

**SAIGON PLANT PROTECTION
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 256/CBTT-SPC

Ho Chi Minh City, May 18, 2026.

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: Saigon Plant Protection Joint Stock Company.

- Stock code: **SPC**.
- Address: Nguyen Van Quy Street, Quarter 1, Tan Thuan Ward, HCMC.
- Tel: 028.38733295 Fax: 028.38733003
- E-mail: info@spchcmc.vn

2. Contents of disclosure:

Charter of Organization and Operation of Sai Gon Plant Protection Joint Stock Company (SPC) (14th Amendment) dated May 18, 2026.

3. This information was disclosed on the company's website on 18/5/2026 at the following link: <http://spchcmc.vn/VN/Quan-He-Co-Dong.html>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law. *hvl*

Sincerely!

Recipients:

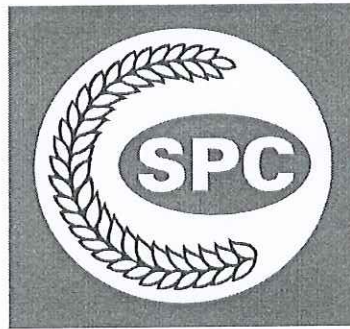
- As above;
- BOD, SB;
- Filed: Admin, F&A Dept.

**ORGANIZATION REPRESENTATIVE
DIRECTOR** *hvl*



Dieu Quang Trung

SAIGON AGRICULTURE CORPORATION Limited Liability One
Member Company
Saigon Plant Protection Joint Stock Company



SINCE 1989

CHARTER OF ORGANIZATION AND OPERATION

*Committed to providing quality products and services that fulfill aspirations for a green
and sustainable agriculture.*

*Ho Chi Minh City, 18th May 2026
(Amendment, supplementation 14th)*

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INTRODUCTION

Foundations:

The Enterprise Law No. 59/2020/QH14 was passed by the National Assembly on June 17, 2020;

The Securities Law No. 54/2019/QH14 was passed by the National Assembly on November 26, 2019;

Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations for the implementation of a number of articles of the Securities Law;

Circular 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, provides guidance on certain provisions of corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

Law No. 03/2022/QH15 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment under the Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement was passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022;

Law No. 76/2025/QH15 amending and supplementing a number of articles of the Enterprise Law was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Law No. 56/2024/QH15 amending and supplementing a number of articles of the Securities Law was passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of Articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law.

The Articles of Association serves as the legal basis for the organization and operation of **Saigon Plant Protection Joint Stock Company (SPC)** (hereinafter referred to as the Company), established and operating in accordance with the Enterprise Law and its implementing regulations. The Articles of Association was approved by the General Meeting of Shareholders of Saigon

Plant Protection Joint Stock Company at the 2026 General Meeting of Shareholders held on April 24, 2026, pursuant to Resolution No. 13/NQ-ĐHĐCĐ.

I. DEFINITION OF TERMS IN THE THE ARTICLES OF ASSOCIATION

Article 1. Explanation of Terms

1. In these Regulations, the following terms are understood as follows:

a) *Charter capital* is the total par value of shares sold or subscribed upon the establishment of a joint-stock company, as stipulated in Article 6 of the Articles of Association;

b) *Voting capital* is share capital, whereby the owner reserves the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;

c) *The Enterprise Law* is Law No. 59/2020/QH14, amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

d) *The Securities Law* is Law No. 54/2019/QH14 on Securities, amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

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

e) *The founding date* is the date on which the company is first granted its Certificate of Business Registration (Business Registration Certificate and other equivalent documents).

g) *The company's executives* are the Director, Deputy Director, and Chief Accountant.

h) *Company managers* include members of the Board of Directors, members of the Supervisory Board, and company executives.

i) *Insiders* are individuals holding key positions in the company's management and operational structure, including: members of the Board of Directors, members of the Supervisory Board, company executives, Chief Financial Officer – Chief Accountant; company secretary, person in charge of company administration, and person authorized to disclose information;

k) *Related parties* are individuals or organizations that have a relationship with each other in the following cases:

- The company and its insiders;

- Companies and organizations/individuals owning more than 10% of the voting shares or capital contributions of the Company;

- An organization or individual that, in relation to another organization or individual, directly or indirectly controls or is controlled by that organization or individual, or is subject to the same control as that organization or individual;

- The individual and their biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, daughter-in-law, son-in-law;

- A contractual relationship in which one organization or individual acts as a representative for another organization or individual;

- Other organizations and individuals are considered related parties according to the provisions of the Enterprise Law.

l) *Shareholders* are individuals or organizations that own at least one share of the Company;

m) *Major shareholders* are those who own 5% or more of the voting shares of the Company;

n) *The regulations* are this document;

o) *Law* means all laws, ordinances, decrees, regulations, circulars, decisions, and other legal documents issued by Vietnamese State agencies from time to time relating to the Company's activities;

p) *Non-executive board members* are board members who are not directors, deputy directors, or chief accountants.

q) *The operating period* is the duration of the Company's operation as stipulated in Article 2 of the Articles of Association;

r) *The stock exchange* refers to the Vietnam Stock Exchange and its subsidiaries;

s) *Subordinate units include* manufacturing enterprises, stores, subsidiaries - branches in Vietnam and abroad, representative offices, and business locations established by the Company in accordance with legal regulations;

t) *The beneficial owner of a legally incorporated company* is an individual who has de facto ownership of the Articles of Association capital or controlling power over the company.

2. In the Articles of Association, references to one or more other regulations or documents, including amendments, supplements, or replacements, are prohibited.

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

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

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

1. Company Name.

Vietnamese name: **CÔNG TY CỔ PHẦN BẢO VỆ THỰC VẬT SÀI GÒN.**

English name: **SAI GON PLANT PROTECTION JOINT STOCK COMPANY.**

Trade name: **SAIGON PLANT PROTECTION**

Abbreviation: **SPC**

Logo:



2. Form of ownership and legal status.

a) The company is a joint-stock company, liable for its debts and financial obligations with all of its owned assets, and is organized and operates in accordance with the Enterprise Law and other relevant legal regulations;

b) The company acquires legal personality from the date it is granted its Business Registration Certificate.

c) The company is owned by shareholders, including:

- The registered capital is divided into many equal parts called shares;
- Shareholders are only liable for debts and other financial obligations to the extent of the capital they have contributed to the Company.

3. The company's registered office.

a) Address: Quarter 1, Nguyen Van Quy Street, Tan Thuan Ward, Ho Chi Minh City.

- b) Phone : (028) 38732077 - (028) 38733666
- c) Fax : (028) 38 733 391 - (028) 38 733 003
- d) Email : info@spchcmc.vn
- d) Website : spchcmc.com.vn

4. The company commences operations from the date it is granted a Certificate of Business Registration by the competent authority, and its operating period is indefinite. Termination of the company's operations before the expiration date stipulated in Article 61 of the Articles of Association or as prescribed by law is not permitted.

5. Original blockages in the organization, management, and operation of the Company.

a) The company operates on the principles of voluntariness, equality, democracy, transparency, respect for the law, capital preservation, and profitability.

b) The shareholders of the Company jointly contribute capital, share profits, and bear losses proportionally to their capital contributions. They are only liable for the Company's debts and other financial obligations to the extent of their capital contribution.

c) The highest decision-making body of the Company is the General Meeting of Shareholders;

d) The General Meeting of Shareholders elects the Board of Directors to manage the Company and the Supervisory Board to oversee all business activities, management, and operations of the Company between General Meetings of Shareholders;

d) The daily operations of the Company are managed by a Director appointed and dismissed by the Board of Directors, in accordance with legal regulations.

6. Political and social organizations within the company.

a) Political and social organizations within the Company operate within the framework of the Constitution, laws, and according to their charters, in compliance with legal regulations;

b) The company respects and facilitates the establishment and participation of employees in the organizations specified in point a of this clause.

7. The company may establish branches, representative offices, and subsidiaries both domestically and internationally to carry out its operational

objectives in accordance with the Board of Directors' decisions and within the limits permitted by law.

8. The company may participate in the establishment or contribute capital to, or purchase shares in, other companies to conduct business activities in accordance with the law.

Article 3. Legal Representative of the Company

1. The Director is the legal representative of the Company.

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

a) To exercise assigned rights and obligations honestly, carefully, and to the best of one's ability in order to safeguard the legitimate interests of the Company;

b) Be loyal to the interests of the Company; do not abuse your position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals;

c) Provide timely, complete, and accurate information to the Company regarding businesses that they or their related parties own or have shares or capital contributions in, as stipulated by the Enterprise Law;

d) Other rights and obligations as prescribed by law and the Articles of Association.

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

Article 4. Objectives and business lines of the Company

1. The company's operational objectives.

Serving rural agricultural production, providing products and utility services to improve the productivity and quality of crops and livestock in a sustainable manner without harming the environment.

2. The company's business activities.

No.	Department Name	Industry code
01	Other specialized wholesale trade not classified elsewhere. Details:	4669 (main)

	<ul style="list-style-type: none"> + Wholesale trading of fertilizers, veterinary and aquatic animal medicines, and plant protection products. + Veterinary medicine business. + Buying and selling chemicals (excluding highly toxic chemicals). + Trading in chemicals and insecticides for medical and household use (no storage of chemicals). 	
02	<p>Manufacture of fertilizers and nitrogen compounds.</p> <p>Details: Production and processing of fertilizers.</p>	2012
03	<p>Manufacture of pesticides and other chemical products used in agriculture.</p> <p>Details: Production of veterinary and aquatic animal medicines; Production, processing, and bottling of plant protection products.</p>	2021
04	<p>Packaging services.</p> <p>Details: Packaging pesticides.</p>	8292
05	<p>Real estate business involves the ownership, use, or lease of land.</p> <p>Details: Real estate business.</p>	6810
06	<p>Automobile and other motor vehicle dealerships.</p>	4513
07	<p>Wholesale trade of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals.</p> <p>Details: Buying and selling agricultural products.</p>	4620
08	<p>Other manufacturing not classified elsewhere.</p> <p>Details: Processing and manufacturing of agricultural products.</p>	3,290
09	<p>Agricultural services activities.</p> <p>Details: Plant breeding. Agricultural services. Agricultural consulting services.</p>	0161
10	<p>Wholesale of agricultural machinery, equipment, and spare parts.</p> <p>Details:</p> <ul style="list-style-type: none"> + Buying and selling pesticide sprayers and spare parts, machinery and equipment for agricultural production. Wholesale of agricultural machinery, equipment, and spare parts. 	4653

11	<p>Wholesale of machinery, equipment and other machine parts.</p> <p>Details:</p> <ul style="list-style-type: none"> + Buying and selling machinery and equipment for industrial and chemical production (excluding highly toxic chemicals). + Wholesale of machinery, electrical equipment, and electrical materials (generators, electric motors, electrical wires, and other equipment in electrical circuits). 	4659
12	<p>Technical inspection and analysis.</p> <p>Detail:</p> <ul style="list-style-type: none"> + Chemical sample analysis. + Fertilizer testing (only carried out when conditions permit testing). 	7120
13	<p>Pollution control and other waste management activities.</p> <p>Details: Waste disposal services, fumigation services.</p>	3900
14	<p>Research and experimental development in natural sciences and engineering.</p> <p>Details: Investing in agricultural science and technology research and the development of machinery and equipment for agricultural production.</p>	7210
15	<p>Tour operator</p> <p>Details: Domestic and international travel business.</p>	7912
16	<p>Short-term accommodation services.</p> <p>Details: Business of tourist accommodation establishments: hotels (not operating at the registered office).</p>	5510
17	<p>Restaurants and mobile food service establishments.</p> <p>Details: Business of tourist accommodation: restaurant (not operating at the registered office).</p>	5610
18	<p>Construction of other civil engineering works.</p> <p>Details: Construction of civil and industrial buildings.</p>	4290
19	<p>Sports club activities (excluding the operation of dance halls).</p>	9312
20	<p>Trade promotion and marketing organization (No pyrotechnic effects will be performed, and we pledge not to use explosives,</p>	8230

	flammable materials, or chemicals as props or tools for performing artistic programs, events, or films at the head office).	
21	Advertisement.	7310
22	Market research and public opinion surveys (Excluding investigative activities and activities prohibited by the State).	7320
23	Wholesale of other household goods. Details: Wholesale of household electrical appliances, lamps and lighting fixtures; books, newspapers and magazines (with content permitted for circulation), stationery.	4,649
24	Wholesale of other building materials and installation equipment.	4,663
25	Maintenance and repair of automobiles and other motor vehicles (excluding mechanical processing, waste recycling, and electroplating)	4,520
26	Road freight transport.	4933
27	Other support services related to transportation. Details: the operations of airline ticket agents.	5229
28	Growing vegetables, beans, and flowers and ornamental plants.	0118
29	Retail sales of food, beverages, tobacco, and snuff account for a large proportion of sales in general merchandise stores.	4711
30	Wholesale of beverages. Details: Wholesale of alcoholic beverages, Wholesale of non-alcoholic beverages.	4633
31	Production of non-alcoholic beverages and mineral water. Details: Production of bottled mineral water and purified water.	1104
32	Other retail sales in other types of general merchandise stores. Detail: - Retail sales in supermarkets and shopping malls. - Other retail not otherwise classified within general merchandise stores.	4719
33	Manufacture of other chemical products not classified elsewhere.	2029

	Details: Manufacturing of chemicals and insecticides for medical and household use (not operating at the head office).	
34	Electricity production. Details: Solar power (excluding transmission, national power grid dispatch, and construction and operation of multi-purpose hydropower plants and nuclear power).	3511
35	Electricity transmission and distribution. Details: Selling electricity to consumers; Activities of intermediaries or agents of electricity who arrange the buying and selling of electricity through a distribution system operated by others (excluding transmission, national power system dispatch and construction, operation of multi-purpose hydropower plants, and nuclear power).	3512

Article 5. Scope of business and operations

1. The company operates within the territory of the Socialist Republic of Vietnam and abroad in accordance with current laws.

2. The Company is permitted to plan and conduct all business activities in accordance with the Company's published business lines on the National Business Registration Portal and the Articles of Association in compliance with applicable laws and regulations, and to take appropriate measures to achieve the Company's objectives.

3. The company may conduct business in other areas permitted by law and approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL AND SHARES

Article 6. Charter capital and shares

1. The Company's Articles of Association capital is VND 105,300,000,000 (One hundred and five billion three hundred million dong).

The company's total charter capital is divided into 10,530,000 shares with a par value of VND 10,000 per share.

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

3. The Company's shares on the date of adoption of these Articles of Association include common shares, and preferred shares (if any). The rights and

obligations of shareholders holding each type of share are stipulated in Articles 12 and 13 of the Articles of Association.

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

5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase shares issued by itself (including redeemable preferred shares) in the manner prescribed in these Articles of Association and applicable law. Common shares repurchased by the Company are treasury shares, and the Board of Directors may offer them for sale in manner consistent with the Securities Law, relevant guiding documents, and the provisions of these Articles of Association.

7. The company may issue other types of securities when unanimously approved in writing by the General Meeting of Shareholders and in accordance with the law.

Article 7. Stock Certificate

1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.

2. A stock is a type of security that confirms the legal rights and interests of the owner in a portion of the issuer's share capital. A stock certificate must contain the following essential information:

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

b) Number of shares and type of shares;

c) The par value of each share and the total par value of all shares stated on the share certificate;

d) 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;

d) Signature of the legal representative of the Company;

e) The registration number in the Company's shareholder register and the date of share issuance;

g) Other provisions as prescribed in Articles 116, 117 and 118 of the Enterprise Law regarding preferred stock shares.

3. In the event of errors in the content and form of shares issued by the Company, the rights and interests of the shareholders will not be affected. The legal representative of the Company shall be liable for damages caused by such errors.

4. Within two months from the date of submitting a complete application for the transfer of share ownership as stipulated by the Company, or within two months from the date of full payment for the shares as stipulated in the Company's share issuance plan (or other period as stipulated in the issuance terms) , the shareholder will be issued a share certificate. The shareholder is not required to pay the Company the cost of printing the share certificate.

5. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be reissued the certificate by the Company upon the shareholder's request. The shareholder's request must include the following information:

a) Information regarding the stock has been lost, damaged, or otherwise destroyed;

b) We commit to taking responsibility for any disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

The Company's bond certificate or other securities certificate is issued with the signature of the legal representative and the Company's seal.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by law. Shares listed and traded on the stock exchange will be transferred in accordance with the regulations of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

Article 10. Reclamation of shares (Regarding the registration of a company)

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and reserve the right to demand that the shareholder pay the remaining amount and be liable for the Company's financial obligations arising from the failure to pay, corresponding to the total par value of the registered shares.

2. The aforementioned payment notice must clearly state the new payment deadline (at least 7 days from the date of sending the notice), the payment location, and must specify that in case of non-payment as required, any outstanding shares will be forfeited.

3. The Board of Directors reserves the right to reclaim shares that have not been fully and timely paid for if the requirements in the aforementioned notice are not met.

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

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but remain liable for the Company's financial obligations arising at the time of repurchase, as determined by the Board of Directors, from the date of repurchase until the date of payment, in proportion to the total par value of the shares purchased. The Board of Directors has the full authority to enforce payment of the full value of the shares at the time of repurchase.

6. The recall notice is sent to the holders of the shares being recalled before the recall takes place. The recall remains valid even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational structure , governance and control

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

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

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Shareholders are the owners of the company, possessing rights and obligations corresponding to the number and type of shares they own. Shareholders are only liable for the company's debts and other financial obligations to the extent of their capital contribution.

2. Common shareholders have the following rights:

a) Shareholders reserve the right to attend and speak at the General Meeting of Shareholders and to exercise their voting rights directly or through an authorized representative or other forms as prescribed by the Company 's Charter and the law. Each common share has one voting right;

b) Receive dividends at the rate determined by the General Meeting of Shareholders;

c) Free to transfer one's shares to others, except as otherwise provided by applicable law;

d) Shareholders reserve the right to purchase newly offered shares in proportion to their own common shareholding in the Company.

d) Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;

e) To have full access to regular and extraordinary information disclosed by the Company in accordance with the law;

g) Review, search, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

h) When the Company is dissolved or goes bankrupt, receive a portion of the remaining assets in proportion to their shareholding in the Company;

i) Requiring the Company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;

k) Equal treatment. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In the case of preferred shares, the rights and obligations associated with these preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

l) To have their legitimate rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;

m) Other rights as prescribed by law and the Articles of Association.

3. Shareholders or groups of shareholders owning 5% or more of the total number of 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;

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

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

d) Proposals for inclusion in the General Shareholders' Meeting agenda must be in writing and submitted to the Company no later than 3 working days before the meeting date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda.

d) Nomination of candidates for the Board of Directors and the Supervisory Board. The nomination of candidates for the Board of Directors and the Supervisory Board shall be carried out as follows:

- Ordinary shareholders forming groups to nominate candidates for the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

- Based on the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders as stipulated in this clause reserve the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by shareholders or groups of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

e) Other rights as prescribed by law.

4. The authorized representative of a shareholder that is an organization must be an individual who has been authorized in writing by that shareholder to exercise the rights and obligations as stipulated in the Enterprise Law.

a) An organization that is a shareholder of the Company and owns at least 20% of the total number of common shares may authorize a maximum of 05 people to act as its representative by proxy;

b) If the company's shareholder is an organization that appoints multiple authorized representatives, the capital contribution and number of shares for each representative must be specifically determined. If the company's shareholder does not specify the corresponding capital contribution and number of shares for each representative, the capital contribution and number of shares will be divided equally among all authorized representatives;

c) The document appointing an authorized representative must be notified to the Company and is only effective from the date the Company receives the document.

The document appointing an authorized representative must include the following main contents:

- Name, business registration number, and registered office address of the owner, members, and shareholders;
- The number of authorized representatives and the corresponding shareholding or capital contribution ratio of each representative;
- Full name, contact address, nationality, and legal document number of each authorized representative;
- The term of authorization for each authorized representative, and the date on which they commenced their authorized representation;
- Full name and signature of the legal representative of the owner, member, shareholder, and authorized representative.

Article 13. Obligations of Shareholders

Common shareholders have the following obligations:

1. Pay for the shares you committed to purchase in full and on time.
2. Shareholders are not permitted to withdraw contributed capital in the form of common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.
3. Comply with the Company's Articles of Association and Internal Management Regulations.
4. Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. The Company is responsible for maintaining the confidentiality of information provided in accordance with its Articles of Association and applicable laws; using the provided information only to exercise and protect its legitimate rights and interests; and strictly prohibiting the dissemination, copying, or sending of information provided by the Company to other organizations or individuals.
6. Attend the General Shareholders' Meeting and exercise your voting rights through the following methods:

- a) Attend and vote in person at the meeting;
- b) Authorize other individuals or organizations to attend and vote at the meeting;
- c) Participate and vote via online conference, electronic voting, or other electronic means;
- d) Submit your ballot to the meeting via mail, fax, or email;

7. Individuals shall be held personally liable for any of the following acts committed in the name of the Company:

- a) Violation of the law;
- b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
- c) Pay off debts that are not yet due in order to mitigate financial risks for the Company.

8. Fulfill other obligations as required by applicable law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders convenes annually, within four months of the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not exceeding six months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting, and this location 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 contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative from the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. This representative from the approved auditing firm is obligated to attend the Annual General Meeting of Shareholders.

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

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;
- c) Upon the request of a shareholder or group of shareholders as stipulated in Clause 3, Article 12 of the Articles of Association, a General Meeting of Shareholders may be convened. The request for convening the 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. Alternatively, the request may be made in multiple copies and include the signatures of all relevant shareholders.
- d) As requested by the Supervisory Board;
- d) Other cases as prescribed by law.

4. Convening an extraordinary general meeting of shareholders.

An extraordinary general meeting of shareholders is convened to address matters within the jurisdiction of the general meeting of shareholders in emergency situations or when timely decisions are needed.

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 the Supervisory Board is as stipulated in point b, clause 3 of this Article, or upon receiving the request as stipulated in points c and d, clause 3 of this Article. If the Board of Directors fails to convene the General Meeting of Shareholders as required, the Chairman of the Board of Directors and the members of the Board of Directors shall compensate the Company for any resulting damages.

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 Supervisory Board must replace the Board of Directors in convening the General Meeting of Shareholders. If the Supervisory Board fails to convene a General Meeting of Shareholders as required, the Supervisory Board must compensate the Company for any resulting damages.

c) If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, then within the next

30 days, the shareholder or group of shareholders making the request as prescribed in point c, clause 3 of this Article reserve the right to request the Company's representative to convene a General Meeting of Shareholders in accordance with the Law on Enterprises;

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

d) Procedures for organizing the General Meeting of Shareholders

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

- i. Prepare a list of shareholders entitled to attend the meeting;
- ii. Providing information and resolving complaints related to the shareholder list;
- iii. Develop the agenda and content for the meeting;
- iv. Prepare documents for the meeting;
- v. Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;
- vi. Determine the time and place of the meeting;
- vii. Send notices inviting shareholders entitled to attend the meeting as stipulated in these Articles of Association;
- viii. Other tasks related to the General Meeting of Shareholders.

Article 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; deciding on the annual dividend rate for each type of

share;

c) Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;

d) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent audited financial statements;

d) Decisions to amend or supplement the Company's Articles of Association;

e) Through annual financial reports;

g) Decision to repurchase more than 10% of the total number of shares sold of each class;

h) Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;

i) Decisions on reorganizing or dissolving the Company;

k) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

l) Approve the Internal Governance Regulations; the Regulations on the Operation of the Board of Directors and the Supervisory Board;

m) Approve the list of approved auditing firms; decide which auditing firm is approved to conduct an audit of the Company's operations, and dismiss approved auditors when deemed necessary;

n) Other rights and obligations as prescribed by law.

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

a) The company's annual business plan;

b) Audited annual financial statements;

c) Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;

d) Report of the Supervisory Board on the Company's business results, the performance of the Board of Directors and the Director;

d) Self-assessment report on the performance of the Supervisory Board and its members;

e) The dividend rate per share of each class;

- g) Number of members of the Board of Directors and the Supervisory Board;
 - h) Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;
 - i) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
 - k) Approve the list of approved auditing firms; decide which approved auditing firms will conduct audits of the company's operations when deemed necessary;
 - l) Supplementing and amending the Company's Articles of Association;
 - m) The type of shares and the number of new shares to be issued for each type of share;
 - n) Dividing, separating, merging, consolidating or transforming the Company;
 - o) Reorganize and dissolve (liquidate) the Company and appoint a liquidator;
 - p) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent audited financial statements;
 - q) Decision to repurchase more than 10% of the total number of shares sold of each class;
 - r) The company enters into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the company's assets as recorded in the most recent financial statement;
 - s) Approve the transactions stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;
 - t) Approve the Internal Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Supervisory Board;
 - u) Other matters as prescribed by law.
3. All resolutions and matters on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders who are legally entitled to attend the General Meeting of Shareholders may authorize an individual or organization to represent them at the meeting, or attend the meeting through one of the forms stipulated in Clause 6, Article 13 of the Articles of Association.

2. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document must be prepared in accordance with 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. The authorized person attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the person attending the meeting must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

3. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the following cases, except in the following instance:

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

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

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders holding at least 65% of the common shares present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders is only approved if it is endorsed by preferred shareholders of the same class present at the meeting who own 75% or more of the total number of preferred shares of that class, or by preferred shareholders of the same class

who own 75% or more of the total number of preferred shares of that class in the case of a resolution adopted by written ballot.

2. A meeting of preferred shareholders to approve the aforementioned change of rights is only valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be rescheduled within thirty to thirty days thereafter, and those shareholders of that class (regardless of the number of people or shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the meetings of preferred shareholders, those present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at these meetings.

3. The procedures for conducting such separate meetings are carried out in accordance with the provisions of Articles 19, 20 and 21 of these Regulations.

4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the distribution of the Company's profits or assets remain unchanged when the Company issues additional shares of the same class.

Article 18. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.

1. The Board of Directors convenes the General Meeting of Shareholders, or the General Meeting of Shareholders is convened in accordance with the circumstances stipulated in point b, clause 4 or point c, clause 4 of Article 14 of the Articles of Association.

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

a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders must be prepared no more than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders. The company must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date.

b) Prepare the program and content for the congress;

c) Prepare documents for the conference;



d) Draft resolution of the General Shareholders' Meeting based on the agenda of the meeting;

d) Determine the time and location for holding the congress;

e) Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g) Other tasks related to the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the Stock Exchange (where the Company's shares are listed or registered for trading). The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda, documents to be used in the meeting;

b) List and details of candidates in the event of electing members of the Board of Directors or Supervisory Board;

c) Voting slip;

d) Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of the Articles of Association reserve the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and submitted to the Company at least 3 working days before the opening date of the General Meeting of Shareholders. The proposal must include the shareholder's full name, permanent address, nationality, Citizen Identification Card/Passport number or other legally valid personal identification for individual shareholders; the name, business registration number or establishment decision number, and head office address for corporate shareholders; the number and type of shares held by that shareholder; and the proposed agenda item.

5. The person convening the General Meeting of Shareholders reserves the right to reject the proposals stipulated in Clause 4 of this Article if they fall under one of the following cases:

a) Petitions were submitted late, or were incomplete or contained incorrect information.

b) At the time of the petition, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 3, Article 12 of the Articles of Association;

c) The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.

d) Other cases as prescribed by law.

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

Article 19. Conditions for holding a General Meeting of Shareholders

1. A general meeting of shareholders is considered valid when the number of shareholders in attendance represents more than 50% of the total voting rights.

2. If the first meeting fails to meet the quorum requirements as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within 30 days from the date of the first scheduled meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending represents 33% or more of the total voting shares.

3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a notice of 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.

4. Only the General Meeting of Shareholders reserves the right to decide on changes to the meeting agenda sent with the meeting invitation notice as stipulated in Article 18 of the Articles of Association.

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

1. Before the meeting commences, the Company must conduct shareholder registration and continue the registration process until all shareholders entitled to attend the meeting have registered, following this procedure:

a) When registering shareholders, the Company issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the number of votes cast. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. At the meeting, the voting cards for the resolution are collected first, followed by those for the resolution against, and finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.

b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has commenced reserve the right to register immediately and subsequently reserve the right to participate and vote at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any previously voted-on items remains unchanged.

2. The election of the chairperson, secretary, and vote counting committee is regulated as follows:

a) The Chairman of the Board of Directors presides over or authorizes another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting.

b) Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;

c) The chairperson appoints one or more people to act as secretaries for the meeting;

d) The general meeting of shareholders elects one or more people to the vote counting committee upon the recommendation of the meeting chairman.

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

4. The chairperson of the meeting reserves the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

a) Arrangement of seating at the Shareholders' General Meeting venue;

b) Ensure the safety of everyone present at the meeting venues;

c) Facilitate shareholders' attendance (or continued attendance) at the general meeting;

The person convening the General Meeting of Shareholders has the full right to change the aforementioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

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

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

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

6. The chairperson reserves the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases:

a) The meeting venue did not have enough comfortable seating for all attendees.

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

c) Some attendees obstructed the meeting, disrupted order, and risked preventing the meeting from being conducted fairly and legally.

7. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

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

Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders

1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present and voting at the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:

a) Types of shares and the total number of shares of each type;

b) Changes in industry, occupation, and business sector;

c) Changes to the company's organizational and management structure;

d) An investment project or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent audited financial statements;

d) Reorganize or dissolve the Company.

2. Resolutions are adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders present and voting at the

meeting, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.

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

Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.

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

1. The Board of Directors reserves the right to seek shareholder opinions in writing to approve decisions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company and on the following matters:

- a) Amend and supplement the contents of the Company's Articles of Association;
- b) Company development strategy;
- c) Changes in industry, occupation, and business sector;
- d) Types of shares and the total number of shares of each type;
- d) Changes to the company's organizational and management structure;
- e) Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
- g) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent audited financial statements;
- h) Through annual financial reports;
- i) Reorganize or dissolve the company.

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions. The Board of Directors must ensure that these documents are sent and published to shareholders within a reasonable timeframe for consideration and voting, and must send them at least 15 days before the deadline for receiving ballots. The requirements and methods for sending ballots and accompanying



documents shall be in accordance with Clause 3, Article 18 of the Articles of Association.

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

a) Name, registered office address, business registration number;

b) Purpose of soliciting feedback;

c) The full name, permanent address, nationality, Citizen ID card number, Citizen ID card, Passport or other legally valid personal identification of the individual shareholder; the name, business registration number or establishment decision number, and head office address of the organizational shareholder; or the full name, permanent address, nationality, Citizen ID card number, Citizen ID card, Passport or other legally valid personal identification of the authorized representative of the organizational shareholder; the number of shares of each class and the number of voting rights of the shareholder.

d) The issue requires consultation before a decision can be made.

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

e) Deadline for returning the answered feedback form to the Company;

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

4. The completed opinion poll form must be signed by the individual shareholder, or the legal representative of the shareholder (if an organization or individual), or the authorized legal representative of the organization.

5. Feedback forms can be sent to the Company through the following methods:

a) By mail: Opinion survey forms sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open them before the votes are counted;

b) Sending by fax or email: Opinion forms sent to the Company via fax or email must be kept confidential until the vote count is completed;

c) Opinion ballots received by the Company after the deadline specified in the ballot form, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unreturned ballots are considered non-voting ballots.

6. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who do not hold

management positions in the Company. The vote counting report must include the following key information:

- a) Name, registered office address, business registration number;
- b) The purpose and issues requiring consultation before the resolution can be passed;
- c) The number of shareholders with the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;
- d) The total number of votes in favor, against, and abstentions for each issue;
- d) Issues that were approved and the corresponding percentage of votes in favor;
- e) The 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.

7. The vote count report must be sent to shareholders within 15 days of the completion of the vote count. If the Company has a website, sending the vote count report may be replaced by posting it on the Company's website within 24 hours of the completion of the vote count.

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

9. Resolutions on matters stipulated in points a, b, c, d, e, g, and i of Clause 1 of this Article shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all shareholders entitled to vote, and shall have the same validity as resolutions adopted at the General Meeting of Shareholders.

10. A resolution adopted by written shareholder consultation is considered valid if it is approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and it has the same value as a resolution adopted at a General Meeting of Shareholders, except as provided in Clause 9 of this Article.

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

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

- a) Name, address of head office, business registration number;
- b) Time and location of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full names of the chairperson and secretary;
- d) Summarize the proceedings and the opinions expressed at the General Shareholders' Meeting on each item on the agenda;
- e) The number of shareholders and the total number of voting rights of shareholders attending the meeting, an appendix listing registered shareholders, and shareholder representatives attending the meeting with their respective 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 shareholders present at the meeting;
- h) Issues that were passed and the corresponding percentage of votes in favor;
- i) 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 if all other members of the Board of Directors present and agree to approve them, and if they contain all the information as stipulated in this clause. The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the minutes.

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

3. Minutes prepared 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 version shall prevail.

4. Resolutions, minutes of the General Meeting of Shareholders, and accompanying documents must be disclosed in accordance with the law on information disclosure in the securities market.

5. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be kept at the Company's head office.

Article 24. Request for annulment of a decision of the General Meeting of Shareholders

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 3, Article 12 of the Articles of Association reserves 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 sequence and procedures for convening meetings or obtaining shareholder opinions in writing and making decisions by the General Meeting of Shareholders were not carried out in accordance with the provisions of the Enterprise Law and the Company's Articles of Association, except as stipulated in Clause 3, Article 21 of the Articles of Association.

2. The content of the resolution violates the law or the Articles of Association.

3. If a shareholder or group of shareholders requests a court or arbitration tribunal to annul a resolution of the General Meeting of Shareholders, those resolutions shall remain in effect until the court or arbitration tribunal's decision to annul them takes effect, except in cases where interim measures are applied by a competent authority.

VII. BOARD OF DIRECTORS

Article 25. Nomination and candidacy of Board of Directors members

1. Once candidates for the Board of Directors have been identified, information regarding these candidates shall be included in the General Meeting of Shareholders' documents and must be published 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. The information regarding candidates for the Board of Directors that is disclosed includes the following:

- a) Full name, date of birth (day, month, year);
- b) Educational level;
- c) Professional qualifications;
- d) Work experience;
- d) Other positions on the company's Board of Directors and other management positions;
- e) An evaluation report on the candidate's contributions to the Company, in case the candidate is currently a member of the Company's Board of Directors;
- g) Interests related to the Company and its related parties;
- h) The full name of the shareholder or group of shareholders nominating the candidate (if any);
- i) 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 as stipulated in the Company's Articles of Association reserve the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Articles of Association. Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate 1 candidate; from 10% to less than 30% may nominate a maximum of 2 candidates; from 30% to less than 40% may nominate a maximum of 3 candidates; from 40% to less than 50% may nominate a maximum of 4 candidates; from 50% to less than 60% may nominate a maximum of 5 candidates; from 60% to less than 70% may nominate a maximum of 6 candidates; from 70% to 80% may nominate a maximum of 7 candidates; and from 80% to less than 90% may nominate a maximum of 8 candidates.

3. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient to meet the requirements stipulated

in Clause 3, Article 12 of the Articles of Association, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company's Articles of Association, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The procedure for the incumbent Board of Directors to nominate candidates for the 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. Board members must meet the following standards and conditions:

a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;

b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;

c) A member of the Company's Board of Directors may only simultaneously be a member of the Board of Directors or Board of Members in a maximum of 05 other companies.

5. Independent members of the Board of Directors must meet the following standards and conditions:

a) Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least the three consecutive years prior to the application;

b) Not currently receiving salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;

d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;

(d) Not a person who has previously served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive

years prior to the appointment, except in the case of being appointed for two consecutive terms.

Article 26. Method of electing members of the Board of Directors

Voting for members of the Board of Directors must be conducted using 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 shareholders reserve the right to allocate all or part of their votes to one member or a number of candidates. The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Articles of Association is reached. If two or more candidates receive the same number of votes for the last member of the Board of Directors, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations.

Article 27. Composition and term of office of the Board of Directors members

1. Composition, terms of office, and structure of the Board of Directors members:

a) The Company's Board of Directors consists of 5 members. The term of office for the Board of Directors is 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than 2 consecutive terms. If all members of the Board of Directors complete their terms simultaneously, they will continue to serve on the Board until new members are elected to replace them and take over their duties.

b) The Board of Directors consists of one Chairman, one Vice Chairman, one independent member, and two members.

c) There must be at least one non-executive member on the Board of Directors.

2. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

3. The appointment of Board members must be disclosed in accordance with the legal regulations on information disclosure in the securities market.

4. Board members may also hold direct executive management positions within the Company.

5. Board members do not necessarily have to be shareholders of the company.

Article 28. Powers and obligations of the Board of Directors

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

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

a) Deciding on the Company's strategic plan, medium-term development plan, and annual business plan;

b) Propose the types of shares and the total number of shares authorized for sale for each type;

c) Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d) Deciding on the selling price of the Company's shares and bonds;

d) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

e) Deciding on investment options and investment projects within the authority and limits prescribed by law;

g) Deciding on solutions for market development, marketing, and technology;

h) Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law;

i) Electing, dismissing, and removing the Chairman and Vice-Chairman of the Board of Directors; appointing, dismissing, signing contracts, terminating contracts, and deciding on salaries, remuneration, bonuses, and other benefits for the Company's executives;

k) Appointing the Company's Head of Administration and the Company Secretary;

l) Deciding on the appointment of authorized representatives to attend meetings of the Board of Members or General Meeting of Shareholders in enterprises in which the Company has contributed capital, and deciding on the remuneration and other benefits of those representatives;

m) Supervise and direct the Company's Executive in the daily operation of the Company's business;

n) Deciding on the organizational structure of the Company; the establishment and organizational structure of subsidiaries; the establishment of branches and representative offices of the Company; deciding on capital contributions and the purchase of shares in other enterprises;

o) Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

p) Submit the audited annual financial statements to the General Meeting of Shareholders;

q) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations; make dividend payments to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders;

r) Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;

s) Decisions on the issuance of internal regulations on corporate governance, regulations on the operation of the Board of Directors after approval by the General Meeting of Shareholders, and regulations on information disclosure of the Company;

t) Delegating to the Company Director the powers that fall under the authority of the Board of Directors; this delegation must be reflected in the internal governance regulations. The company or the operating regulations of the Board of Directors, or specific written documents;

u) Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, and other legal regulations.

3. The Board of Directors must report to the General Meeting of

Shareholders on the results of the Board's activities. The Board of Directors' activity report presented to the annual General Meeting of Shareholders must include the following contents:

a) Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors as stipulated in Article 30 of the Articles of Association;

b) Summarize the meetings of the Board of Directors and the decisions made by the Board of Directors;

c) Reports on transactions between the Company, its subsidiaries, and companies in which the Company holds a controlling stake of 50% or more of the Articles of Association capital, and members of the Board of Directors and their related parties; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction;

d) The performance of independent board members and the results of independent board members' evaluations of the board's performance;

d) Activities of other subcommittees of the Board of Directors (if any);

e) Results of monitoring the Company's Executive;

g) Future plans.

Article 29. Right of Board of Directors members to access information

1. Members of the Board of Directors reserve the right to request the Company's Executive to provide information and documents regarding the financial situation and business operations of the Company and its subsidiaries.

2. The company's executives must provide timely, complete, and accurate information and documents as requested by members of the Board of Directors.

Article 30. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company reserves the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Board members are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of

Shareholders at its annual meeting.

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

4. Board members holding executive positions, or board members working in subcommittees of the Board, or performing duties outside the normal scope of a board member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board.

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

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

Article 31. Chairman, Vice Chairman of the Board of Directors, Company Secretary

1. The Chairman and Vice-Chairman of the Board of Directors are elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman and Vice Chairman of the Board of Directors are not allowed to also hold the position of Director of the Company.

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

- a) Develop the program and plan of activities for the Board of Directors;
- b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;
- c) Organizing the adoption of resolutions and decisions by the Board of Directors;

d) Monitoring the implementation of resolutions and decisions of the Board of Directors;

(d) Presiding over the General Meeting of Shareholders;

e) Other rights and obligations as prescribed by the Enterprise Law and other legal regulations.

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or dismissal/removal notice.

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

6. Company Secretary.

When deemed necessary, the Board of Directors may appoint one to two Company Secretaries for a term and terms as determined by the Board of Directors. The Board of Directors may dismiss a Company Secretary when necessary, provided it does not violate current labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time.

a) Roles and responsibilities of the Company Secretary:

- Prepare for meetings of the Board of Directors, Supervisory Board, and General Shareholders' Meeting as directed by the Chairman of the Board of Directors or the Supervisory Board;

- Prepare minutes of meetings;

- Providing advice on meeting procedures;

- Ensure that the resolutions of the Board of Directors comply with the law;
- Attend meetings;
- Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board.

b) The Company Secretary has the following rights and obligations:

- Assisting in organizing and convening General Meetings of Shareholders and Board of Directors; recording meeting minutes;
- Assisting members of the Board of Directors in exercising their assigned rights and responsibilities;
- Assisting the Board of Directors in applying and implementing corporate governance principles;
- Assisting the Company in building shareholder relations and protecting the legal rights and interests of shareholders;
- Assisting the company in complying with its information disclosure obligations and administrative procedures.

c) The Company Secretary is responsible for maintaining the confidentiality of information in accordance with the law and the Company's Articles of Association.

Article 32. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 7 working days from the date of the 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. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority vote to choose one of them to convene the meeting of the Board of Directors.

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

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

- a) Upon the recommendation of the Supervisory Board or an independent member of the Board of Directors;
- b) Based on a proposal from the Director or at least 05 other managers;

c) There must be a proposal from at least two members of the Board of Directors.

4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be liable for any damages incurred by the Company; the person making the request reserves the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 05 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Directors meeting may be sent by mail, telephone, fax, or electronic means, ensuring they reach the contact address of each Board member registered with the Company.

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

Members of the Supervisory Board reserve the right to attend Board of Directors meetings; they reserve the right to participate in discussions but do not reserve the right to vote.

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

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

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the ballot to the meeting via mail, fax, or email.

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

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

13. Voting:

a) Except as provided in point b of this clause, each member of the Board of Directors or their authorized representative as stipulated in clause 11 of this Article who is present in person at the Board of Directors meeting has one vote;

b) Board members shall not vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not reserve the right to vote;

c) As stipulated in point d of this clause, when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily relinquish their voting rights, the decision of the chairperson shall be final, except in cases where there is no evidence to determine that the member of the Board of Directors has a vested interest;

d) A member of the Board of Directors who benefits from a contract as stipulated in points a and b of Clause 6, Article 49 of the Articles of Association shall be considered to have a substantial interest in that contract.

14. Resolutions adopted by written consultation are based on the unanimous agreement of a majority of the Board of Directors members with voting rights. These resolutions have the same effect and value as resolutions adopted at a meeting.

Issues approved at the Board of Directors meeting must be formalized into a Board Resolution. The Board Resolution is binding on all members of the Company.

When an issue needs to be resolved but a meeting cannot be convened or is deemed unnecessary, the Chairman of the Board of Directors may solicit written opinions from the members of the Board of Directors on the matter as a basis for decision-making. Within 05 (five) days from the date of receiving the notification and documents from the Chairman of the Board of Directors, the member must send a written notification of their opinion to the Chairman of the Board of Directors. If the member fails to send a written notification of their opinion to the Chairman of the Board of Directors within the above timeframe, it will be considered that they have accepted the content mentioned.

15. Minutes of the Board of Directors Meeting:

a) Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored in other electronic forms. Minutes shall be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

- Name, registered office address, business registration number;
- Time and location of the meeting;
- Purpose, agenda, and content of the meeting;
- The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence.
- The issue was discussed and voted on at the meeting;
- Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- The voting results clearly indicate which members approved, disapproved, and abstained.
- The issue was approved, and the voting percentage was in favor.
- The full name and signature of the presiding officer and the person



recording the minutes, except as stipulated in point b of this section.

b) In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in point a of this clause, then these minutes shall be valid. The minutes shall clearly state that the chairperson or the person recording the minutes refused to sign. The person signing the minutes shall be jointly liable for the accuracy and truthfulness of the content of the Board of Directors meeting minutes. The chairperson or the person recording the minutes shall be personally liable for any damages incurred by the Company due to their refusal to sign the meeting minutes in accordance with the Articles of Association and relevant laws;

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

d) Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office;

(d) Minutes drawn up in Vietnamese and in a foreign language have equal legal effect. In case of discrepancies in content between the minutes in Vietnamese and the minutes in a foreign language, the content in the Vietnamese minutes shall prevail.

Article 33. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, and internal audit. The number of members of a subcommittee is determined by the Board of Directors, but should ideally consist of at least three members, including both Board members and external members. Independent Board members/non-executive Board members should constitute a majority in the subcommittee, and one of these members should be appointed as the Subcommittee Chairman by decision of the Board of Directors. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws

and regulations and the provisions of the Company's Articles of Association and Internal Regulations on Corporate Governance.

Article 34. Person in charge of Company's administration

1. The Company's Board of Directors must appoint at least one person in charge of Company governance to support the Company's management. The person in charge of Company governance may also serve as the Company Secretary.

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

- a) Possess knowledge of the law;
- b) They are not allowed to simultaneously work for an approved auditing firm that is auditing the Company's financial statements;
- c) Other standards as prescribed by law and decided by the Board of Directors.

3. The person in charge of company administration has the following rights and responsibilities:

- a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;
- b) Prepare for meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
- c) Providing advice on meeting procedures;
- d) Attend meetings;
- d) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
- e) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Supervisory Board;
- g) Monitor and report to the Board of Directors on the Company's information disclosure activities;
- h) To serve as the point of contact with relevant stakeholders;
- i) Maintaining confidentiality of information in accordance with legal regulations and the Company's Articles of Association;

k) Other rights and obligations as prescribed by law.

4. The Board of Directors may dismiss the Head of Corporate Governance when necessary, provided that such dismissal is not contrary to applicable labor laws. The Board of Directors may appoint an Assistant Head of Corporate Governance from time to time.

VIII. DIRECTOR, COMPANY MANAGER

Article 35. Organizational structure of the management apparatus

The Company's Board of Directors decides on the organizational structure of the Company's management and operation. The Company has one Chief Executive Officer, no more than four Deputy Chief Executive Officers, and one Chief Accountant, all appointed by the Board of Directors. The Chief Executive Officer and the Deputy Chief Executive Officers may also be members of the Board of Directors and are authorized by the Board. The administration appoints or dismisses officials by means of a formally adopted resolution.

Branches, subsidiaries, and affiliated units have an executive structure consisting of one Director, a maximum of two Deputy Directors, and a Chief Accountant, as decided by the company.

Article 36. Company Managers

1. The company's management team includes the Director, Deputy Director, and Chief Accountant.

2. Upon the recommendation of the Director and with the approval of the Board of Directors, the Company may recruit executives in a number and according to standards consistent with the Company's structure and management regulations as stipulated by the Board of Directors. The Company's executives are responsible for supporting the Company in achieving its operational and organizational objectives.

3. The Director receives a salary and bonuses. The Director's salary and bonuses are determined by the Board of Directors.

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

Article 37. Appointment, dismissal, duties and powers of the Director CEO

1. The Board of Directors appoints one member of the Board of Directors or hires another person to serve as Director.

2. The Director is responsible for managing the Company's day-to-day business operations; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.

3. The term of office for the Director shall not exceed 5 years and may be reappointed for an unlimited number of terms. The Board of Directors shall decide on extending the term of office of the Director if necessary.

4. The director must meet the following standards and conditions:

a) Possesses full legal capacity and civil capacity, and is not subject to any prohibitions on managing businesses as stipulated in the Enterprise Law;

b) Possess professional qualifications or practical experience in business administration or in the Company's core business activities.

5. The director has the following rights and responsibilities:

a) To decide on matters relating to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) Organizing the implementation of the business plan and investment plan of Company;

d) Propose organizational structure and internal management regulations for the Company;

d) Appointing, dismissing, and removing management positions within the Company, except for positions under the authority of the Board of Directors;

e) Deciding on salaries and other benefits for employees in the Company, including managers appointed by the Director;

g) Recruitment of employees;

h) Propose a plan for paying dividends or handling business losses;

i) Other rights and obligations as prescribed by law, the Company's Articles of Association, and resolutions and decisions of the Board of Directors.

6. The Director is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these levels when requested.

7. The Board of Directors may dismiss the Director when a majority of the Board members with voting rights present at the meeting approve and appoint a new Director to replace him.

8. The position of Director of the Company is no longer valid in the following cases:

a) Dismissal, removal from office, dismissal, termination of employment contract. The Board of Directors may dismiss the Director and appoint a replacement Director when a majority of the voting members of the Board of Directors present at the meeting approve;

b) A resignation letter has been submitted and accepted by the Board of Directors;

c) Having lost or had their civil capacity limited by a court decision;

d) Other cases as prescribed by law.

9. If the Director no longer has the qualifications to be Director as stipulated in Clause 7 of this Article, the Board of Directors must temporarily appoint a person to assume the duties of the Director until a replacement is appointed. Within 30 working days, the Board of Directors must proceed with the procedures for appointing a new Director.

10. The Director may authorize in writing the Deputy Directors or other Company officials to handle or perform certain tasks on his/her behalf, and shall be responsible for such authorization.

The person authorized by the Director is responsible to the Director and the law for the work they perform under that authorization.

Article 38. Deputy Director, Chief Accountant, supporting staff and subordinate units

1. The Deputy Director is appointed, dismissed, or removed from office by the Board of Directors upon the recommendation of the Director. The term of appointment for a Deputy Director shall not exceed 5 years and may be reappointed. The Deputy Director assists the Director according to the Director's assignment and authorization, and is responsible to the Director and the law for the assigned or authorized tasks.

2. The Chief Accountant of the Company is appointed, dismissed, or removed from office by the Board of Directors upon the recommendation of the Director. The term of appointment for the Chief Accountant shall not exceed 5 years and may be reappointed. The Chief Accountant assists the Director in organizing and implementing the Company's financial, accounting, and statistical work; assists the Board of Directors and the Director in supervising the Company's finances in accordance with the laws on finance and accounting; and is responsible to the Board of Directors, the Director, and the law for the assigned tasks. The authority and responsibilities of the Chief Accountant are as stipulated in the signed employment contract and the provisions of the law.

3. Support staff: The company has specialized departments responsible for advising and assisting the Board of Directors and the Director in the management and operation of the business.

4. The company has subsidiary units as required by its production and business operations.

5. The supporting departments and subordinate units are managed and directed by the members of the Board of Directors as assigned by the Director.

6. During its operation, the Director reserves the right to propose to the Board of Directors changes to the organizational structure, number, and functions and duties of specialized departments and affiliated units to suit the Company's operational requirements and legal regulations.

IX. SUPERVISORY BOARD

Article 39. Candidacy and Nomination of Supervisors

1. The nomination and candidacy of Supervisors shall be conducted in accordance with the provisions of Clauses 1 and 2 of Article 25 of these Regulations.

2. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient as stipulated in Clause 3, Article 12 of the Company's Articles of Association, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the Company's Articles of Association, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 40. Method of electing members of the Supervisory Board

The election of Supervisory Board members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Supervisory Board members to be elected. Shareholders reserve the right to allocate all or part of their total votes to one or more candidates. The elected Supervisory Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Articles of Association is reached. If two or more candidates receive the same number of votes for the last Supervisory Board member, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations, the Supervisory Board's operating regulations, or the Company's Articles of Association.

Article 41. Composition, standards; dismissal and removal of the Supervisory Board

1. The Supervisory Board consists of 3 members. The term of office for a member of the Supervisory Board shall not exceed 5 years, coinciding with the term of the Company's Board of Directors, and they may be re-elected for an unlimited number of terms. More than half of the members of the Supervisory Board must be residents of Vietnam.

In cases where members of the Supervisory Board have their terms ending at the same time as a new member of the Supervisory Board has not yet been elected, the member whose term has ended shall continue to exercise their rights and obligations until a new member of the Supervisory Board is elected and assumes their duties.

The members of the Supervisory Board are requested to meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the Company's business operations;
- c) Not a family member of a member of the Board of Directors or a Company Executive;
- d) It is not necessary to be a shareholder or an employee of the Company;

(d) Not allowed to work in the accounting or finance department of the Company;

e) Must not be a member or employee of an auditing firm approved to audit the Company's financial statements for the three consecutive years preceding the audit;

g) Other standards and conditions as prescribed by relevant laws.

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

a) No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;

b) A resignation letter was submitted and accepted;

c) Other cases as prescribed by law and these Regulations.

4. Members of the Supervisory Board shall be dismissed in the following cases:

a) Failure to complete assigned tasks or duties;

b) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c) Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law and the Company's Articles of Association;

d) Other cases as decided by the General Meeting of Shareholders.

Article 42. Head of the Supervisory Board

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

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

a) Convene a meeting of the Supervisory Board;

b) Request the Board of Directors and the Company's Executives to provide relevant information for reporting to the Supervisory Board;

c) Prepare and sign the Supervisory Board's report after consulting with the

Board of Directors for submission to the General Meeting of Shareholders.

Article 43. Rights and obligations of the Supervisory Board

1. The Supervisory Board oversees the Board of Directors and the General Director in the management and operation of the Company.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality, and accuracy of the Company's annual and semi-annual business performance reports, financial statements, and management evaluation reports of the Board of Directors, and present the assessment report at the Annual General Meeting of Shareholders. Review contracts and transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders, and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. Review, examine, and evaluate the effectiveness and efficiency of the Company's internal control, internal audit, risk management, and early warning systems.

5. Review the Company's accounting books, records, and other documents, as well as the Company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 3, Article 12 of the Articles of Association.

6. Upon request from a shareholder or group of shareholders as stipulated in Clause 3, Article 12 of the Articles of Association, the Supervisory Board shall conduct an inspection within 7 working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Supervisory Board must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Supervisory Board as stipulated in this Clause shall not hinder the normal operation of the Board of Directors or disrupt the Company's business operations.

7. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the Company's business activities.

8. Attend and participate in discussions at the General Shareholders' Meeting, the Board of Directors' Meeting, and other company meetings.

9. Utilizing independent consultants, the Company's internal audit department will perform its assigned tasks.

10. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

11. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct the Company's operational inspection, and dismiss approved auditors when deemed necessary.

12. Accountable to shareholders for their supervisory activities.

13. Monitoring the company's financial situation and ensuring compliance with the law in the operations of the Board of Directors members and company executives.

14. Ensure coordinated operations with the Board of Directors, the CEO, and shareholders.

15. In the event of discovering any violation of the law or the Company's Articles of Association by a member of the Board of Directors, the Company's Executive, or the Supervisory Board, the Board of Directors must be notified in writing within 48 hours, requiring the offending party to cease the violation and take measures to remedy the consequences.

16. Develop the operating regulations for the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

17. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

18. Other rights and obligations as stipulated by the Enterprise Law, the Company's Articles of Association, and the Resolutions of the General Meeting of Shareholders.

Article 44. Right of the Supervisory Board to receive information

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as to members of the Board of Directors, including:

a) Notice of meeting, ballot for soliciting opinions from Board members, and accompanying documents;

b) Resolutions, Decisions and Minutes of Meetings of the General Meeting of Shareholders and the Board of Directors;

c) Reports from the Director to the Board of Directors or other documents issued by the Company.

2. Members of the Supervisory Board reserve the right to access the Company's records and documents kept at the head office, branches, and other locations; and reserve the right to visit the workplaces of the Company's managers and employees during working hours.

3. The Board of Directors, its members, and the Company's executives must provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company as requested by members of the Supervisory Board or the Supervisory Board itself.

Article 45. Responsibilities of members of the Supervisory Board

1. Strictly adhere to the law, the Company's Articles of Association, resolutions of the General Meeting of Shareholders, and professional ethics in exercising assigned rights and obligations.

2. To exercise the assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the maximum legitimate interests of the Company.

3. Be loyal to the interests of the Company and its shareholders; do not abuse your position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as stipulated by the Enterprise Law and the Company's Articles of Association.

5. In the event of a violation of the provisions of Clauses 1, 2, 3, and 4 of this Article that causes damage to the Company or other parties, the members of the Supervisory Board shall be held personally or jointly liable for compensation for such damage. Any income and other benefits obtained by the members of the Supervisory Board as a result of the violation must be returned to the Company.

6. If any member of the Supervisory Board is found to have violated their assigned rights and obligations, a written notification must be sent to the

Supervisory Board; the person committing the violation must be required to cease the violation and remedy the consequences.

Article 46. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members attending each meeting.

2. The Supervisory Board reserves the right to request members of the Board of Directors, the Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

3. Minutes of Supervisory Board meetings must be detailed and clear. The person recording the minutes and all Supervisory Board members attending the meeting must sign the minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member.

Article 47. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board

Salaries, remuneration, bonuses, and other benefits for members of the Supervisory Board shall be implemented in accordance with the following regulations:

1. Members of the Supervisory Board are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

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

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

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS , AUDITOR, AND DIRECTOR

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

Article 48. Disclosure of related interests

The disclosure of the Company's interests and related parties is carried out in accordance with the following regulations:

1. The company must compile and update a list of its related parties and their respective contracts and transactions with the company:

a) The parent company, its managers and legal representatives, and the person authorized to appoint the parent company's managers;

b) The subsidiary company, its managers, and its legal representatives;

c) Individuals, organizations, or groups of individuals or organizations capable of controlling the operations of that enterprise through ownership, acquisition of shares or capital contributions, or through decision-making within the Company;

d) Company managers, legal representatives, and members of the Supervisory Board;

d) 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, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, daughter-in-law, son-in-law of the company's manager, legal representative, member of the Supervisory Board, member and shareholders owning controlling capital contributions or shares;

e) Individuals acting as authorized representatives of the Company or organization specified in points a, b, and c of this clause;

g) Enterprises in which the individuals, companies, and organizations specified in points a, b, c, d, e, and f of this clause own assets to the extent that they control the decision-making of the Company.

2. Company managers must declare to the Company their related benefits, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own or have a stake or shareholding; percentage and time of ownership of that stake or shareholding;

b) The name, business registration number, head office address, and business lines of the enterprise in which their related parties own, co-own, or individually own more than 10% of the Articles of Association capital.

3. The declarations stipulated in Clause 2 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

4. The retention, disclosure, review, extraction, and copying of the list of related parties and related interests declared in Clauses 1 and 2 of this Article shall be carried out as follows:

a) The company must notify the General Meeting of Shareholders at its annual meeting of the list of related parties and related interests;

b) A list of related parties and related interests is kept at the Company's head office; if necessary, part or all of the contents of the aforementioned list may be kept at the Company's branches;

c) Shareholders, authorized representatives of shareholders, and Company managers reserve the right to review, extract, and copy part or all of the contents of the declaration;

d) The company must facilitate the quickest and most convenient access, review, extraction, and copying of the list of related parties and related interests for the persons specified in point c of this clause; it must not obstruct or hinder them from exercising this right. The procedures for reviewing, extracting, and copying the content of the declaration of related parties and related interests shall be carried out in accordance with the Company's Articles of Association.

5. Members of the Board of Directors and Directors, acting in their own name or on behalf of others, to perform any work within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and the Supervisory Board, and may only perform such work with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without reporting it or without the approval of the Board of Directors, all income derived from such activity shall belong to the Company.

Article 49. Responsibility for honesty and avoidance of conflicts of interest

1. Company managers must disclose relevant interests in accordance with the Enterprise Law, relevant legal documents, and these Articles of Association.

2. Company managers and their associates may only use information obtained through their positions to serve the interests of the Company.

3. The Company's managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the Articles of Association capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the Securities Law on information disclosure.

4. Members of the Board of Directors are not permitted to vote on transactions that benefit that member or a related party, as stipulated in the Enterprise Law and the Company's Articles of Association.

5. Company managers and their associates are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

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

6. Transactions between the Company and one or more of its managers and individuals or organizations related to these entities shall not be invalidated in the following cases:

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

b) For transactions with a value greater than or equal to 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the

most recent financial statement, the significant details of such transactions, as well as the relationship and interests of the Company's Management Member, have been disclosed to shareholders and approved by the General Meeting of Shareholders by vote of shareholders without an interest.

Article 50. Liability for damages and compensation

1. Company managers who violate their duties and responsibilities of honesty and diligence, and fail to fulfill their obligations, shall be held liable for any damages caused by their misconduct.

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a Company manager, employee, or authorized representative who has been or is performing duties under the Company's authorization, acting honestly and diligently in the Company's best interests in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.

3. When performing functions, duties, or carrying out tasks as authorized by the Company, Company managers, employees, or authorized representatives of the Company shall be compensated by the Company when becoming a party involved in complaints, lawsuits, or prosecutions (except for lawsuits initiated by the Company) in the following cases:

a) Acted honestly and prudently in the best interests of the Company and in no conflict with those interests;

b) Complying with the law and there is no evidence to confirm that they failed to fulfill their responsibilities.

4. Compensation costs include judgment fees, fines, and actual payments (including attorney fees) incurred in resolving these cases within the legal framework. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO EXAMINE COMPANY RECORDS AND ACCOUNTING

Article 51. Right to access books and records

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



a) Ordinary shareholders reserve the right to review, search, and extract information about their names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders owning 5% or more of the total number of common shares reserve the right to review, examine, and extract minutes and resolutions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to search the books and records, they must include the authorization letter from the shareholder or group of shareholders they represent, or a notarized copy of such authorization letter.

3. Company managers reserve the right to access the Company's shareholder register, shareholder list, books and other records for purposes related to their duties, provided that such information is kept confidential.

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

5. The Company's Articles of Association must be published on the Company's website.

XII. WORKERS AND TRADE UNIONS

Article 52. Workers and trade unions

1. The Director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance,

benefits, rewards, and disciplinary actions for employees and company executives.

2. The Director shall plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in the Articles of Association, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 5.3 . Profit Distribution

1. Dividends:

a) The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the Company's retained earnings based on the proposal of the Board of Directors, after consulting with shareholders at the General Meeting of Shareholders;

b) The company does not pay interest on dividend payments or payments related to a stock;

c) The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.

d) In the event that dividends or other payments related to a stock are paid in cash, the Company shall make the payment in Vietnamese Dong . Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. Dividend payments for shares listed/registered for trading on the stock exchange can be made through securities companies or the Vietnam Securities Depository and Clearing Corporation.

d) With the approval of the General Meeting of Shareholders, the Board of Directors may decide and announce that holders of common shares will receive dividends in the form of common shares instead of cash dividends. These additional shares for dividend payment shall be recorded as fully paid shares, on the basis that the value of the dividend-paying shares must be equivalent to the amount of cash dividend paid;

e) Based on the Enterprise Law and the Securities Law, The Board of Directors passed a resolution specifying a particular date for closing the shareholder list . Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends, interest, profit distributions, shares, notices, or other documents.

2. Profits after tax at the end of the fiscal year, before distributing dividends to shareholders, must be used to set aside funds as follows:

a) Allocate at least 10% to the Company's investment and development fund;

b) Allocate at least 5% to the Company's reward fund and at least 5% to the welfare fund. The actual percentage for the reward and welfare funds will be decided by the Board of Directors and presented to the General Meeting of Shareholders based on the annual business results.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 54. Bank Accounts

1. The company will open accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.

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

3. The company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the company has opened accounts.

Article 55. Fiscal Year

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

Article 56. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), a corporate accounting system, or other specific accounting systems issued by competent authorities and approved by the Ministry of Finance.

2. The company maintains accounting records in Vietnamese and keeps accounting records in accordance with accounting laws and related legislation.

These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.

3. The company uses the Vietnam Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

XV. ANNUAL REPORTS, FINANCIAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 57. Annual, semi-annual and quarterly financial reports

1. The company must prepare annual financial statements, and these statements must be audited in accordance with the law. The company must publish the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

2. Annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. Annual financial statements must truthfully and objectively reflect the company's operational situation.

3. The company must prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

4. The audited annual financial statements, the reviewed semi-annual financial statements, and the quarterly financial statements must be published on the Company's website.

5. Interested organizations and individuals reserve the right to examine or make copies of the audited annual financial statements. The semi-annual and quarterly financial reports are reviewed during Company business hours at the Company's head office and a reasonable fee will be charged for photocopying.

Article 58. Annual Report

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

XVI. COMPANY AUDIT

Article 59. Auditing

1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one of these firms to audit the Company's financial statements for the following fiscal year, based on terms and conditions agreed upon with the Board of Directors. The Company must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.

2. The audit report was Attached is the company's annual financial report.

3. Auditor The independent auditors are permitted to attend General Meetings of Shareholders and receive notices and other information related to the General Meetings that shareholders are entitled to receive, and to express their opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. THE SEAL

Article 60. Company Seal

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

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

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

XVIII. CLOSURE AND LIQUIDATION

Article 61. Dissolution of the company

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

a) In accordance with resolutions and decisions of the General Meeting of Shareholders;

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

c) Other cases as prescribed by law.

2. The dissolution of the Company is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution

decision must be notified to or approved by the competent authority as prescribed by law.

Article 62. Liquidation

1. Following the decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 3 members, of which 2 members are appointed by the General Meeting of Shareholders and 1 member is appointed by the Board of Directors from an independent auditing firm. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation will be prioritized for payment by the Company before other debts.

2. The Liquidation Committee is responsible for reporting the date of establishment and the date of commencement of operations to the business registration authority. From that point onwards, the Liquidation Committee will represent the Company in all matters related to the Company's liquidation before the Courts and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

- a) Liquidation costs;
- b) Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
- c) Tax debt;
- d) Other liabilities of the Company;
- e) The remaining amount after all debts from items (a) to (d) above have been paid shall be distributed to the shareholders. Preferred shares shall be paid first.

XIX. RESOLVING INTERNAL DISPUTES

Article 63. Resolution of internal disputes

1. In the event of disputes or claims arising from the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, other legal regulations, the Company's Articles of Association, and the provisions between:

- a) Shareholders and the Company;
- b) Shareholders, along with the Board of Directors, Supervisory Board, Directors, or other executives;

The parties involved shall attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the dispute resolution process and shall require each party to present factual information relevant to the dispute within 30 working days of the date the dispute arises. In the event of a dispute involving the Board of Directors or the Chairman of the Board, either party may request the Board of Directors to appoint an independent expert to mediate the dispute resolution process.

2. If a settlement is not reached within six weeks of the start of the mediation process, or if the mediator's decision is not accepted by the parties, one party may bring the dispute to economic arbitration or the economic court.

3. The parties will bear their own costs related to the negotiation and mediation process. Payment of court costs will be made according to the court's judgment.

XX. SUPPLEMENTS AND AMENDMENTS TO THE THE ARTICLES OF ASSOCIATION

Article 64. Company's Articles of Association

1. Amendments and additions to the Articles of Association must be considered and decided upon by the General Meeting of Shareholders.

2. In cases where the law provides provisions relating to the Company's operations that are not mentioned in the Articles of Association, or where new legal provisions differ from the provisions in the Articles of Association, those provisions shall apply to govern the Company's operations.

21. EFFECTIVE DATE

Article 65. Effective Date

1. This amended charter comprises 21 sections and 65 articles. The Articles of Association was unanimously approved by the General Meeting of Shareholders of Saigon Plant Protection Joint Stock Company on April 24, 2026 in Ho Chi Minh City and the full text of the Articles of Association was accepted into effect.

2. The regulations are drawn up in 2 copies, each having equal validity. and must be kept at the Company's head office.

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

4. Copies or extracts of the Company's Articles of Association are valid only when signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors. *uu*

Ho Chi Minh City, 18th May 2026

SAIGON PLANT PROTECTION JOINT STOCK COMPANY

DIRECTOR



Dieu Quang Trung

