of the Company. Each	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		right to discuss but not to vote. 12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they have an interest therein has the responsibility to disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their Affiliated persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after this member becomes aware that they have an interest or will have an interest in the aforementioned transaction or contract. 13. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors. 14. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members present; in case of a tie, the	Member of the Board of Directors has one Ballot. A Resolution in the form of written opinion collection is approved based on the approval of the majority of the members of the Board of Directors with voting rights. This Resolution has the same effect and validity as a resolution approved at a meeting. 14. A meeting of the Board of Directors may be organized in the form of a virtual meeting between members of the Board of Directors when all or some members are at different locations, provided that each member participating in the meeting can: a) Hear each other Member of the Board of Directors participating in the meeting speak; b) Speak to all other attending members simultaneously. Discussion among members can be conducted directly via Telephone or other means of communication or a combination of these methods. A Member of the Board of Directors participating in such a meeting is considered to be "present" at that meeting. The location of the meeting organized under this provision is the location where the largest number of members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		final decision belongs to the side with the opinion of the Chairman of the Board of Directors. 15. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when passing matters under the authority of the Board of Directors in Clause 2, Article 27 of the Company's Charter. A resolution in the form of written opinion collection is passed based on the approval of a majority of the members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting. 16. A meeting of the Board of Directors may be organized in the form of an online meeting between members of the Board of Directors when all or some members are in different locations, provided that each member participating in the meeting can: a) Hear each other member of the Board of Directors participating in the meeting speak; b) Speak to all other participating members simultaneously. Discussion between members can be conducted directly via telephone or other	c) Decisions approved during a meeting via Telephone that is organized and conducted legally shall take effect immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors attending this meeting.	

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
		communication means or a combination of these methods. A member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The location of the meeting organized according to this provision is the location where the largest number of members of the Board of Directors are present, or the location where the Chairperson of the meeting is present. Decisions passed in a meeting via telephone that are organized and conducted legitimately take effect immediately upon the conclusion of the meeting but must be confirmed by signatures in the minutes of all members of the Board of Directors attending this meeting. 17. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes are authentic evidence of the work conducted in the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting are prepared in Vietnamese and may be prepared in English. The minutes must be signed by the chairperson and the minute-taker.		

Article, clause	Name of Article, clause	Content stipulated in Old Regulations	Amendments and Additions in the new Regulations	Reason for Adjustment
Article 23	Effectiveness	The Regulations on Operation of the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company consists of 7 chapters, 23 articles and takes effect from May __, 2021.	The Regulations on Operation of the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company consists of 7 chapters, 23 articles and takes effect from _____, and replaces the Regulations on Operation of the Board of Directors approved by the Annual General Meeting of Shareholders (GMS) on _____.	This Content is amended to align with the time of approval by the General Meeting of Shareholders (GMS).

2. In addition to the amendments and additions in Section 1 of this Appendix, the new Regulations include detailed revisions to sentence structure, phrasing, terminology, and certain references within the Regulations to ensure consistency in its form and content (without altering the meaning).
3. After deleting or adding certain clauses, the order and sequence of some Articles of the new Regulations have also been changed accordingly.
4. In the event that legal provisions related to the Company's operations are not mentioned in This Charter, or in the event that new legal provisions differ from the terms in This Charter, such legal provisions shall automatically apply and govern the Company's operations.
5. In the event that the Charter or legal provisions related to the Activities of the Board of Directors of the Company are not mentioned in This Charter, or in the event that new legal provisions differ from the terms in This Charter, such legal provisions shall automatically apply and govern the Operations of the Company.

THE REGULATIONS ON OPERATION OF THE BOARD OF DIRECTORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022 and Law No. 76/2025/QH15 dated 17/06/2025;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11/09/2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2021 of the Ministry of Finance guiding a number of articles on Corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31/12/2020;*
- *Pursuant to the current Charter and regulations of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO).*

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CHAPTER I. GENERAL PROVISIONS

Article 1. Governing scope and applicable entities

1. Governing scope: the Regulations on Operation of the Board of Directors stipulate the organizational structure, personnel, operating principles, powers, and Responsibilities of the Board of Directors and Board of Directors' members to operate in accordance with the Law on Enterprises, the Charter, Internal Regulations on Corporate Governance, and other relevant legal provisions.

2. Applicable entities: This Charter applies to the Board of Directors, Board of Directors' members, and related entities mentioned in this Charter.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors works on a collective principle. Board of Directors' members are personally responsible for their assigned tasks and are jointly responsible before the General Meeting of Shareholders (GMS) and before the law for the Resolutions and Decisions of the Board of Directors regarding the development of the Company.

2. The Board of Directors delegates responsibility to the Director to oversee the implementation of the Resolutions and Decisions of the Board of Directors.

CHAPTER II. BOARD OF DIRECTORS' MEMBERS

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

1. Board of Directors' members have full rights and Responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter, including being provided with information and documents regarding the Financial situation and business Operations of the Company and its units.

2. Board of Directors' members have obligations as prescribed by the Law on Enterprises, the Charter, and the following obligations:

a) Perform their duties honestly and carefully for the best interests of the Shareholders and the Company;

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

c) Report promptly and fully to the Board of Directors any remuneration received from Subsidiaries, Associated companies, and other organizations;

d) Report to the Board of Directors at the nearest meeting on Transactions between the Company, Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with Board of Directors' members and their affiliated persons; Transactions between the Company and companies in which a Board of Directors' member is a founding member or a Manager within 03 years prior to the Time of transaction;

dd) Perform the disclosure of information when conducting Transactions involving the Company's Securities in accordance with the law.

Article 4. Right to be provided with information of Board of Directors' members

1. Board of Directors' members have the right to request the Director, Deputy Director, and other Managers in the Company to provide information and documents regarding the Financial situation and business Operations of the Company and its units.

2. The requested Manager must provide information and documents promptly, fully, and accurately as requested by the Board of Directors' member. The sequence and procedures for requesting and providing information are as follows:

- The Board of Directors' member must submit the request to the Board of Directors of the company.

- If deemed necessary, the Board of Directors will convene a meeting to consult within 07 working days from the Date of receiving the request from the Board of Directors' member regarding the Content requested for information.

- If the above Content is approved by the Board of Directors, the Manager requested to provide information shall provide the requested information within 07 days.

Article 5. Number, term, and structure of Board of Directors' members

1. The number of Board of Directors' members is 05.

2. The term of a Board of Directors' member is no more than 05 years and may be re-elected for an unlimited number of terms.

3. In case all Board of Directors' members end their term simultaneously, they shall continue to be Board of Directors' members until new members are elected to replace them and take over the work.

4. Structure of Board of Directors' members:

The structure of the Board of Directors of a public company must comply with the following regulations, and the Company shall minimize the number of Board of Directors' members concurrently holding executive Positions in the Company to ensure the independence of the Board of Directors.

a. Have at least 01 non-executive member in case the company has from 03 to 05 Board of Directors' members;

b. Have at least 02 non-executive members in case the company has from 06 to 08 Board of Directors' members;

c. Have at least 03 non-executive members in case the company has from 09 to 11 Board of Directors' members.

Article 6. Standards and conditions for Board of Directors' members

1. Board of Directors' members must meet the following standards and conditions:

a) Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises;

b) Possess Qualification and experience in business Management or in the Company's business sector, industry, or profession, and are not necessarily Shareholders of the Company, unless otherwise stipulated in the Charter;

c) A Board of Directors' member of the company may concurrently be a member of the Board of Directors or Board of Members of another company, but may only concurrently be a

member of the Board of Directors or Board of Members at a maximum of 05 other companies;

d) Other standards and conditions according to the Charter.

Article 7. CHAIRMAN OF THE BOARD OF DIRECTORS

1. The CHAIRMAN OF THE BOARD OF DIRECTORS is elected, released from duty, or removed by the Board of Directors from among the Board of Directors' members.

2. The CHAIRMAN OF THE BOARD OF DIRECTORS of the Company may not concurrently 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 for the Activities of the Board of Directors;

b) Prepare the program, Content, and documents for meetings; convene, preside over, and act as the Chair of Board of Directors meetings;

c) Organize the Approval of Resolutions and Decisions of the Board of Directors;

d) Supervise the organization of the implementation of the Resolutions and Decisions of the Board of Directors;

dd) Chair the General Meeting of Shareholders (GMS);

e) Other rights and obligations as prescribed by the Law on Enterprises and the Charter.

4. In case the CHAIRMAN OF THE BOARD OF DIRECTORS submits a resignation or is removed, the Board of Directors must elect a replacement within 10 days from the Date of receiving the resignation or removal.

5. If the CHAIRMAN OF THE BOARD OF DIRECTORS is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the CHAIRMAN OF THE BOARD OF DIRECTORS in accordance with the principles stipulated in the Charter. In case there is no authorized person or if the CHAIRMAN OF THE BOARD OF DIRECTORS is Deceased, missing, temporarily detained, serving a prison sentence, undergoing administrative sanctions at a compulsory drug rehabilitation center or compulsory education institution, has absconded from their place of residence, has their civil act capacity restricted or lost, has difficulty in perception or controlling their behavior, or is prohibited by the Court from holding a Position, practicing a profession, or performing certain work, the remaining members shall elect one person from among themselves to hold the Position of CHAIRMAN OF THE BOARD OF DIRECTORS by a majority vote of the remaining members until a new Decision is made by the Board of Directors.

6. When deemed necessary, the Board of Directors decides to appoint one (01) or more persons as Company Secretary with a term as decided by the Board of Directors. The Board of Directors may remove the Company Secretary when necessary, provided it does not violate current labor laws. The Company Secretary has the following rights and obligations:

a) Assist in organizing the convening of the General Meeting of Shareholders (GMS) and Board of Directors meetings; record meeting minutes;

b) Assist Board of Directors' members in exercising their assigned rights and obligations;

c) Assist the Board of Directors in applying and implementing Corporate governance principles;

d) Assist the Company in building Shareholder relations and protecting the legitimate rights and interests of Shareholders; compliance with the obligation to provide information, disclose information, and administrative procedures;

dd) Other rights and obligations as prescribed in the Charter and Internal Regulations on Corporate Governance.

Article 8. Elect, relieve from duty, remove, replace, and supplement members of the Board of Directors

1. The General Meeting of Shareholders (GMS) shall relieve from duty a Member of the Board of Directors in the following cases:

a) Does not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

b) Submits a resignation letter which is accepted;

c) Other cases as prescribed in the Company Charter.

2. The General Meeting of Shareholders (GMS) shall remove a Member of the Board of Directors in the following cases:

a) Fails to participate in the Activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;

b) Other cases as prescribed in the Company Charter.

3. When deemed necessary, the General Meeting of Shareholders (GMS) may decide to replace a Member of the Board of Directors; or relieve from duty or remove a Member of the Board of Directors in cases other than those prescribed in Clause 1 and Clause 2 of this Article.

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

a) The number of Board of Directors' members is reduced by more than one-third compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders (GMS) within 60 days from the Date the number of members is reduced by more than one-third;

b) Except for the case prescribed in Point a of this Clause, the General Meeting of Shareholders (GMS) shall elect a new member to replace the Member of the Board of Directors who has been relieved from duty or removed at the nearest meeting.

Article 9. Procedures for electing, relieving from duty, and removing members of the Board of Directors

1. A Shareholder or a group of Shareholders holding 05 % or more of the total number of common Shares has the right to nominate a Nominee for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. The nomination of persons to the Board of Directors shall be carried out as follows:

a) Common Shareholders forming a group to nominate persons to the Board of Directors must notify the Shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders (GMS). A Shareholder or a group of Shareholders holding 05 % or more of the total number of common Shares has the right to nominate or stand for election as a Member of the Board of Directors. A Shareholder or a group of Shareholders holding from 05 % to 10 % of the total number of common Shares may nominate one (01) Nominee; from over 10 % to less than 50 % may nominate a maximum of two (02) Nominees; from 50 % or more may nominate the full number of expected Nominees for the Board of Directors as determined at each specific term according to the documents of the General Meeting of Shareholders (GMS). The nomination and standing for election of a Member of the Board of Directors are detailed in Clause 1, Article 50 of the Internal Regulations on Corporate Governance.

b) Based on the number of Board of Directors' members prescribed in Clause 1, Article 25 of the Company Charter and Clause 1, Article 6 of This Charter, the Shareholder or group of Shareholders prescribed in Point a, Clause 1 of this Article has the right to nominate one or more persons as decided by the General Meeting of Shareholders (GMS) as Nominees for the Board of Directors.

2. In case the number of Nominees for the Board of Directors through nomination and self-nomination is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional Nominees or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The introduction of additional Nominees by the incumbent Board of Directors must be clearly Announced before the General Meeting of Shareholders (GMS) conducts the Voting to elect members of the Board of Directors in accordance with the law.

3. The Voting to elect members of the Board of Directors must be conducted by 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 the Shareholder has the right to distribute all or part of their total votes to one or more Nominees. The elected Member of the Board of Directors is determined by the number of votes counted from highest to lowest, starting from the Nominee with the highest number of votes until the number of members prescribed in the Company Charter is reached.

4. The relief from duty or removal of a Member of the Board of Directors by the General Meeting of Shareholders (GMS) shall be carried out by Voting (in favor, against, abstention). The Voting rate for approval by Voting shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

5. If the number of Nominees is less than or equal to the number of Board of Directors' members to be elected, the election of Board of Directors' members may be conducted by the cumulative voting method as prescribed in Clause 3, Article 148 of the Law on Enterprises or by Voting (in favor, against, abstention). The Voting rate for approval by Voting shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

Article 10. Notification of the election, relief from duty, and removal of members of the Board of Directors

1. In case the Nominees for the Board of Directors have been identified, the Company must announce information related to the Nominees at least 10 days before the opening Date of the General Meeting of Shareholders (GMS) on the Company's website so that Shareholders can learn about these Nominees before Voting. The Nominee for the Board of Directors must provide a written Commitment regarding the truthfulness and accuracy of the personal information Announced and must commit to performing their duties honestly, carefully, and in the best interest of the Company if elected as a Member of the Board of Directors. Information related to the Nominee for the Board of Directors to be Announced includes:

a) Full name, Date of birth;

b) Qualification;

c) Work history;

d) Other Management Positions (including the position of Member of the Board of Directors of other Companies);

đ) Related interests in the Company and related parties of the Company;

e) Other information (If any) as prescribed in the Company Charter;

g) The Company is responsible for announcing information about companies where the Nominee currently holds the position of Member of the Board of Directors, other Management Positions, and related interests in the Company of the Nominee for the Board of Directors (If any).

2. The notification of the results of the election, relief from duty, and removal of members of the Board of Directors shall be carried out in accordance with the regulations guiding information disclosure.

CHAPTER III. BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the Management body of the Company, having full authority on behalf of the Company to decide, exercise the Rights and obligations of the Company, except for the Rights and obligations under the Authority of the General Meeting of Shareholders (GMS).

2. The Rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders (GMS). Specifically, the Board of Directors has the following Rights and obligations:

a) Decide on the strategy, medium-term development plan, and annual business plan of the Company;

b) Recommend the type of Shares and the total number of Shares authorized to be offered for each type;

c) Decide on the sale of unsold Shares within the scope of the number of Shares authorized to be offered for each type; decide on raising additional capital in other forms;

d) Decide on the selling price of Shares and bonds of the Company;

đ) Decide on the repurchase of Shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

e) Decide on investment plans and Project implementation within the Authority and limits as prescribed by law;

g) Decide on solutions for Market development, marketing, and technology;

h) Approve Contracts for purchase, sale, borrowing, lending, and other Contracts and Transactions with a value of 35 % or more of the total Assets recorded in the most recent Financial statements of the Company, unless the Company Charter prescribes a different Percentage or value, except for Contracts and Transactions under the Authority of the General Meeting of Shareholders (GMS) as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i) Elect, relieve from duty, remove the President of the Board of Directors; appoint, relieve from duty, sign Contracts, and terminate Contracts with the Director and other important Managers as prescribed by the Company Charter; decide on the salary, remuneration, bonuses, and other benefits of those Managers; appoint an authorized Representative to participate in the Board of Members or the General Meeting of Shareholders (GMS) in other companies, and decide on the remuneration and other benefits of those persons;

k) Supervise and direct the Director and other Managers in the daily business Operations of the Company;

l) Decide on the organizational structure, internal Management regulations of the Company, decide on the establishment of Subsidiaries, branches, representative offices, and the contribution of capital and purchase of Shares of other enterprises;

m) Approve the program and content of documents serving the General Meeting of Shareholders (GMS), convene the General Meeting of Shareholders (GMS), or collect opinions for the General Meeting of Shareholders (GMS) to pass a Resolution;

n) Submit the audited annual Financial statements to the General Meeting of Shareholders (GMS);

o) Recommend the dividend payout ratio; decide on the time limit and procedures for paying dividends or handling losses incurred during business Operations;

p) Recommend the reorganization, Dissolution of the Company; request the Bankruptcy of the Company;

q) Decide on the issuance of the Regulations on Operation of the Board of Directors, Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders (GMS); and the Regulations on information disclosure of the Company;

r) Request the Director, Deputy Director, and other Managers in the Company to provide information and documents regarding the Financial situation and business Operations of the Company and its units.

s) Managers are required to provide information and documents promptly, fully, and accurately upon the request of a Member of the Board of Directors. The sequence and procedures for requesting and providing information are specifically stipulated in the Regulations on Operation of the Board of Directors.

t) Other Rights and Responsibilities as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, the Company Charter, and the Internal Regulations on Corporate Governance.

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

4. The Board of Directors approves Resolutions and Decisions by Voting at meetings, collecting written opinions, or other forms as prescribed by the Company Charter. Each Member of the Board of Directors has one Ballot.

5. In case a Resolution or Decision passed by the Board of Directors is contrary to the provisions of law, the Resolution of the General Meeting of Shareholders (GMS), or the Company Charter, causing damage to the Company, the members who voted in favor of such Resolution or Decision shall be jointly and personally liable for it and must compensate the Company for the damage; members who opposed the passing of said Resolution or Decision shall be exempted from liability. In this case, Shareholders of the Company have the right to request the Court to suspend the implementation or cancel said Resolution or Decision.

Article 12. Tasks and powers of the Board of Directors in approving and signing Contracts and Transactions

1. The Board of Directors approves Contracts and Transactions with a value of less than 35% or Transactions resulting in a total transaction value arising within 12 months from the Date of the first transaction that is less than 35% of the total value of Assets recorded in the most

recent Financial statements, or another smaller ratio or value as prescribed in the Company Charter, between the Company and one of the following subjects:

- Member of the Board of Directors, Member of the Board of Supervisors, Director, other Managers, and affiliated persons of these subjects;

- Shareholders, authorized Representatives of Shareholders owning over 10% of the total common Shares of the Company, and their affiliated persons;

- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors approves Contracts and Transactions for borrowing, lending, and selling Assets with a value less than or equal to 10% of the total value of Assets of the enterprise recorded in the most recent Financial statements between the Company and a Shareholder owning 51% or more of the total voting Shares or an affiliated person of such Shareholder.

3. The person representing the Company to sign Contracts and Transactions must notify the Member of the Board of Directors and Member of the Board of Supervisors about the subjects related to such Contract or Transaction and attach the Draft of the contract or the main content of the Transaction. The Board of Directors shall decide on the approval of the Contract or Transaction within 15 days from the Date of receiving the notice, unless the Company Charter stipulates a different time limit; Members of the Board of Directors who have a related interest in the parties to the Contract or Transaction do not have the right to Vote.

Article 13. Responsibilities of the Board of Directors in convening an extraordinary General Meeting of Shareholders (GMS)

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders (GMS) in the following cases:

a) The Board of Directors deems it necessary for the interests of the Company;

b) The number of remaining Members of the Board of Directors and Members of the Board of Supervisors is less than the minimum number of members as prescribed by law;

c) At the request of a Shareholder or a group of Shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders (GMS) must be made in writing, clearly stating the Reasons and purpose of the meeting, and must have sufficient signatures of the relevant Shareholders, or the written request may be made in multiple copies and collect sufficient signatures of the relevant Shareholders;

d) At the request of the Board of Supervisors;

đ) Other cases as prescribed by law and the Company Charter.

2. Convening an extraordinary General Meeting of Shareholders (GMS)

The Board of Directors must convene a General Meeting of Shareholders (GMS) within 30 days from the Date the number of remaining Members of the Board of Directors or Members of the Board of Supervisors is less than the minimum number of members as prescribed in the

Company Charter or upon receiving the request specified in Point c and Point d, Clause 1 of this Article.

3. The person convening the General Meeting of Shareholders (GMS) must perform the following tasks:

a) Prepare a Shareholder list eligible to attend and Vote/elect at the General Meeting of Shareholders (GMS). The Shareholder list with the right to attend the General Meeting of Shareholders (GMS) shall be prepared no more than 10 days before the Date of sending the Notice of convening the General Meeting of Shareholders (GMS) if the Company Charter does not stipulate a shorter time limit. The Company must Announced information regarding the preparation of the Shareholder list with the right to attend the General Meeting of Shareholders (GMS) at least 20 days before the final registration Date;

b) Prepare the program and Content of the meeting;

c) Prepare documents for the meeting;

d) Draft the Resolution of the General Meeting of Shareholders (GMS) according to the expected Content of the meeting;

đ) Determine the Time and venue for the meeting;

e) Notify and send the Notice of convening the General Meeting of Shareholders (GMS) to all Shareholders entitled to attend the meeting;

g) Other tasks to serve the meeting.

Article 14. Sub-committees assisting the Board of Directors.

1. The Board of Directors may establish sub-committees to be in charge of development Policies, personnel, remuneration, internal Auditing, and risk Management. The number of members of the sub-committee is decided by the Board of Directors and must have at least 02 people, including Members of the Board of Directors and external members. Non-executive Director should account for the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee by Decision of the Board of Directors. The Operations of the sub-committee must comply with the regulations of the Board of Directors. The Resolution of the sub-committee is only effective when the majority of members attend and Vote for approval at the sub-committee meeting.

2. The implementation of Decisions of the Board of Directors or of sub-committees under the Board of Directors must comply with current legal regulations and the provisions of the Company Charter and the Internal Regulations on Corporate Governance.

CHAPTER IV. BOARD OF DIRECTORS MEETINGS

Article 15. Board of Directors meeting

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 07 working days from the Date of completion of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest and equal number of votes or percentage of votes, the members shall elect by majority principle to choose 01 person among them to convene the Board of Directors meeting.

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

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

a) At the request of the Board of Supervisors;

b) At the request of the Director or at least 05 other Managers;

c) At the request of at least 02 Members of the Board of Directors;

d) Other cases as prescribed by the Company Charter.

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

5. The Chairman of the Board of Directors must convene the Board of Directors meeting within 07 working days from the Date of receiving the request specified in Clause 3 of this Article. In case of failure to convene the Board of Directors meeting as requested, the Chairman of the Board of Directors must be responsible for damages incurred to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the Board of Directors meeting.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send the Notice of convening the General Meeting of Shareholders (GMS) no later than 03 working days before the meeting Date. The Notice of convening the General Meeting of Shareholders (GMS) must specify the Time and venue of the meeting, the form of the meeting, the program, and the issues to be discussed and decided. The Notice of convening the General Meeting of Shareholders (GMS) must be accompanied by documents used at the meeting and the Ballot of the member.

The Notice of convening the General Meeting of Shareholders (GMS) can be sent by invitation letter, Telephone, fax, electronic means (email), or other methods as prescribed by the Company Charter and must ensure it reaches the contact Address of each Member of the Board of Directors registered at the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the Notice of convening the General Meeting of Shareholders (GMS) and accompanying

documents to the Members of the Board of Supervisors as they do for the Members of the Board of Directors.

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

8. The Board of Directors meeting is conducted when 3/4 or more of the total members attend. In case the meeting is convened according to this Clause but does not have enough members to attend as prescribed, it shall be convened for the second time within 07 days from the Date of the intended first meeting. In this case, the meeting is conducted if more than half of the Members of the Board of Directors attend.

9. The Board of Directors adopts Resolutions and Decisions by voting at meetings, collecting written opinions, or other forms as stipulated by the Company Charter. Each Member of the Board of Directors has one vote. A Member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with the provisions of Clause 11 of this Article;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a Ballot to the meeting via mail, fax, or email;

đ) Sending a Ballot by other means as stipulated in the Company Charter;

e) Sending a Ballot by other means as stipulated by law (If any).

10. In case of sending a Ballot to the meeting via mail, the Ballot must be enclosed in a sealed envelope and delivered to the CHAIRMAN OF THE BOARD OF DIRECTORS no later than 01 hour before the opening. The Ballot shall only be opened in the presence of all attendees.

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

12. Voting

a) Except as provided in Point b, Clause 11, Article 15 of This Charter, each Member of the Board of Directors or an authorized person as stipulated in Clause 9 of this Article who is personally present at the meeting of the Board of Directors has one (01) vote; Resolutions and Decisions of the Board of Directors are passed if approved by a majority (more than 1/2) of the members present; in case of a tie, the final Decision rests with the side of the CHAIRMAN OF THE BOARD OF DIRECTORS.

b) A Member of the Board of Directors shall not vote on Transactions that bring benefits to that member or their affiliated persons in accordance with the Law on Enterprises and Article 43 of the Company Charter;

c) Members of the Board of Supervisors have the right to attend meetings of the Board of Directors and participate in discussions but do not have the right to vote.

13. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when approving issues under the authority of the Board of Directors at Clause 2, Article 27 of the Company Charter. Each Member of the Board of Directors has one vote.

A Resolution in the form of collecting written opinions is passed based on the approval of a majority of the members of the Board of Directors with voting rights. This Resolution has the same effect and validity as a resolution passed at a meeting.

14. Meetings of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each member participating in the meeting can:

a) Hear each other member of the Board of Directors participating in the meeting speak;

b) Speak to all other attendees simultaneously. Discussions between members can be conducted directly via telephone or other communication means or a combination of these methods. A Member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The location of the meeting organized under these regulations is the location where the majority of the members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

c) Decisions passed during a meeting conducted via telephone are organized and conducted legally and take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the Minutes of all members of the Board of Directors attending this meeting.

Article 16. Minutes of the Board of Directors meeting

1. Meetings of the Board of Directors must be recorded in Minutes and may be recorded, saved, and stored in other electronic forms. The Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main Content:

a) Name, Address of the Company's headquarters, and enterprise code;

b) Time and location of the meeting;

c) Purpose, agenda, and Content of the meeting;

d) Full name of each member attending the meeting or the authorized person attending the meeting and the method of attendance; full names of members not attending and the Reasons;

đ) Issues discussed and voted on at the meeting;

e) Summarizing the opinions of each member attending the meeting in the order of the meeting proceedings;

g) Voting results, clearly stating the members who voted for, against, and abstained;

h) Issues passed and the corresponding Voting rate;

i) Full name and signature of the Chairperson and the Secretary, except in cases stipulated in Clause 2 of this Article.

2. In case the Chairperson or the Secretary refuses to sign the Minutes of the meeting, but the Minutes are signed by all other members of the Board of Directors attending the meeting and

contain full content as stipulated in Points a, b, c, d, đ, e, g, and h of Clause 1 of this Article, then this Minutes shall be valid.

3. The Chairperson, the Secretary, and those who sign the Minutes are responsible for the truthfulness and accuracy of the content of the Minutes of the Board of Directors meeting.

4. The Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's headquarters.

5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall apply.

CHAPTER V. REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Submission of annual reports

1. At the end of the Fiscal year, the Board of Directors must submit the following reports to the General Meeting of Shareholders (GMS):

a) Report on the Company's business results;

b) Financial statements;

c) Report evaluating the Management and administration of the Company;

d) Appraisal report of the Board of Supervisors.

2. The reports stipulated in Points a, b, and c of Clause 1 of this Article must be sent to the Board of Supervisors for appraisal at least 30 days before the opening Date of the annual General Meeting of Shareholders (GMS) if the Company Charter does not provide otherwise.

3. The reports stipulated in Clauses 1 and 2 of this Article, the appraisal report of the Board of Supervisors, and the Auditing report must be kept at the Company's headquarters at least 10 days before the opening Date of the annual General Meeting of Shareholders (GMS) if the Company Charter does not stipulate a longer period. Shareholders who have held shares of the Company continuously for at least 01 year have the right to personally or together with a lawyer, accountant, or auditor with a practicing certificate directly examine the reports stipulated in this Article.

Article 18. Remunerations, bonuses and other benefits of members of the Board of Directors

1. The Company has the right to pay Remunerations, bonuses and other benefits of members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to work Remunerations, bonuses and other benefits of members of the Board of Directors. Work remuneration is calculated based on the number of working days required to complete the tasks of the Member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration level for each member based on the principle of consensus. The total remuneration and bonus of the Board of Directors are decided by the General Meeting of Shareholders (GMS) at the annual meeting.

3. The remuneration of each Member of the Board of Directors is included in the Company's business Cost in accordance with the law on corporate income tax, shown as a separate item in the Company's annual Financial statements, and must be reported to the General Meeting of Shareholders (GMS) at the annual meeting.

4. A Member of the Board of Directors holding an executive Position or a Member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of normal duties of a Member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, Percentage of Profit, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have paid while performing their

responsibilities as a Member of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders (GMS), the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability Insurance purchased by the Company after approval by the General Meeting of Shareholders (GMS). This Insurance does not include coverage for the liabilities of a Member of the Board of Directors related to violations of the law and the Company Charter.

Article 19. Disclosure of related interests

In case the Company Charter does not have stricter regulations, the disclosure of interests and affiliated persons of the Company shall be implemented according to the following regulations:

1. Members of the Board of Directors of the Company must declare to the Company their related interests, including:

a) Name, enterprise code, Address of the Company's headquarters, and business lines of the enterprise in which they own contributed capital or Shares; the Percentage and time of owning such contributed capital or Shares;

b) Name, enterprise code, Address of the Company's headquarters, and business lines of the enterprise in which their affiliated persons jointly or separately own contributed capital or Shares exceeding 10% of the Charter capital.

2. The declaration stipulated in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of such corresponding amendments or supplements.

3. Any Member of the Board of Directors who, in their own name or on behalf of others, performs work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and may only perform it if approved by a majority of the remaining members of the Board of Directors; if performed without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.

CHAPTER VI. RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationships among members of the Board of Directors

1. The relationship among members of the Board of Directors is a cooperative one; members of the Board of Directors are responsible for informing each other about relevant issues during the process of handling assigned tasks.

2. In the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling if there are issues related to areas under the charge of other members of the Board of Directors. In case there are differing opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision according to their authority, or organize a meeting or solicit opinions from members of the Board of Directors in accordance with the provisions of the law, the Company Charter, and these Regulations.

3. In case of re-assignment among members of the Board of Directors, the members of the Board of Directors must hand over work, records, and related documents. This handover must be documented in writing and reported to the Chairman of the Board of Directors regarding such handover.

Article 21. Relationship with the Board of Management

In their governance role, the Board of Directors issues resolutions for the General Director and the executive apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of these resolutions.

Article 22. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is a cooperative one. The working relationship between the Board of Directors and the Board of Supervisors follows the principle of equality and independence, while closely coordinating and supporting each other in the process of performing their duties.

2. Upon receiving inspection minutes or general reports from the Board of Supervisors, the Board of Directors is responsible for studying and directing relevant departments to develop plans and implement timely rectifications.

CHAPTER VII. IMPLEMENTATION PROVISIONS

Article 23. Effectiveness

The Regulations on Operation of the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company consists of 7 chapters, 23 articles and takes effect from _____, and replaces the Regulations on Operation of the Board of Directors approved by the Annual General Meeting of Shareholders in the year _____ on _____

FOR THE BOARD OF DIRECTORS
CHAIRMAN

DANG CHINH TRUNG

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 26 /TTr - BKS	*Tay Ninh, March 28th, 2026*

PROPOSAL

Subject: Adoption of amendments and additions to the Regulations on Operation of the Board of Supervisors of IDICO-LINCO Company

To: General Meeting of Shareholders (GMS) of IDICO-LINCO Company

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and guiding implementation documents;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and guiding implementation documents;

Pursuant to the current Charter ("Charter") of IDICO - Long An Investment Construction Joint Stock Company ("the Company");

Pursuant to the Company's current Regulations on Operation of the Board of Supervisors ("Regulations on Operation of the BOARD OF SUPERVISORS");

Pursuant to the requirements for the Company's operations.

Based on the provisions of current laws, the Company wishes to adjust and update the content of the Regulations on Operation of the BOARD OF SUPERVISORS to ensure that the Board of Supervisors' operations comply with the newly amended and supplemented legal documents, namely the Law on Enterprises and Decree 245/2025/ND-CP amending and supplementing Decree 155/2020/NĐ-CP. The content of the adjusted and supplemented Regulations is specifically detailed in the "Appendix of amendments and additions to the Regulations on Operation of the Company's Board of Supervisors" attached to this Proposal.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders (GMS) for approval the following contents:

1. Approval of the amendments and additions to the Regulations on Operation of the BOARD OF SUPERVISORS of the Company. The content of the amendments and additions to the Regulations on Operation of the BOARD OF SUPERVISORS is specifically detailed in the attached "Appendix of amendments and additions to the Regulations on Operation of the Company's Board of Supervisors".

2. Approval of the Draft Regulations on Operation of the BOARD OF SUPERVISORS (as amended). These Regulations on Operation shall be effective

from the date of approval by the General Meeting of Shareholders (GMS) and shall replace the current Regulations on Operation.

3. Assign the Head of the Board of Supervisors of the Company to carry out the necessary procedures and sign and promulgate the Regulations on Operation of the BOARD OF SUPERVISORS approved by the General Meeting of Shareholders (GMS) in accordance with legal provisions.

Respectfully submitted to the General Meeting of Shareholders (GMS) for consideration and approval.

Recipients:
- As above;
- Board of Directors;
- Archived: HR & Admin Dept, Board of Supervisors.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

Tran Huynh Thanh Truc

APPENDIX
AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS ON OPERATION OF THE BOARD OF SUPERVISORS
IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

1. The contents amended and supplemented in the Regulations on Operation of the Board of Supervisors of IDICO-LINCO Company include:

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
Legal basis section		- Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; - Pursuant to the Charter of IDICO - Long An Investment	- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;* - *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 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 Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September*	Update legal documents that have amended and supplemented the Law on Enterprises, the Law on Securities, and Decree 245/2025 amending and supplementing Decree 155/2020.

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
		Construction Joint Stock Company; - Pursuant to the Resolution of the General Meeting of Shareholders (GMS) dated May 14, 2021;	*11, 2025;* - *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020;* - ***Pursuant to the current Charter and regulations of Long An Investment and Construction Joint Stock Company (IDICO-LINCO).*** - ***Pursuant to the Resolution of the General Meeting of Shareholders (GMS) dated April 20, 2026.***	
DEFINITION OF TERMS IN THE CHARTER		DEFINITION OF TERMS IN THE CHARTER In This Charter, the following terms shall be understood as follows: 1. Member of the Board of Supervisors is a Supervisor.	Omit this section	The term "Supervisor" does not appear in the Regulations on Operation of the Board of Supervisors.
Article 1, Clause 1	Governing scope and applicable entities	1. Governing scope: The Regulations on Operation of the Board of Supervisors stipulate the organizational structure, standards, conditions, rights and obligations of the Board of Supervisors and members of the Board of Supervisors	1. Governing scope: The Regulations on Operation of the Board of Supervisors stipulate the organizational structure, standards, conditions, rights and obligations of the Board of Supervisors and members of the Board of Supervisors	Supplement the scope of the Internal Regulations on Corporate Governance

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
		in accordance with the Law on Enterprises, the Company's Charter, and other relevant regulations.	in accordance with the Law on Enterprises, the Company's Charter, the Internal Regulations on Corporate Governance, and other relevant regulations.	
Article 7	Nomination and self-nomination of members of the Board of Supervisors	1. Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate candidates to the Board of Supervisors. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 30% of voting shares may nominate one (01) Supervisor; from 30% to less than 40% may nominate a maximum of two (02) Supervisors; from 40% to less than 50% may nominate a maximum of three (03) Supervisors; from 50% to less than 60% may nominate a maximum of four (04) Supervisors; from 60% or more may nominate five (05) nominees. 2. In case the number of nominees for the Board of Supervisors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on	1. Shareholders or groups of shareholders holding 05% or more of the total common shares have the right to nominate candidates to the Board of Supervisors. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Supervisors. Shareholders or groups of shareholders holding 05% or more of the total common shares have the right to nominate or self-nominate members of the Board of Supervisors. Shareholders or groups of shareholders holding from 05% to 10% of total voting shares may nominate one (01) nominee; from over 10% to less than 50% may nominate a maximum of two (02) nominees; from 50% or more may nominate the full number of expected nominees for the Board of Supervisors as determined for each specific term according to the documents of the General Meeting of Shareholders (GMS). 2. In case the number of nominees for	This content is amended to be consistent with Article 37 of the Company's Charter.

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
		Enterprises, the incumbent Board of Supervisors shall introduce additional nominees. The introduction of additional nominees by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders (GMS) votes to elect members of the Board of Supervisors in accordance with the law.	the Board of Supervisors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Supervisors shall introduce additional nominees. The introduction of additional nominees by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders (GMS) votes to elect members of the Board of Supervisors in accordance with the law.	
Article 11, Clause 6	Rights and obligations of the Board of Supervisors	6. Upon the request of shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Board of Supervisors must report on the matters requested for inspection to the Board of Directors and the requesting shareholders or groups of shareholders. The inspection report of the Board of Supervisors must be made in writing and must include the following contents: the issue to be inspected, the purpose of the inspection; the	6. Upon the request of shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Board of Supervisors must report on the matters requested for inspection to the Board of Directors and the requesting shareholders or groups of shareholders. The inspection report of the Board of Supervisors must be made in writing and must include the following contents: the issue to be inspected, the purpose of the inspection; the time of the inspection;	This content is amended to supplement the information provision procedure.

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
		time of the inspection; the member of the Board of Supervisors performing the inspection; the documents inspected; the results of the inspection; and the assessment of the Board of Supervisors regarding the issue to be inspected. The inspection by the Board of Supervisors as stipulated in this Clause shall not hinder the normal operations of the Board of Directors or disrupt the management of the Company's business operations.	the member of the Board of Supervisors performing the inspection; the documents inspected; the results of the inspection; and the assessment of the Board of Supervisors regarding the issue to be inspected. The inspection by the Board of Supervisors as stipulated in this Clause shall not hinder the normal operations of the Board of Directors or disrupt the management of the Company's business operations. The Board of Supervisors is responsible for receiving requests for access to books and records from common shareholders as stipulated in Clause 1, Article 45 of the Company's Charter and for fulfilling requests for information provision to the Board of Directors, the General Director, or other managers. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance. The person provided with the information is responsible for maintaining the confidentiality of the information provided and using it for the correct purpose for the assigned work.	
Article 11, Clause 16	Rights and obligations of the Board of	16. Review, extract, and copy part or all of the content of the declared List of affiliated persons and related interests as stipulated in Clause 1	16. Review, extract, and copy part or all of the content of the declared List of affiliated persons and related interests as stipulated in Clause 1 and	This Content is amended to lead to the information provision procedure.

Article, Clause	Name of article, clause	Content provided in Old Charter	Amended and supplemented content in the new Charter	Reasons for adjustment
	Supervisors	and Clause 2, Article 164 of the Law on Enterprises.	Clause 2, Article 164 of the Law on Enterprises. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.	
Article 22	Effectiveness	The Regulations on Operation of the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company consist of 7 chapters, 22 articles and take effect from the Date of May 2021.	The Regulations on Operation of the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company consist of 7 chapters, 22 articles and take effect from the Date of _____, and replace the Regulations on Operation of the Board of Directors approved by the General Meeting of Shareholders (GMS) on the Date of _____.	This Content is amended to align with the time of approval by the General Meeting of Shareholders (GMS).

2. In addition to the amendments and supplements in Section 1 of this Appendix, the new Charter includes detailed revisions regarding sentence structure, phrasing, terminology, and several references within the Charter to ensure consistency in form and content (without changing the meaning).
3. After removing or adding certain provisions, the order and sequence of some Articles of the new Charter have also been changed accordingly.
4. In the event that there are provisions of law related to the Company's operations that have not been mentioned in This Charter, or in the event that there are new provisions of law that differ from the provisions in This Charter, those provisions of law shall automatically apply and govern the Company's operations.
5. In the event that the Charter or provisions of law related to the operations of the Board of Directors of the Company have not been mentioned in This Charter, or in the event that there are new provisions of law that differ from the provisions in This Charter, those provisions of law shall automatically apply and govern the Company's operations.

OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 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 Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2021, of the Ministry of Finance, guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020;*
- *Pursuant to the current Charter and regulations of IDICO - Long An Investment Construction Joint Stock Company (IDICO-LINCO).*
- *Pursuant to the Resolution of the General Meeting of Shareholders dated April 20, 2026.*

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CHAPTER I - GENERAL PROVISIONS

Article 1. Governing scope and applicable entities

1. Governing scope: The Operating Regulations of the Board of Supervisors stipulate the organizational structure, standards, conditions, rights, and obligations of the Board of Supervisors and members of the Board of Supervisors in accordance with the Law on Enterprises, the Company Charter, the Internal Regulations on Corporate Governance, and other relevant regulations.

2. Applicable entities: The Operating Regulations of the Board of Supervisors shall apply to the Board of Supervisors and members of the Board of Supervisors.

Article 2. Principles of operation of the Board of Supervisors

The Board of Supervisors shall work on the principle of collectivity. Members of the Board of Supervisors shall be personally responsible for their assigned tasks and shall be jointly responsible before the General Meeting of Shareholders and before the law for the work and decisions of the Board of Supervisors.

CHAPTER II - MEMBERS OF THE BOARD OF SUPERVISORS

Article 3. Rights, obligations, and responsibilities of members of the Board of Supervisors

1. To strictly comply with the law, the Company Charter, the Resolutions of the General Meeting of Shareholders, and professional ethics in the performance of assigned rights and obligations.

2. To perform the assigned rights and obligations honestly, prudently, and to the best of their ability to ensure the maximum legitimate interests of the Company.

3. To be loyal to the interests of the Company and its Shareholders; not to abuse their position, title, or use information, trade secrets, business opportunities, or other Assets of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as stipulated by the Law on Enterprises and the Company Charter; including the right to access information and documents related to the Company's operations. Members of the Board of Directors, the Director, and Other executives of the enterprise shall be responsible for providing information in a timely and complete manner at the request of members of the Board of Supervisors.

5. In case of violation of the provisions in Clauses 1, 2, 3, and 4 of this Article, causing damage to the Company or other persons, the member of the Board of Supervisors shall be personally or jointly liable to compensate for such damage. Income and other benefits obtained by the member of the Board of Supervisors due to the violation shall be returned to the Company.

6. In case of detecting that a member of the Board of Supervisors has committed a violation in the performance of assigned rights and obligations, they shall notify the Board of Supervisors in writing, requesting the violator to cease the violation and remedy the consequences.

Article 4. Term of office and number of members of the Board of Supervisors

1. The Number of members of the Board of Supervisors of the Company shall be 03. The term of office for a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. A member of the Board of Supervisors is not required to be a Shareholder of the Company.

3. More than half of the members of the Board of Supervisors must be permanent residents in Vietnam.

4. In case the term of office of all members of the Board of Supervisors ends at the same time and the new members have not yet been elected, the members whose term has expired shall continue to perform their rights and obligations until the new members are elected and take office.

Article 5. Standards and conditions for members of the Board of Supervisors

1. Members of the Board of Supervisors must meet the following standards and conditions:

a) Not falling under the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Having been trained in one of the majors of economics, finance, accounting, Auditing, law, business administration, or a major suitable for the Company's business operations;

c) Not being a family member of a Member of the Board of Directors, the Director, or other managers;

d) Not being a manager of the Company; they are not required to be a Shareholder or an employee of the Company.

đ) Not working in the accounting or finance department of the Company;

e) Not being a member or employee of an Auditing organization approved to perform Auditing of the Company's Financial statements in the 03 consecutive years prior to that;

g) Other standards and conditions as stipulated by relevant laws and the Company's Charter.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, members of the Board of Supervisors must ensure they meet the conditions stipulated in Clause 2, Article 169 of the Law on Enterprises.

Article 6. Head of the Board of Supervisors

1. The Head of the Board of Supervisors must have a university degree or higher in one of the majors of economics, finance, accounting, Auditing, law, business administration, or a major related to the business operations of the enterprise.

2. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle.

3. The rights and obligations of the Head of the Board of Supervisors shall be stipulated by the Company Charter.

Article 7. Nomination and self-nomination of members of the Board of Supervisors

1. A Shareholder or group of Shareholders holding 05% or more of the common shares shall have the right to nominate candidates to the Board of Supervisors. Shareholders holding voting Shares have the right to aggregate their voting rights to nominate Supervisors. A Shareholder or group of Shareholders holding 05% or more of the common shares shall have the right to nominate and self-nominate members of the Board of Supervisors. A Shareholder or group of Shareholders holding from 05% to 10% of the total voting Shares shall have the right to nominate one (01) Nominee; from over 10% to less than 50% shall have the right to nominate a maximum of two (02) Nominees; from 50% or more shall have the right to nominate the full number of expected members of the Board of Supervisors as determined for each specific term according to the documents of the General Meeting of Shareholders.

2. In case the number of Nominees for the Board of Supervisors through nomination and self-nomination is still insufficient according to the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Supervisors shall introduce additional Nominees. The introduction of additional Nominees by the incumbent Board of Supervisors must be clearly Announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 8. Method of election, dismissal, and removal of members of the Board of Supervisors

1. The election, dismissal, and removal of members of the Board of Supervisors shall be under the Authority of the General Meeting of Shareholders.

2. In case the number of Nominees for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly Announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

3. If the number of Nominees is less than or equal to the Number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted by cumulative Voting as stipulated in Clause 3, Article 148 of the Law on Enterprises or by means of Voting (for, against, abstention). The Voting rate for Approval of Resolutions by means of Voting shall be implemented according to Clause 2, Article 21 of the Company's Charter.

Article 9. Cases of dismissal and removal of members of the Board of Supervisors

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

a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;

b) Having submitted a resignation letter which has been accepted;

c) Other cases as stipulated by law and the Company Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:

a) Failing to complete assigned tasks and work;

b) Failing to perform their rights and obligations for 06 consecutive months, except in cases of force majeure;

c) Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and the Company Charter;

d) Other cases as per the Resolution of the General Meeting of Shareholders.

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

1. In case the Nominees for the Board of Supervisors have been identified, the Company shall disclose information related to the Nominees at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that Shareholders can learn about these Nominees before voting. Nominees for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal

information and must commit to performing their duties honestly, prudently, and in the best interests of the Company if elected as a member of the Board of Supervisors. Information related to the Nominees for the Board of Supervisors to be disclosed includes:

a) Full name, date, month, and year of birth;

b) Qualification;

c) Work history;

d) Other management positions;

dd) Interests related to the Company and affiliated persons of the Company;

e) Other information (if any) as stipulated in the Company Charter;

g) The Company shall be responsible for Announced information regarding companies where the Nominee currently holds management positions and the Nominee's interests related to the Company (if any).

2. The notification of the results of the election, dismissal, and removal of members of the Board of Supervisors shall be carried out in accordance with the regulations on Information disclosure.

CHAPTER III - BOARD OF SUPERVISORS

Article 11. Rights, obligations, and Responsibilities of the Board of Supervisors

1. The Board of Supervisors shall supervise the Board of Directors and the Director in the Management and administration of the Company.

2. To inspect the reasonableness, legality, honesty, and level of prudence in the Management and administration of business Operations; and the systematic, consistent, and appropriate nature of accounting, statistics, and the preparation of Financial statements.

3. To appraise the completeness, legality, and honesty of the business performance reports, annual and semi-annual Financial statements of the Company, and the report evaluating the Management of the Board of Directors, and to present the appraisal report at the annual General Meeting of Shareholders (GMS). To review Contracts and Transactions with affiliated persons under the approval authority of the Board of Directors or the General Meeting of Shareholders (GMS) and provide recommendations on Contracts and Transactions requiring approval by the Board of Directors or the General Meeting of Shareholders (GMS).

4. To review, inspect, and evaluate the effectiveness and efficiency of the internal control, internal Auditing, risk Management, and early warning systems of the Company.

5. To examine accounting books, accounting records, and other documents of the Company, and the Management and administration of the Company's Operations when deemed necessary or pursuant to a Resolution of the General Meeting of Shareholders (GMS) or at the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises.

6. Upon the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the Date of receipt of the request. Within 15 days from the Date of completion of the inspection, the Board of Supervisors shall report on the issues requested for inspection to the Board of Directors and the requesting Shareholder or group of Shareholders. The inspection report of the Board of Supervisors shall be made in writing and must include the following Content: the issue to be inspected, the purpose of the inspection; the time of inspection; the Member of the Board of Supervisors conducting the inspection; the documents inspected; the results of the inspection; and the assessment of the Board of Supervisors regarding the issue to be inspected. The inspection by the Board of Supervisors as stipulated in this Clause shall not hinder the normal Operations of the Board of Directors or disrupt the administration of the Company's business Operations.

The Board of Supervisors is responsible for receiving requests for searching books and records from common Shareholders as stipulated in Clause 1, Article 45 of the Company Charter and for fulfilling these requests for information provision to the Board of Directors, the General Director, or other managers. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance. The person provided with information is responsible for maintaining the confidentiality of the information provided and using it for the correct purpose for the assigned work.

7. To propose to the Board of Directors or the General Meeting of Shareholders (GMS) measures to amend, supplement, and improve the organizational structure of Management, supervision, and administration of the Company's business Operations.

8. Upon discovering that a Member of the Board of Directors or the Director has violated the provisions of Article 165 of the Law on Enterprises, the Board of Supervisors shall immediately notify the Board of Directors in writing, requiring the person committing the violation to terminate the violation and implement solutions to remedy the consequences.

9. To attend and participate in discussions at meetings of the General Meeting of Shareholders (GMS), the Board of Directors, and other meetings of the Company.

10. To use independent consultants and the Company's internal Auditing department to perform assigned tasks.

11. The Board of Supervisors may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders (GMS).

12. To inspect specific issues related to the Management and administration of the Company's Operations at the request of Shareholders.

13. To request the Board of Directors to convene an extraordinary General Meeting of Shareholders (GMS).

14. To replace the Board of Directors in convening the General Meeting of Shareholders (GMS) within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders (GMS) as stipulated in Clause 3, Article 140 of the Law on Enterprises.

15. To propose that the CHAIRMAN OF THE BOARD OF DIRECTORS convene a meeting of the Board of Directors.

16. To review, extract, and copy part or all of the content of the declared List of affiliated persons and related interests as stipulated in Clause 1 and Clause 2, Article 164 of the Law on Enterprises. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.

17. To propose and recommend that the General Meeting of Shareholders (GMS) approve the list of Auditing organizations approved to perform the Auditing of the Company's Financial statements; and Auditing organizations approved to inspect the Company's Operations when deemed necessary.

18. To be responsible to Shareholders for its supervisory activities.

19. To supervise the Company's Financial situation and the compliance with the law by members of the Board of Directors, the Director, and other managers in their activities.

20. To ensure coordination of activities with the Board of Directors, the Director, and Shareholders.

21. In case of discovering acts of violation of the law or the Company Charter by a Member of the Board of Directors, the Director, or other business executives, the Board of Supervisors shall notify the Board of Directors in writing within 48 hours, requiring the person committing the violation to terminate the violation and implement solutions to remedy the consequences.

22. To develop the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders (GMS) for Approval of Resolutions.

23. To witness the Board of Directors organizing the vote counting and preparing the vote counting minutes if requested by the Board of Directors in the case of collecting Shareholders' opinions in writing to pass a Resolution of the General Meeting of Shareholders (GMS).

24. The Head of the Board of Supervisors shall preside over the General Meeting of Shareholders (GMS) to elect a meeting chairperson in case the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall serve as the meeting chairperson.

25. To perform other rights and obligations as stipulated by the Law on Enterprises, the Company Charter, and the Resolution of the General Meeting of Shareholders (GMS).

Article 12. Right of the Board of Supervisors to be provided with information

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

a) Meeting invitations, ballots for collecting opinions of members of the Board of Directors, and accompanying documents;

b) Resolutions, Decisions, and minutes of meetings of the General Meeting of Shareholders (GMS) and the Board of Directors;

c) Reports of the Director submitted to the Board of Directors or other documents issued by the Company.

2. Members of the Board of Supervisors have the right to access records and documents of the Company kept at the head office, branches, and other locations; and have the right to visit the workplaces of the Company's managers and employees during working hours.

3. The Board of Directors, members of the Board of Directors, the Director, and other managers must provide full, accurate, and timely information and documents regarding the Management, administration, and business Operations of the Company at the request of a Member of the Board of Supervisors or the Board of Supervisors.

Article 13. Responsibilities of the Board of Supervisors in convening an extraordinary General Meeting of Shareholders (GMS)

1. The Board of Supervisors is responsible for replacing the Board of Directors in convening the General Meeting of Shareholders (GMS) within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders (GMS) in the following cases:

a) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the number of members as stipulated by law;

b) At the request of a Shareholder or a group of Shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises;

c) When there is a request to convene an extraordinary General Meeting of Shareholders (GMS) from the Board of Supervisors but the Board of Directors fails to do so, unless the Company Charter provides otherwise.

2. In case the Board of Supervisors fails to convene the General Meeting of Shareholders (GMS) as stipulated, the Board of Supervisors must compensate for damages incurred by the Company.

3. The Cost of convening and conducting the General Meeting of Shareholders (GMS) as stipulated in Clause 1 of this Article shall be reimbursed by the Company.

CHAPTER IV - MEETINGS OF THE BOARD OF SUPERVISORS

Article 14. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least two (02) times per year, and the number of members attending the meeting must be at least two-thirds (2/3) of the members of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the Director, and representatives of the approved Auditing organization to attend and answer issues that need clarification.

Article 15. Minutes of Meetings of the Board of Supervisors

Minutes of Meetings of the Board of Supervisors shall be prepared in detail and clearly. The minute-taker and members of the Board of Supervisors attending the meeting must sign the meeting minutes. Minutes of Meetings of the Board of Supervisors must be kept to determine the Responsibilities of each Member of the Board of Supervisors.

CHAPTER V - REPORTING AND DISCLOSURE OF INTERESTS

Article 16. Annual reporting

Reports of the Board of Supervisors at the annual General Meeting of Shareholders (GMS) include the following Content:

1. Report on the business results of the Company and on the operational results of the Board of Directors and the Director to be submitted to the General Meeting of Shareholders (GMS) for approval at the annual General Meeting of Shareholders (GMS).

2. Self-assessment report on the operational results of the Board of Supervisors and its members.

3. Remuneration, Operating Expenses, and Other Benefits of the Board of Supervisors and each member of the Board of Supervisors.

4. Summary of the Board of Supervisors Meetings and conclusions and recommendations of the Board of Supervisors; results of monitoring the Company's operational and financial situation.

5. Assessment report on transactions between the Company, its Subsidiaries, and other companies in which the Company holds the control right of 50% or more of the Charter capital with members of the Board of Directors, the Director, and affiliated persons of such members; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years prior to the Time of transaction.

6. Results of monitoring the Board of Directors, the Director, and other corporate executives.

7. Results of the assessment of the coordination between the Board of Supervisors and the Board of Directors, the Director, and Shareholders.

8. Propose and recommend the General Meeting of Shareholders (GMS) to approve the list of Auditing firms accepted to perform the Auditing of the Company's Financial statements; Auditing firms accepted to perform inspections of the Company's operations when deemed necessary.

Article 17. Salaries and other benefits

Salaries, remunerations, bonuses and other benefits of members of the Board of Supervisors shall be implemented in accordance with the following provisions:

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

2. Members of the Board of Supervisors shall be reimbursed for reasonable food, accommodation, travel, and independent consulting service expenses. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the

Board of Supervisors approved by the General Meeting of Shareholders (GMS), unless otherwise decided by the General Meeting of Shareholders (GMS).

3. Salaries and Operating Expenses of the Board of Supervisors shall be included in the Company's business Cost in accordance with the laws on corporate income tax, other relevant laws, and must be recorded as a separate item in the Company's annual Financial statements.

Article 18. Disclosure of related interests

1. Members of the Board of Supervisors of the Company must declare their related interests to the Company, including:

a) Name, enterprise identification number, Address, and business lines of the enterprise that they own or possess capital contributions or Shares; the percentage and Time of ownership of such capital contributions or Shares;

b) Name, enterprise identification number, Address, and business lines of the enterprise that their affiliated persons own, jointly own, or separately own capital contributions or Shares exceeding 10% of the Charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Supervisors and their affiliated persons may only use information obtained through their Position to serve the interests of the Company.

4. Members of the Board of Supervisors have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its Subsidiaries, or other companies in which the Company holds the control right of 50% or more of the Charter capital with the member of the Board of Supervisors or their affiliated persons in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders (GMS) or the Board of Directors, the Company must perform Information disclosure regarding these Resolutions in accordance with the laws on Securities regarding Information disclosure.

5. Members of the Board of Supervisors and their affiliated persons must not use or disclose internal information to others to perform related Transactions.

CHAPTER VI - RELATIONSHIPS OF THE BOARD OF SUPERVISORS

Article 19. Relationship between members of the Board of Supervisors

Members of the Board of Supervisors have an independent relationship, not dependent on each other, but coordinate and collaborate in common work to ensure the effective performance of the responsibilities, rights, and duties of the Board of Supervisors in accordance with the law and the Company Charter. The Head of the Board of Supervisors is the coordinator of the common work of the Board of Supervisors but does not have the right to dominate members of the Board of Supervisors.

Article 20. Relationship with the Board of Management

The Board of Supervisors has an independent relationship with the Company's Board of Management and is the unit that performs the function of monitoring the operations of the Board of Management.

Article 21. Relationship with the Board of Directors

The Board of Supervisors has an independent relationship with the Company's Board of Directors and is the unit that performs the function of monitoring the operations of the Board of Directors.

CHAPTER VII - IMPLEMENTATION PROVISIONS

Article 22. Effectiveness

The Operating Regulations of the Board of Supervisors of IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY consist of 7 chapters, 22 articles, and shall take effect from _____, and replace the Operating Regulations of the Board of Directors approved by the annual General Meeting of Shareholders (GMS) on _____.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS
(Sign, full name and seal)

JOINT STOCK COMPANY **IDICO - LONG AN INVESTMENT CONSTRUCTION**	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No.: 27/TTr - HĐQT	*Tay Ninh, March 28th, 2026*

PROPOSAL

Re: Approval of the number of members of the Board of Directors; members of the Board of Supervisors of IDICO-LINCO for the 2026-2031 term

To: General Meeting of Shareholders (GMS) of IDICO-LINCO

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;

Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company (the Company) approved by the Annual General Meeting of Shareholders on April 29, 2025, and effective as of August 11, 2025;

The term of the Board of Directors and the term of the Board of Supervisors of the Company ended in 2026. To ensure the organizational structure of the Company complies with the provisions of the Law on Enterprises and the Charter, the Board of Directors of IDICO-LINCO respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the election of members of the Board of Directors and members of the Board of Supervisors of IDICO-LINCO for the V term (2026-2031), specifically as follows:

Number of members of the Board of Directors for the 2026-2031 term: 05 members

Number of members of the Board of Supervisors for the 2026-2031 term: 03 members

Detailed information regarding the Nominees will be sent to shareholders at the Meeting. It is requested that the Meeting proceed with the procedures for electing members of the Board of Directors and members of the Board of Supervisors in accordance with the Law on Enterprises and the Charter.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

Recipients:
- As above;
- Board of Directors; Board of Supervisors;
- HR Administration Dept. (Archive).

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No.: 28/TB-HĐQT	*Tay Ninh, March 28th, 2026*

ANNOUNCEMENT

Regarding the nomination and self-nomination of personnel to be elected as members of the Board of Directors and members of the Board of Supervisors of IDICO-LINCO, term V (2026-2031)

To: Shareholders of IDICO-LINCO

Pursuant to the Announcement regarding the 2026 Annual General Meeting of Shareholders (GMS) of IDICO-LINCO;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the current Charter of Organization and Operations of IDICO - Long An Investment Construction Joint Stock Company;

To ensure the organizational structure in accordance with the Law on Enterprises and the Charter of IDICO-LINCO, IDICO-LINCO hereby announces to Shareholders regarding the nomination and self-nomination of personnel to be elected as members of the Board of Directors and members of the Board of Supervisors for the 2026-2031 term as follows:

1. Number of Board of Directors' members and members of the Board of Supervisors for the 2026-2031 term:

- Board of Directors' members: 05 members.
- Member of the Board of Supervisors: 03 members.

2. Standards for members of the Board of Directors and members of the Board of Supervisors; Conditions for nomination and self-nomination; Dossier for nomination and self-nomination of members of the Board of Directors and members of the Board of Supervisors:

Implemented in accordance with the Regulations on nomination, self-nomination, and election of members of the Board of Directors and members of the Board of Supervisors of IDICO-LINCO for the 2026-2031 term, attached to the Documents for the General Meeting of Shareholders for the 2026 Annual General Meeting of Shareholders (GMS) of IDICO-LINCO.

3. Receiving dossiers:

Nomination/self-nomination dossiers shall be submitted directly or sent via registered mail to the headquarters of IDICO-LINCO, placed in a sealed envelope with the words 'Nomination/self-nomination dossier for members of the Board of Directors and Member of the Board of Supervisors' clearly written on the outside.

- Address for receiving dossiers:

IDICO - Long An Investment Construction Joint Stock Company

No. 88, National Route 1 (bypass), Long An Ward, Tay Ninh Province.
Telephone: 02723.826497 Fax: 02723.829337

- Deadline for dossier submission:

To announce nominee information to shareholders as prescribed and to ensure timely preparation of the List of Candidates and election preparations, IDICO-LINCO requests that Shareholders submit their nomination/self-nomination dossiers **before 17:00 on April 10, 2025.**

- Preparation of the list to be presented to the General Meeting of Shareholders (GMS):

+ In case shareholders do not nominate/self-nominate a sufficient number of candidates or if candidates do not meet the standards and conditions as prescribed, the incumbent Board of Directors shall nominate candidates according to the authority stipulated in the Charter of IDICO-LINCO.

+ Only nomination/self-nomination dossiers that meet the conditions and standards for members of the Board of Directors and members of the Board of Supervisors will be included in the List of Candidates announced at the 2026 Annual General Meeting of Shareholders (GMS).

IDICO-LINCO sincerely thanks the Shareholders for your cooperation, support, and trust.

Sincerely!.

Recipients:
- As above;
- Board of Directors;
- Member of the Board of Supervisors;
- HR Department (Archive).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Dang Chinh Trung

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province
Telephone: (0272) 3826 497 **Website:**http://idico-linco.com.vn
Enterprise Code: 1100503295

NOMINATION REQUEST FORM

MEMBER OF THE BOARD OF DIRECTORS FOR TERM V (2026 – 2031)

(Applicable to Shareholders)

To: IDICO - Long An Investment Construction Joint Stock Company

- Shareholder's Name: .....
- ID Card/Citizen ID/Passport/Business Registration Certificate No.:.....
  Date of issue:.....Place of issue:.....
- Legal Representative (if any): .....
- Number of shares held as of the shareholder list closing date:.....shares
- Corresponding total par value: ..... (VND)

I hereby request IDICO - Long An Investment Construction Joint Stock Company to allow me to nominate:

Mr./Ms.: .....

ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....

Permanent Address: .....

Educational Background:.....Major: .....

Number of shares held as of the shareholder list closing date:.....shares

Corresponding total par value:..... (VND)

To be a nominee for the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term.

Thank you very much!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum Vitae of the nominee.
- Certificates of cultural and professional qualifications (if any).

....., Date..... Month ..... Year .....

Nominator

(Sign, full name and seal (if an organization))

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province
Telephone: (0272) 3826 497 **Website:**http://idico-linco.com.vn
Enterprise Code: 1100503295

NOMINATION REQUEST FORM

MEMBER OF THE BOARD OF DIRECTORS FOR TERM V (2026 – 2031)

(Applicable to groups of Shareholders)

To: IDICO - Long An Investment Construction Joint Stock Company

- Representative of the shareholder group: .....
- ID Card/Citizen ID/Passport/Business Registration Certificate No.:.....Date of issue:..... Place of issue: ..... (attached shareholder group list)
- Number of shares held by the shareholder group: ..... Shares
- Corresponding total par value: ..... (VND)

We hereby request IDICO - Long An Investment Construction Joint Stock Company to allow us to nominate:

Mr./Ms.:

.....

ID Card/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent Address: .....

Educational Background:.....Major: .....

Currently holding: ..... (Shares)

Corresponding total par value:..... (VND)

To be a nominee for the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term.

Thank you very much!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum Vitae of the nominee.
- Certificates of cultural and professional qualifications (if any).

....., Date..... Month ..... Year .....

Representative of the nominating shareholder group

(Sign, full name and seal (if an organization))

CÔNG TY CỔ PHẦN ĐẦU TƯ XÂY DỰNG LONG AN-IDICO

SHAREHOLDER GROUP LIST

ATTACHED TO THE SHAREHOLDER GROUP'S NOMINATION REQUEST FORM

(as per template)

No.	Name	ID Card/Citizen ID/Passport/Business Registration Certificate	Permanent Address	Number of Shares Held	Shareholder's signature/signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province
Telephone: (0272) 3826 497 **Website:** http://idico-linco.com.vn
Enterprise ID: 1100503295

SELF-NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE V TERM (2026 – 2031)

To: IDICO - Long An Investment Construction Joint Stock Company

- My name is: .....
- ID card/Citizen ID/Passport No.:.....Date of issue:.....

  Place of issue:.....
- The number of Shares owned as of the closing date of the Shareholder list is:.....shares
- Corresponding to the total value at par value: ..... (VND)

I hereby request IDICO - Long An Investment Construction Joint Stock Company to allow me to self-nominate for the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term.

If elected by the Shareholders as a Member of the Board of Directors, I commit to dedicating all my capabilities and enthusiasm to contribute to the development of IDICO - Long An Investment Construction Joint Stock Company.

Thank you very much!

Attached documents:

- Copy of ID card/Citizen ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of educational level and Qualification.

....., Date:..... Month: ..... Year: .....
The self-nominee
(Signature, full name)

GROUP MEETING MINUTES

NOMINATION OF NOMINEES FOR THE BOARD OF DIRECTORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

TERM V (2026-2031)

- *Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company*
- *Pursuant to the Regulations on the nomination of Members of the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 - 2031 term*

Today, Date ...../...../....., at ....., we are shareholders of IDICO - Long An Investment Construction Joint Stock Company, holding a total of ..... shares (in words:..... shares) as of the shareholder list closing date, representing .....% of the Company's total voting shares, and are listed in the following list:

No.	Shareholder Name	ID CARD/CITIZEN ID/PASSPORT/BUSINESS REGISTRATION	Address	No. of Shares held	Shareholder's signature/signature, seal if organization
1					
2					
3					
4					
5					
	Total				

We unanimously agree to appoint:

Mr./Ms.: .....

ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....

Permanent Address: .....

As the group's representative to carry out the nomination procedures in accordance with the Regulations on participation in the nomination for the Board of Directors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term.

And unanimously agree to nominate the following nominees to join the Board of Directors:

Mr./Ms.: .....

ID Card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....

Permanent Address: .....

Education Level:.....Major: .....

No. of Shares held as of the Shareholder list closing date: ..... (shares)

Corresponding total par value:..... (VND)

These minutes were prepared at.....o'clock, date...../..../.....at.....

.....

....., Date..... month ..... year .....

Nominated group representative

(Sign, full name and seal (if organization)

Photo	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom – Happiness ------o0o------ CURRICULUM VITAE

1/ Name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID card No./Passport:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Permanent Address:	
9/ Company Telephone: 10/ Email Address:	*Mobile Telephone:*
11/ Qualification:	
12/ Work History: + *From ... to ... :* + *From ... to ... :*	
13/ Current Positions Held:	
14/ Total No. of shares held (as of .../.../...) .... shares, accounting for ....% of charter capital, of which:	
+ Capital Representative of (name of organization which is a State shareholder/strategic shareholder/other):	.... *shares, accounting for .....% of charter capital*
+ Individually owned:	.... *shares, accounting for .....% of charter capital*
15/ Commitments to hold Shares (If any)	
16/ Affiliated persons holding company shares:	……..... – *Relationship: ……..; holding: …… shares, accounting for ……% of charter capital*
	……..... – *Relationship:……; holding: …… shares, accounting for ……% of charter capital*
17/ Related interests with the Company:	

18/ Conflicting interests with the Company:	

I hereby declare that the information provided above is true and accurate. I shall be held fully responsible before the law for any false statements.

……, *date: __/__/ 2026*

Declarant

(Signature, full name)

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province
Telephone: (0272) 3826 497 **Website:**http://idico-linco.com.vn
Enterprise Code: 1100503295

NOMINATION FORM

MEMBER OF THE BOARD OF SUPERVISORS FOR THE V TERM (2026 – 2031)

(Applicable to shareholders)

To: IDICO - Long An Investment Construction Joint Stock Company

- Name of shareholder: .....
- ID card/Citizen ID/Passport/ERC No.:..... Date of issue:.....

  Place of issue:.....
- Legal representative (If any): .....
- Number of Shares owned as of the shareholder list closing date is:.....shares
- Corresponding to the total value at par value: ..... (VND)

I request IDICO - Long An Investment Construction Joint Stock Company to allow me to nominate:

1. **Mr./Ms.: .....**

   ID card/Citizen ID/Passport No.:..... Date of issue:.....
   Place of issue:.....

   Permanent Address: .....

   Education level:.....Major: .....

   Number of Shares owned as of the shareholder list closing date is:.....Shares

   Corresponding to the total value at par value:..... (VND)

As a Nominee for the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term

Thank you very much!

Attached documents:

- Copy of ID card/Citizen ID/Passport.
- Curriculum Vitae of the Nominee.
- Certificates of educational and professional qualifications (If any).

....., Date..... Month ..... Year .....
Nominator

(Sign, full name and seal (if an organization))

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province.

Telephone: (0272) 3826 497 http://idico-linco.com.vn

Enterprise ID No.: 1100503295

NOMINATION FORM

MEMBER OF THE BOARD OF SUPERVISORS FOR THE V TERM (2026 – 2031)

(Applicable to groups of shareholders)

To: IDICO - Long An Investment Construction Joint Stock Company

- Representative of the group of shareholders: .....
- ID card/Citizen ID/Passport/ERC No.:.....Date of issue:..... Place of issue: ..... (attach list of group of shareholders)
- Number of Shares owned by the group of shareholders: ..... (Shares)
- Corresponding to the total value at par value: ..... (VND)

We request IDICO - Long An Investment Construction Joint Stock Company to allow us to nominate:

1. **Mr./Ms.:**

   .....

   ID card/Citizen ID/Passport No.:.....ate of issue:..... Place of issue:.....Permanent Address: .....

   Education level:.....Major: .....

   Currently owning: ..... (Shares)

   Corresponding to the total value at par value:..... (VND)

As a Nominee to participate in the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term

Thank you very much!

Attached documents:

- Copy of ID card/Citizen ID/Passport.
- Curriculum Vitae of the Nominee.
- Certificates of educational and professional Qualification (If any).

....., Date..... Month ..... Year .....

Representative of the nominating group of shareholders

(Sign, full name and seal (if an organization))

LIST OF GROUP OF SHAREHOLDERS

ATTACHED TO THE NOMINATION FORM OF THE GROUP OF SHAREHOLDERS

No.	Name	ID card/Citizen ID/ ERC	Permanent Address	Number of Shares owned	Shareholder signature/signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
	Total				

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
Address: No. 88, National Highway 1 (Bypass), Long An Ward, Tay Ninh Province
Telephone: (0272) 3826 497 **Website:** http://idico-linco.com.vn
Enterprise ID: 1100503295

SELF-NOMINATION APPLICATION

MEMBER OF THE BOARD OF SUPERVISORS FOR THE V TERM (2026 – 2031)

To: IDICO - Long An Investment Construction Joint Stock Company

- My name is: .....
- ID Card/Citizen ID/Passport/Business Registration Certificate No.:.....
  Date of issue:.....Place of issue:.....
- Legal Representative (If any): .....
- Number of Shares owned as of the Shareholder list closing date: .....shares
- Corresponding to the total value at par value: ..... (VND)

I hereby request IDICO - Long An Investment Construction Joint Stock Company to allow me to self-nominate for the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 – 2031 term.

If elected by the Shareholders as a Member of the Board of Supervisors, I commit to dedicating all my capabilities and enthusiasm to contribute to the development of IDICO - Long An Investment Construction Joint Stock Company.

Sincerely thank you!

Attached documents:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum Vitae of the candidate.
- Certificates of educational level and Qualification.

....., Date: ..... Month ..... Year .....
Self-nominee
(Sign, full name and seal (If any))

GROUP MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS

IDICO - LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

TERM V (2026 – 2031)

- *Pursuant to the Charter of IDICO - Long An Investment Construction Joint Stock Company*
- *Pursuant to the Regulations on nominating members of the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 - 2031 term*

Today, on ...../...../....., at ....., we are shareholders of IDICO - Long An Investment Construction Joint Stock Company, the number of shares owned as of the time of closing the shareholder list is.....shares (in words: ..... shares), accounting for a percentage of .....% of the total voting shares of the Company, named in the list below:

No.	Shareholder name	ID CARD/CITIZEN ID/PASSPORT/BUSINESS REGISTRATION	Address	Number of Shares owned	Shareholder signature/signature and seal if an organization
1					
2					
3					
4					
5					
	Total				

We unanimously agree to appoint:

Mr./Ms.: .....

ID card/Citizen ID/Passport No.:..... Date of issue:.....
Place of issue:.....

Permanent Address: .....

To act as the group representative to carry out nomination procedures in accordance with the Regulations on participating in the nomination to the Board of Supervisors of IDICO - Long An Investment Construction Joint Stock Company for the 2026 - 2031 term

And unanimously agree to nominate the following candidates to join the Board of Supervisors:

1. **Mr./Ms.: .....**

   ID card/Citizen ID/Passport No.:..... Date of issue:.....
   Place of issue:.....

Permanent Address: .....

Educational level:.....Major: .....

The number of shares owned as of the time of closing the shareholder list is: ..... (shares)

Corresponding to the total value at par value:..... (VND)

These minutes were made at ..... hours, on ..... /.../..... at .....

.....

....., Date....., Month ..... Year .....

Nominee representing the group

(Sign, full name and seal (if an organization)

Photo

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

------o0o------

CURRICULUM VITAE

1/ Name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID card No./Passport:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Permanent address:	
9/ Company telephone: 10/ Email address:	*Mobile phone:*
11/ Qualification:	
12/ Work history: + *From ... to ... :* + *From ... to ... :*	
13/ Current positions:	
14/ Total shares held (as of date.../.../...) .... shares, accounting for ....% of charter capital, in which:	
+ Capital Representative of (name of organization as State shareholder/strategic shareholder/other):	*.... shares, accounting for .....% of charter capital*
+ Individually owned:	*.... shares, accounting for .....% of charter capital*
15/ Holding commitments (If any)	
16/ Affiliated persons holding shares of the company:	*..... – Relationship: .....; holding: ..... shares, accounting for ..... of charter capital*
	..... – Relationship:.....; holding: ..... Shares, accounting for .....% of charter capital
17/ Related interests with the Company:	

18/ Conflicting interests with the Company:	

I hereby certify that the above information is completely true and accurate; if found to be false, I accept full responsibility before the law.

……, Date …… Month …… Year 2026

Declarant

(Signature, full name)

LONG AN - IDICO INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

BALLOT

Draf

Name of Delegate: …

Number of shares owned: … shares

Number of authorized shares: … shares

Total number of shares represented: … shares

(Delegates please mark an X in the box for your chosen opinion for each voting content)

No.	Content	Approve	Disapprove	Abstain
1	Report on 2025 Business Production Results, 2026 Business Plan.			
2	Report on the Board of Directors' operations in 2025 and the 2026 plan.			
3	Report on the Member of the Board of Supervisors' operations in 2025 and 2026 plan.			
4	Proposal for approval of the 2025 audited Financial statements.			
5	Proposal for selection of an auditing firm for the 2026 Financial Statements.			
6	Proposal for approval of the 2026 business production and investment plan.			
7	Proposal for approval of the 2025 Profit distribution plan and 2026 plan.			
8	Proposal for approval of remuneration for the Board of Directors and members of the Board of Supervisors for the 2025 and 2026 plan.			
9	Proposal for approval of the plan to issue shares for the 2025 dividend payment.			
10	Proposal for approval of amendments and supplements to the IDICO-LINCO Charter.			
11	Proposal for approval of amendments and supplements to the Internal Regulations on Corporate Governance of IDICO-LINCO.			
12	Proposal for approval of amendments and supplements to the Regulations on Operation of the Board of Directors of IDICO-LINCO.			

13	Proposal for approval of amendments and supplements to the Regulations on Operation of the Board of Supervisors of IDICO-LINCO.			
14	Proposal for approval of the number of Board of Directors' members and members of the Board of Supervisors for the 2026-2031 term.			

Instructions:

Delegates vote by selecting marking an X in one of the options: **Approve, Disapprove, Abstain** for each content.

Tay Ninh, April……, 2026

DELEGATE

(signature, full name)

……

LONG AN - IDICO INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (GMS)

BOARD OF DIRECTORS VOTING BALLOT

Draf

Delegate's Name: …
Number of owned Ballots: … ballots
Number of Ballots received by proxy: … ballots
Total number of represented Ballots: … ballots
Total number of votes: … votes

I agree to elect additional Members of the Board of Directors for the 2026 - 2031 term as follows:

No.	Candidate's Name	Evenly distributed votes (for	Number of votes (for each
1			
2			
3			
4			
5			

Instructions:

1. Delegates shall vote for a maximum number of candidates equal to the number of candidates to be elected. (05 persons)
2. If voting all Ballots for one or more candidates, the delegate shall mark the "Evenly distributed votes" box for the corresponding candidates.
3. If casting an uneven number of votes for multiple candidates, the delegate shall clearly state the number of votes in the "Number of votes" box for the corresponding candidates.

Date … month … 2026
DELEGATE
(Signature and Full Name)

LONG AN - IDICO INVESTMENT CONSTRUCTION JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (GMS)

BOARD OF SUPERVISORS VOTING BALLOT

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Name of Delegate: …
Number of owned ballots: … ballot
Number of authorized ballots: … ballot
Total number of represented ballots: … ballot
Total number of votes: … vote

I agree to elect additional members of the Board of Supervisors for the 2026 - 2031 term as follows:

No.	Name of candidate	Cumulative voting (for candidates)	Number of votes (for each
1			
2			
3			

Instructions:

1. The delegate shall vote for a number of candidates equal to or less than the number of candidates to be elected. (03 persons)
2. If casting cumulative votes for one or more candidates, the delegate shall mark the "Cumulative voting" box for the corresponding candidates.
3. If casting non-equal votes for multiple candidates, the delegate shall clearly write the number of votes in the "Number of votes" box for the corresponding candidates.

Date … month … year 2026
DELEGATE
(Signature and Full Name)

IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

SUMMARY LIST
OF CANDIDATES NOMINATED/RUNNING FOR THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS IDICO-LONG AN INVESTMENT CONSTRUCTION JOINT STOCK COMPANY FOR THE 2026-2031 TERM

No.	Shareholders nominate/candidate candidates.		Information of nominated/applicant candidates								Number of shares held at the time of nomination/candidate.	
	Name of Shareholder/ Shareholder Group	Number of shares held/ Authorized	Full Name	Year of Birth		Culture	Qualifications			Current Position/ Working Unit	Owner Representative	Individual Owner
				Male	Female		General Education	Academic Level	Professional, Expertise			
I. THE BOARD OF DIRECTORS												
1	Institutional shareholder (51.00%)	13,953,600	**Nguyen Danh Thai**	28/03/1980		Ha Noi	12/12	Bachelor's Degree	Bachelor of Urban Planning	Director of Project Management Unit, IDICO Corporation	9,575,989	
2			**Nguyen Xuan Tien**	02/07/1974		Ha Tinh	12/12	Bachelor's Degree	Bachelor of Economics	Director of IDICO - Long An Construction Investment JSC	4,377,611	3,200
3			**Do Chi Linh**	20/12/1982		Thanh Hoa	12/12	Bachelor's Degree	Bachelor of Accounting – Auditing	Director of Finance and Accounting Department, IDICO Corporation	-	-
4			**Hoang Tuan Anh**	24/05/1978		Thua Thien Hue	12/12	Bachelor's Degree	Architect	Deputy Director of Project Management Unit, IDICO Corporation	-	-
5	Institutional shareholders (9.34%)	2,555,840	**Nguyen Vu Hung**	30/07/1981		Bac Ninh	12/12	Master's Degree	Architect	- Deputy General Director of S.S.G Group JSC. - General Director of Trung Viet Real Estate Business JSC. - Member of the Board of Directors of Vietnam Petroleum Real Estate JSC - SSG. - Director of An Hoa Son Co., Ltd. - Member of the Board of Directors of An Phuc Son Investment Consultancy JSC. - Member of the Board of Directors of Fafilm Ho Chi Minh City JSC.	-	-

II. BOARD OF SUPERVISORS												
6	Institutional shareholder (51.00%)	13,953,600	**Tran Huynh Thanh Truc**		05/10/1987	Dong Nai	12/12	Bachelor's Degree	Bachelor of Accounting	Deputy Head of Accounting Division, Finance and Accounting Department, IDICO Corporation	-	-
7			**Nguyen Thi Thuy Dung**		21/04/1990	Thanh Hoa	12/12	Bachelor's Degree	Bachelor of International Finance	Finance and Planning Department Specialist, Finance and Accounting Department, IDICO Corporation	-	-
8			**Phan Thi Thuy Van**		20/08/1989	Quang Tri	12/12	Bachelor's Degree	Bachelor of Law	Legal Specialist, Legal Department, IDICO Corporation	-	-