



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

Head Office: 103 Nguyen Hue Street, An Hoi Ward, Vinh Long Province

Enterprise Registration Certificate No.: 1300107725

Vinh Long, June ..., 2026

INVITATION LETTER TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company

The Board of Directors of the Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders (AGM) with the following details:

- 1. Time:** 1:30 PM, June 26, 2026
- 2. Venue:** Conference Hall (4th Floor), Diamond Stars Ben Tre Hotel; No. 140 Hung Vuong Street, An Hoi Ward, Vinh Long Province.

3. Meeting Agenda:

Documents for the 2026 Annual General Meeting of Shareholders will be published and updated (if any) on the Company's website at: www.capnuocbentre.vn from **June 5, 2026**.

4. Registration for Attendance:

To facilitate proper preparation, shareholders are kindly requested to register their attendance at Ben Tre Water Supply and Sewerage Joint Stock Company or send the Confirmation Letter to the address below (as stated in Section 6) before **June 20, 2026**.

5. Authorization to Attend the Meeting:

If shareholders authorize another person to attend the Meeting on their behalf, shareholders are requested to complete the Proxy Form for attendance at the Meeting or another form in accordance with civil law regulations and send the signed authorization letter to the address below before **June 20, 2026**, or present it upon the authorized representative's attendance at the Meeting.

(Note: The authorization letter must clearly state the name of the authorized individual or organization and the number of authorized shares. The authorization letter must be the original copy with original signatures. In case of authorization from an institutional shareholder, the authorization letter must bear the seal of the authorizing organization.)

6. Address for Correspondence and Support Contact:

Ben Tre Water Supply and Sewerage Joint Stock Company

- Address: 103 Nguyen Hue Street, An Hoi Ward, Vinh Long Province.
- Telephone: 02753.825727 – Fax: 02753.827781.

(Contact person: Mr. Nguyen Trung Hieu – Position: Company Secretary – Mobile: 0919.240.240.)

7. Shareholders or authorized representatives attending the General Meeting are kindly requested to bring the following documents:

- Invitation Letter and Authorization Letter;
- Citizen Identification Card/Passport for individual shareholders or a valid copy of the Enterprise Registration Certificate for institutional shareholders.

Respectfully invited!

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

Tran Hung

**AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY
June 26, 2026**

Expected Time	Content	In charge of
13:30 to 13:45	<p>* Reception of shareholders and guests:</p> <ul style="list-style-type: none"> - Attending shareholders register with the Organizing Committee and receive documents. 	<ul style="list-style-type: none"> - Shareholders Credentials Committee - Organizing Committee
13:45 to 14:00	<p>* Opening of the Meeting:</p> <ul style="list-style-type: none"> - Report on the results of eligibility verification of shareholders attending the Meeting. - Approve the "Presidium, Secretariat, and Vote Counting Committee". - Approve the "Working Regulations and Agenda of the Meeting". 	<ul style="list-style-type: none"> - Organizing Committee - Credentials Committee - Organizing Committee - Presidium
14:00 to 15:30	<p>* Presentation on the contents of proposals for the General Meeting's opinions:</p> <ul style="list-style-type: none"> - Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026. - Report 2025 Production and Business Results and Directions and tasks for production and business in 2026. - Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026. - Proposal Regarding the approval of the audited financial statements for 2025. - Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan. - Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025. - Proposal Regarding the approval of the production and business plan for 2026. - Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025. - Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026. - Proposal Regarding the selection of the audit firm for the 2026 financial statements. - Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term. - Proposal Regarding the amendment and supplementation of the Company's Charter, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of 	<ul style="list-style-type: none"> - Representative of the Presidium

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Expected Time	Content	In charge of
	Directors, and the Regulations on the Operation of the Board of Supervisors.	
15:30 to 15:40	* The General Meeting gives opinions and votes: - The General Meeting discusses and contributes opinions on the contents of the above Proposals and proceeds with voting.	General Meeting
15:40 to 15:50	* Vote counting for voting: - Announce the results of the vote counting for voting.	Vote Counting Committee
15:50 to 16:00	* Election of the Board of Directors for the 2025 – 2030 term and election of the Board of Supervisors for the 2025 – 2030 term: - Approve the Regulations on nomination, candidacy, and election of the Board of Directors and election of the Board of Supervisors. - Announce the results of nomination and candidacy for members of the Board of Directors and the Board of Supervisors. - Approve the list of candidates running for election to the Board of Directors, Board of Supervisors. - The General Meeting proceeds to cast votes to elect the Board of Directors, Board of Supervisors.	- Representative of the Presidium - Vote Counting Committee
16:00 to 16:10	* The Vote Counting Committee counts the election votes: The General Meeting takes a break	Vote Counting Committee
16:10 to 16:20	* Announce election results: - Announce election results for the Board of Directors, Board of Supervisors. - The Board of Directors, the Board of Supervisors introduce themselves to the General Meeting.	Vote Counting Committee Board of Directors, Board of Supervisors
16:20 to 16:40	* Election of the Chairman of the Board of Directors, election of the Head of the Board of Supervisors: - The Board of Directors holds its first meeting to elect the Chairman of the Board of Directors for the 2025 - 2030 term. - The Board of Supervisors holds its first meeting to elect the Head of the Supervisory Board for the 2025 - 2030 term.	Board of Directors, Board of Supervisors
16:40 to 16:50	* Announce results of the election of the Chairman of the Board of Directors, election of the Head of the Board of Supervisors: - The Chairman of the Board of Directors delivers a speech before the General Meeting.	- Vote Counting Committee - Chairman of the Board of Directors

Expected Time	Content	In charge of
16:50 to 17:00	<p><i>* Approve the Minutes and Resolutions, conclude the General Meeting:</i></p> <ul style="list-style-type: none"> - The Secretary presents the Minutes of the General Meeting. - The Chairperson presents the Resolution of the General Meeting. - The General Meeting votes to approve the Minutes and Resolution of the General Meeting. - The Chairperson declares the closing of the General Meeting. 	<ul style="list-style-type: none"> - Secretary of the General Meeting - Chairperson of the General Meeting
	Closing of the General Meeting	

Vĩnh Long, June , 2026

**WORKING REGULATIONS
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company**

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law No. 76/2025/QH15 passed by the XV National Assembly of the Socialist Republic of Vietnam on June 17, 2025 (Law amending and supplementing a number of articles of the Law on Enterprises);
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, and accompanying sub-law documents;
- Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;
- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;
- Current Internal Regulations on Corporate Governance of Ben Tre Water Supply and Sewerage Joint Stock Company;
- To ensure the success of the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, the Board of Directors hereby establishes the regulations, principles of conduct, and voting procedures at the General Meeting for the General Meeting of Shareholders to approve as follows:

I. PURPOSE

- To ensure that the sequence, principles of conduct, and voting at the Extraordinary General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company are conducted in accordance with regulations.
- The contents of the Resolutions of the General Meeting of Shareholders shall reflect the unified opinion of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

II. SUBJECTS AND SCOPE

- Subjects: All shareholders, representatives (authorized persons) of shareholders currently owning shares of Ben Tre Water Supply and Sewerage Joint

Stock Company, and guests attending the Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company must abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.

- Scope of application: These Regulations are used for the organization of the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company.

III. DEFINITION OF TERMS/ABBREVIATIONS

- Company : Ben Tre Water Supply and Sewerage Joint Stock Company
- BOD : Board of Directors
- BKS : Board of Supervisors
- OC : General Meeting Organizing Committee
- GMS : Annual General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- General : General Meeting of Shareholders meeting Meeting

IV. CONTENT OF THE REGULATIONS

1. Conditions for conducting the General Meeting of Shareholders

- The GMS shall be conducted when the number of delegates attending represents over 50% of the total voting rights.

- In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1, Article 19 of the Company Charter, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second GMS meeting shall be conducted when the number of shareholders attending represents 33% or more of the total voting rights.

- In case the second meeting is not conducted as prescribed in Clause 2, Article 19 of the Company Charter, the notice for the third meeting shall be sent within 20 days from the intended date of the second meeting. The third GMS meeting shall be conducted regardless of the total voting rights of the shareholders attending.

2. Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the list finalized as of the end of **June 01, 2026**, have the right to attend the GMS; they may attend in person or authorize their representatives to attend. In case there is more than one authorized representative as prescribed by law, the specific number of shares for each representative must be determined.

3. Guests at the General Meeting

- These are management positions of the Company, guests, and members of the Organizing Committee of the General Meeting who are not shareholders of the Company but are invited to attend the General Meeting.

- Guests shall not participate in discussions at the General Meeting (except in cases where they are invited by the Chairperson of the General Meeting, or have registered in advance with the Organizing Committee and received the consent of the Chairperson of the General Meeting).

4. Delegates attending the General Meeting must comply with

- Punctuality, polite and formal attire, compliance with security checks (if any), identification documents, etc., as requested by the Organizing Committee of the General Meeting.

- Receive documents and papers serving the General Meeting at the reception desk in front of the General Meeting hall.

- Shareholders arriving late have the right to register immediately, and subsequently have the right to participate and vote at the General Meeting. The Chairperson is not responsible for stopping the General Meeting to allow late-arriving shareholders to register; the voting results for issues already voted upon before the delegate arrived shall not be affected.

- Keep mobile phones in vibration or silent mode; when necessary, delegates may conduct conversations outside the meeting hall.

- Comply with the regulations of the Organizing Committee and the Chairperson presiding over the General Meeting.

- In case a delegate does not comply with the regulations on inspection or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or invite the aforementioned delegate to leave the venue of the General Meeting to ensure that the General Meeting takes place normally according to the planned program.

5. Chairperson of the General Meeting and the Presidium

- The Presidium consists of the Chairperson and members.

- The Chairman of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the GMS meeting convened by the Board of Directors;

- In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority rule. In case a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside so that the GMS can elect a Chairperson of the meeting from among those present, and the person with the highest number

of votes shall act as the Chairperson of the meeting;

- The Chairperson has the right to implement necessary measures to conduct the meeting in a reasonable and orderly manner, in accordance with the approved program, and reflecting the wishes of the majority of those present.

- The Chairperson has the right to postpone the GMS meeting that has sufficient registered attendees for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting location in accordance with the provisions of Clause 8, Article 146 of the Law on Enterprises.

- Duties of the Presidium:

- + Direct the activities of the Company's GMS according to the program approved by the GMS;

- + Guide the delegates and the General Meeting to discuss the contents included in the program;

- + Present drafts and conclude on necessary issues for the General Meeting to vote on;

- + Respond to issues requested by the General Meeting;

- + Resolve issues arising during the General Meeting.

- Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and majority decision-making.

6. Secretary of the General Meeting

- The Chairperson shall appoint one or more persons to act as meeting secretary.

- Duties and powers:

- + Record the content of the General Meeting fully and honestly;

- + Receive registration ballots for speeches from delegates;

- + Prepare the meeting minutes and draft the Resolution of the General Meeting of Shareholders;

- + Assist the Chairperson in disclosing information related to the GMS meeting and notifying shareholders in accordance with the law and the Company Charter.

- + Other tasks as requested by the Chairperson.

7. Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more persons to the

Vote Counting Committee upon the proposal of the Chairperson. Candidates participating in the election or nomination (during the voting process) shall not be members of the Vote Counting Committee.

- Duties of the Vote Counting Committee:

- + Disseminate principles, regulations, and instructions on how to vote and elect.

- + Review and report to the General Meeting on cases of violation of voting or election regulations, or complaints regarding voting or election results;

- + Check and record voting ballots and election ballots, prepare the vote counting minutes, and announce the results; transfer the minutes to the Chairperson.

8. Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee of the General Meeting consists of 03 people, including 01 Head and 02 members, introduced to the General Meeting by the Chairperson.

- Duties of the Delegate Eligibility Verification Committee:

- + Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.

- + The Head of the Delegate Eligibility Verification Committee shall report to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend representing over 50% of the total voting rights, the Company's GMS meeting shall be conducted.

9. Speeches at the General Meeting

- Delegates attending the General Meeting who wish to speak must obtain the consent of the Chairperson of the General Meeting. Delegates shall speak concisely and focus on the key issues to be discussed, in accordance with the program content approved by the General Meeting, or submit their opinions in writing to the Secretary of the General Meeting for consolidation and reporting to the Chairperson.

- The Chairperson of the General Meeting shall arrange for delegates to speak in the order of registration, and simultaneously answer shareholders' questions at the General Meeting or record them for written response later.

10. Voting to approve issues at the General Meeting

10.1. Principles

- All issues in the program and meeting content of the General Meeting shall be discussed and voted on publicly by the General Meeting of Shareholders.

- The **Voting Card**, **Voting Ballot**, and **Election Ballot** shall be printed by the Company, stamped with the company seal, and distributed directly to delegates at the General Meeting (enclosed with the GMS meeting document set). The **Voting Card**, **Voting Ballot**, and **Election Ballot** shall clearly state the delegate's code, full name, number of shares owned, and authorized voting rights of that delegate.

- The Chairperson shall propose voting methods for each issue in the agenda for the General Meeting to approve.

- The voting methods are as follows:

- + Voting by raising the **Voting Card**: this method is used to approve issues such as: General Meeting Agenda; Working Regulations at the General Meeting; Election Regulations; Presidium personnel; Vote Counting Committee personnel; approval of the General Meeting Minutes, General Meeting Resolution, and other contents at the General Meeting (if any);

- + Voting by filling out the **Voting Ballot**: this method is used to approve issues: approval of the contents of reports and Proposals at the General Meeting.

10.2. Voting methods

- Delegates shall cast their votes to Approve, Disapprove, or Abstain on an issue brought to a vote at the General Meeting by raising their Voting Card or filling out the selection options on the Voting Ballot corresponding to the contents requiring a vote as stipulated in Section 10.1.

- When voting by raising the Voting Card, the front of the Voting Card must be held high, facing the Presidium. In case a delegate does not raise the Voting Card during all three rounds of voting (Approve, Disapprove, or Abstain) for an issue, it shall be considered an approval of that issue. In case a delegate raises the Voting Card more than one (01) time when voting Approve, Disapprove, or Abstain for an issue, it shall be considered an invalid vote. Under the method of voting by raising the Voting Card, a member of the Delegate Eligibility Verification Committee/Vote Counting Committee shall mark the delegate code and the corresponding number of voting shares of each shareholder for Approve, Disapprove, Abstain, and Invalid.

- When voting by filling out the Voting Ballot, for each content, the delegate shall select one of the three options “Approve”, “Disapprove”, “Abstain” printed on the Voting Ballot by marking an “X” or “✓” in the chosen box. After completing all contents requiring a vote at the General Meeting, the delegate shall submit the Voting Ballot into the sealed ballot box at the General Meeting according to the instructions of the Vote Counting Committee. The Voting Ballot must be signed

and clearly state the full name of the delegate.

10.3. Validity of the Voting Ballot

- **A valid Voting Ballot** is a ballot according to the pre-printed template issued by the General Meeting Organizing Committee, bearing the red seal of the Company, without erasures, scraping, tearing, damage, etc., with no content written other than what is prescribed for this ballot, and must be signed, with the delegate's full handwritten name below the signature.

On the voting ballot, the voting content (Report, Proposal) is valid when the delegate marks one (01) of the three (03) voting squares.

- **An invalid Voting Ballot** is a ballot with additional content written on it; a Voting Ballot not according to the pre-printed template issued by the General Meeting Organizing Committee, a ballot without the Company's red seal, or one that has been erased, scraped, or has content written other than what is prescribed for the voting ballot, or a ballot without a signature or the delegate's full name; in such cases, all voting contents on the voting ballot are invalid.

10.4. Voting rules

- Every 01 (one) ordinary share is equivalent to one voting right. Each attending delegate representing one or more voting rights shall be issued a **Voting Card** and a **Voting Ballot**.

- As of the shareholder list closing date (**June 01, 2026**), the total number of voting shares of the Company is: 29.400.000 shares, equivalent to 29.400.000 voting rights.

- Issues requiring a vote at the General Meeting shall only be approved when approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting.

10.5. Recording voting/election results

- At the General Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.

- The Vote Counting Committee is responsible for collecting voting ballots and election ballots.

- The Vote Counting Committee shall verify the number of Approve, Disapprove, and Abstain votes for each content and is responsible for recording, tallying, and reporting the results of the vote counting at the GMS.

11. Election of the Board of Directors and Board of Supervisors

The election of members of the BOD and members of the Board of Supervisors must be conducted in accordance with the Election Regulations for members of the BOD and members of the Board of Supervisors and must be approved by the

General Meeting of Shareholders at the meeting.

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

All contents at the GMS must be recorded by the Meeting Secretary in the GMS meeting minutes. The GMS meeting minutes must be read and approved before the closing of the General Meeting.

V. IMPLEMENTATION

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the contents stipulated in these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant legal provisions.

- The convener of the GMS has the right to:

+ Require all attendees to undergo security checks or other security measures;

+ Request competent authorities to maintain order at the meeting; invite those who do not comply with the Chairperson's authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security check requirements to leave the GMS meeting.

- Matters not detailed in these regulations shall be uniformly applied in accordance with the Company Charter, the 2020 Law on Enterprises, and current legal documents of the State.

These Regulations shall take effect immediately after being approved by the Company's GMS./.

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

Recipients:

- GMS;
- Members of the BOD, Board of Management, Board of Supervisors;
- Archived: Admin Office, Secretary.

Trần Hùng

Vinh Long, June 2026

REGULATION

Nomination, candidacy, and election

**Board of Directors and Board of Supervisors for the 2025 – 2030 term
Ben Tre Water Supply and Sewerage Joint Stock Company**

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to Law No. 76/2025/QH15 passed by the XV National Assembly of the Socialist Republic of Vietnam on June 17, 2025 (Law amending and supplementing a number of articles of the Law on Enterprises);

- Law on Securities No. 54/2019/QH14 dated November 26, 2019 and accompanying sub-law documents;

- Pursuant to Decree 155/2020/NĐ-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- The current Internal Regulations on Corporate Governance of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Vote Counting Committee of the Meeting hereby announces the Regulations on nomination, candidacy, and election of the Board of Directors and Board of Supervisors for the 2025 - 2030 term at the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company as follows:

I. DEFINITIONS/ABBREVIATIONS

- Company : Ben Tre Water Supply and Sewerage Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee of the Meeting
- GMS : Extraordinary General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- Meeting : General Meeting of Shareholders

II. CHAIR OF THE MEETING

The Chair of the meeting shall be responsible for presiding over the election, specifically including:

- Introducing the list of nominations and candidacies for the Board of Directors and the Board of Supervisors;
- Supervising the voting and vote counting;
- Resolving complaints regarding the election (if any).

III. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS

- Number of members of the Board of Directors: 05 persons
- Term: 2025 – 2030
- Maximum number of candidates for the Board of Directors: unlimited

1. Right to nominate and stand for election to the Board of Directors (pursuant to Article 25 of the Company Charter)

- Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares is entitled to nominate one (01) candidate; from 10% to less than 30% is entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% is entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% is entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% is entitled to nominate a maximum of five (05) candidates; from 60% or more is entitled to nominate the full number of candidates.

Nominated candidates must fully meet the standards set forth in Section 2 below.

- In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.

2. Standards for candidates for the Board of Directors (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/NĐ-CP)

Candidates for the Board of Directors must fully meet the following standards and conditions:

- Possess full civil act capacity, and are not subject to the prohibition on managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Possess professional qualifications and experience in business administration or in the Company's business fields, sectors, or trades, and are not necessarily shareholders of the Company;

- Must not be a related person (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 younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological younger sibling, husband's biological younger sibling) of the General Director and other managers of the Company.

- A member of the Board of Directors of the Company may only simultaneously serve as a member of the Board of Directors of a maximum of 05 other companies.

IV. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE BOARD OF SUPERVISORS

- Number of members of the Board of Supervisors: 03 persons
- Term: 2025 – 2030
- Maximum number of candidates for the Board of Supervisors: unlimited.

1. Right to nominate and stand for election *(pursuant to Article 37 of the Company Charter)*

- Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 30% of the total voting shares is entitled to nominate one (01) candidate; from 30% to less than 50% is entitled to nominate a maximum of two (02) candidates; from 50% or more is entitled to nominate the full number of candidates.

- Nominated candidates must fully meet the standards set forth in Section 2 below.

- In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company in the Internal Regulations

on Corporate Governance and the Operating Regulations of the Board of Supervisors.

2. Standards for candidates for the Board of Supervisors (*pursuant to Clause 1, Article 169 of the Law on Enterprises 59/2020/QH14; Article 286 of Decree No. 155/2020/NĐ-CP*).

Candidates for the Board of Supervisors must fully meet the following standards and conditions:

- Possess full civil act capacity and are not subject to the prohibition on establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the enterprise's business activities;

- Must not be a related person (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 younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological younger sibling, husband's biological younger sibling) of a member of the Board of Directors, the Director or General Director, and other managers;

- Must not be a manager of the Company; is not necessarily a shareholder or employee of the Company;

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

- Must not be a member or employee of an audit organization approved to audit the company's financial statements in the 03 consecutive years prior.

- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

V. ELECTION PRINCIPLES

- Implement in accordance with the provisions of the law and the Company Charter.

- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the voting shares of shareholders attending the meeting.

- For each election, a shareholder delegate may only use one ballot corresponding to the number of shares owned or represented.

- The Vote Counting Committee is nominated by the Presidium and approved by the meeting. Members of the Vote Counting Committee must not be named in the list of nominations and candidacies for the Board of Directors or the Board of Supervisors.

VI. ELECTION METHOD

- The list of candidates for the Board of Directors and the Board of Supervisors is arranged in alphabetical order by name, with the full name written on the ballot.

- Election method: *(Pursuant to Clause 3, Article 148 of the Law on Enterprises 2020)*

- + Implement the cumulative voting method: whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors.

- + Attending delegates have the right to allocate their total votes to one or several candidates.

- + Each shareholder attending the meeting is issued one ballot for the Board of Directors and one ballot for the Board of Supervisors. Upon receiving the ballot, the delegate must check the information recorded on the ballot; if there are any errors, they must immediately notify the Vote Counting Committee.

- + In the event that additional candidates arise on the day of the meeting, the delegate may contact the Vote Counting Committee to request a new ballot and must return the old one (before casting it into the ballot box).

- + How to fill out the Ballot:

- * Delegates vote for a number of candidates equal to the maximum number of members to be elected;

- * If voting by allocating all votes to one candidate or dividing all votes equally among candidates, the delegate marks the “Cumulative voting” box for the corresponding candidates.

- * If voting with an unequal number of votes for each candidate, the delegate clearly writes the number of votes in the “Number of votes” box for the corresponding candidates.

Note: In the event that a delegate marks the “Cumulative voting” box and also enters a quantity in the “Number of votes” box, the result shall be based on the quantity in the “Number of votes” box.

- Election Ballots shall be cast into the ballot box that has been sealed before the vote counting process begins.

- Valid election ballot: is a ballot according to the pre-printed template issued by the organizing committee, bearing the red seal of the Company, without erasures, scraping, corrections, or any content written other than what is prescribed for the ballot.

- The following election ballots shall be considered invalid:

- + Writing other content on the election ballot;

- + Election Ballots not according to the pre-printed template issued by the organizing committee, election ballots without the Company's red seal, or election ballots that have been erased, scraped, corrected, or have content written other than what is prescribed for the election ballot;

- + The number of candidates that the delegate votes for is greater than the number of members to be elected;

- + Election Ballots where the total number of votes for candidates by the delegates is greater than the total number of votes allowed to be cast;

- + Lacking the signature and full name of the attending delegate.

- After the voting concludes, the vote counting shall be conducted under the supervision of the Vote Counting Committee and shareholder representatives (if necessary).

- The Vote Counting Committee shall be responsible for preparing the vote counting minutes, announcing the results, and, together with the Presidium, resolving any inquiries or complaints from shareholders (if any).

- After counting, the election ballots shall be stored in accordance with regulations and opened upon the request of the Company's General Meeting of Shareholders.

VII. PRINCIPLES FOR ELECTION AND SELECTION OF CANDIDATES

- The elected candidates shall be determined based on the number of votes received, in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.

- In the event that two (02) or more candidates receive the same number of votes for the final position, a re-election shall be conducted among the candidates with the tied number of votes.

- If the first round of voting does not yield the required number of members, voting shall continue until the required number of members is elected.

VIII. DOCUMENTATION FOR NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

(Forms have been posted on the website of Ben Tre Water Supply and Sewerage Joint Stock Company at: www.capnuocbentre.vn)

Documentation for candidacy and nomination for the Board of Directors and Board of Supervisors includes:

- Application for candidacy/nomination for the Board of Directors and Board of Supervisors *(as per the form)*.

- Curriculum Vitae *(as per the form)*.

- Certified copies of the following documents: ID Card/Citizen Identity Card/Passport.

- Certificates of educational and professional qualifications *(if any)*.

- Documents confirming the ownership ratio of the shareholder/group of shareholders satisfying the conditions for candidacy and nomination as prescribed by this Regulation.

Persons nominating candidates for the Board of Directors and Board of Supervisors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossiers.

Dossiers shall be sent to Ben Tre Water Supply and Sewerage Joint Stock Company **before 3:00 PM on June 20, 2026**, to the following address:

Ben Tre Water Supply and Sewerage Joint Stock Company

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: (0275) 3825727 Fax: (0275) 3827781

(Contact: Mr. Nguyen Trung Hieu – Phone: 0919.240.240)

The above is the entire regulation on nomination and candidacy for the Board of Directors and Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders./.

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

Recipients:

- GMS;
- Members of the BOD, Board of General Directors, Board of Supervisors;
- Archived: Admin Office, Secretary.

Tran Hung

**BEN TRE WATER SUPPLY
JOINT STOCK COMPANY**

No: /BC-HĐQT

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

Vinh Long, June , 2026

REPORT

Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (6th amended and supplemented version) approved by the General Meeting of Shareholders on June 26, 2021;
- Pursuant to Resolution No. 01/NQ-GMS dated June 27, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the 2025 business operations results and the audited 2025 financial statements;

The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company hereby reports to the 2026 Annual General Meeting of Shareholders on the performance of the Board of Directors in 2025 as follows:

I. General Information

1. Overview

- Company name: Ben Tre Water Supply and Sewerage Joint Stock Company
- Abbreviation: BEWACO
- Stock code: NBT
- Upcom exchange.
- Address: No. 103, Nguyen Hue, An Hoi Ward, Vinh Long Province
- Phone number: (0275) 3825727
- Fax number: (0275) 3827781
- Website: www.capnuocbentre.vn
- Business Registration Certificate: 1300107725
- Charter capital: 294.000.000.000 VND; number of shares: 29.400.000 shares; par value per share is 10.000 VND/share
- Charter capital structure as of December 31, 2025:
 - + State capital: 188.160.000.000 VND, accounting for 64%
 - + Shareholder capital: 105.840.000.000 VND, accounting for 36%.

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2. Business lines

Production and distribution of clean water; Production and trading of bottled drinking water; Civil engineering construction; industrial construction, installation, water supply and drainage for works, technical infrastructure for residential areas and industrial zones; Mechanical processing and products for the water and construction industries; Production and trading of specialized water supply and drainage materials; Repair and calibration of cold water meters; Specialized water supply and drainage construction and installation; Wastewater drainage, dredging, and sewer cleaning; Drainage and wastewater treatment services; Consulting services for design, supervision, and specialized water supply and drainage works; Investment consulting for construction, project management, preparation of techno-economic reports, construction investment project formulation, surveying, design-cost estimation, and supervision of water supply and drainage works.

3. Governance structure

- General Meeting of Shareholders.
- Board of Directors.
- Board of Supervisors.
- General Director.
- The legal representative is the Chairman of the Board of Directors.

II. Activities of the Board of Directors (BoD) in 2025

1. Members and structure of the Board of Directors

The Board of Directors in 2025 consisted of the following members:

No.	Full Name	Position	Voting share ownership ratio
01	Tran Hung	Chairman of the Board of Directors (appointed Chairman of the Board of Directors from January 01, 2023)	Personal ownership: 7.770 (0,026%)
			State capital representative: 14.994.000 (51%) from January 01, 2023.
02	Tran Thanh Binh	Member of the Board of Directors - General Director	Personal ownership: 6.300 (0,021%)
			State capital representative: 3.822.000 (13%) from January 01, 2023

No.	Full Name	Position	Voting share ownership ratio
03	Phan Dinh Tan	Member of the Board of Directors	Representative of major shareholder Hoan Cau Co., Ltd.: 4.410.000 (15%)
04	Phan Thanh Binh	Member of the Board of Directors - Deputy General Director	Personal ownership: 1.365 (0,005%)
05	Nguyen Thy Phuong	Member of the Board of Directors (appointed June 24, 2023)	Representative of major shareholder Thuy Anh Water Supply Sewerage Joint Stock Company: 5.109.510 (17,38%)

2. Management and activities of the Board of Directors

2.1. Board of Directors meetings

- The Board of Directors holds regular quarterly meetings, with extraordinary meetings convened as required. Meeting agendas are prepared thoroughly, are relevant to the Company's business operations, and are conducted in accordance with the procedures stipulated by the Law on Enterprises, the Regulations on the organization and operation of the Board of Directors, and under the supervision of the Company's Board of Supervisors (all matters requiring the Board of Directors' opinion are sent to members of the Board of Supervisors in the same format, content, and timeframe as for members of the Board of Directors).

- From January 01, 2025, to December 31, 2025, the BoD held 11 meetings (including in-person meetings and meetings via email for feedback, discussion, and consensus). The number of members attending the meetings is as follows:

No.	Member of the Board of Directors	Number of meetings attended	Attendance rate	Reason for absence
01	Mr. Tran Hung	11	100%	
02	Mr. Tran Thanh Binh	11	100%	
03	Mr. Phan Dinh Tan	11	100%	
04	Mr. Phan Thanh Binh	11	100%	
05	Ms. Nguyen Thy Phuong	10/11	90,91%	1 absence due to business trip

2.2. Resolutions/Decisions of the BoD

During the year, 16 Resolutions and 334 Decisions were issued by the BoD regarding matters under its authority; the meetings were attended by the Board of Supervisors:

No.	Resolution/Decision Number	Date	Content	Approval rate
01	60/NQ-HĐQT	26/02/2025	Resolution approving the contents of the Board of Directors' meeting dated 26/02/2025	100%
02	61/NQ-HĐQT	24/03/2025	Resolution of the Board of Directors approving the policy on borrowing loans from BIDV Bank	100%
03	62/NQ-HĐQT	09/04/2025	Resolution on adjusting certain production and business plan targets for 2025; liquidation of damaged and unusable assets in 2025	100%
04	63/NQ-HĐQT	29/04/2025	Resolution of the Board of Directors on the final registration date for shareholders eligible to attend the 2025 Annual General Meeting of Shareholders	100%
05	64/NQ-HĐQT	05/06/2025	Resolution on approving the contents of the Board of Directors' meeting for Q1/2025	100%
06	65/NQ-HĐQT	25/06/2025	Resolution on adjusting certain contents in the documents of the 2025 Annual General Meeting of Shareholders	100%
07	66/NQ-HĐQT	22/09/2025	Resolution of the Board of Directors on approving the contents of the Board of Directors' meeting for Q2/2025	100%
08	67/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the policy on borrowing loans to implement the project of the pipeline from Huynh Tan Phat Street to Phong Nam Industrial Park cluster	100%
09	68/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the policy on borrowing loans to implement the project of the water supply pipeline along the road from Rach Mieu Bridge 2	100%
10	69/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the contents of Submission No. 955/TTr-CTN dated 07/10/2025 and Submission No. 959/TTr-CT-CNN dated 08/10/2025	100%
11	70/NQ-HĐQT	03/11/2025	Resolution on finalizing the list of shareholders eligible to attend the 2025 Extraordinary General Meeting of Shareholders	100%
12	71/NQ-HĐQT	12/11/2025	Resolution of the Board of Directors on approving the contents of the Board of Directors' meeting for Q3/2025	100%
13	72/NQ-HĐQT	08/12/2025	Resolution on borrowing loans for investment in the Ham Luong River crossing pipeline project	100%
14	73/NQ-HĐQT	08/12/2025	Resolution of the Board of Directors approving the remuneration plan for the person in charge of corporate governance and the Board Secretary; approving the plan for salaries and remuneration of the Company's management in 2025;	100%

No.	Resolution/Decision Number	Date	Content	Approval rate
			approving the documents of the 2025 Extraordinary General Meeting of Shareholders	
15	74/NQ-HĐQT	08/12/2025	Resolution on changing the time of holding the Extraordinary General Meeting of Shareholders	100%
16	75/NQ-HĐQT	31/12/2025	Resolution of the Board of Directors approving the contents of the meeting dated 30/12/2025	
	334 Decisions on investment approval, budget approval, approval of contractor selection plans, and contractor selection results in basic construction investment and procurement of materials and goods for business operations, etc., under the authority of the Board of Directors and the Chairman of the Board of Directors (table attached)			

2.3. Regarding salaries, remuneration, and bonuses for the BoD, Board of Supervisors, full-time Company managers, and part-time Company managers in 2025

During the year, the remuneration of each member of the BoD and Board of Supervisors, and the salaries of the Chairman of the BoD, General Director, and other managers were paid in full in accordance with the law and the content of Proposal No. /TTr-ĐHĐCĐ. Based on the 2025 business operations results, the Company determined the salaries and remuneration for the Chairman of the BoD, General Director, and other managers to be 3.976.958.080 VND. In which:

+ Actual salary paid: 3.402.958.080 VND.

+ Actual remuneration paid: 574.000.000 VND.

(Details of salaries and remuneration for 2025 are specified in the Proposal submitted to the Meeting for approval)

2.4. Evaluation of the management and activities of the BoD

- The BoD has fully performed its functions and duties according to the Company's Charter and the Regulations on the organization and operation of the BoD in accordance with the law, ensuring the required number of meetings and attendance of BoD and Board of Supervisors members; and supervised the implementation of the Company's business operations.

- Presided over the successful organization of the 2025 Annual General Meeting of Shareholders, and supervised and directed information disclosure with the goal of ensuring transparency and accuracy in accordance with regulations. Closely supervised the implementation of Resolutions of the General Meeting of Shareholders and the key tasks of the Company assigned by the General Meeting of Shareholders.

- Always paid close attention to the Company's business operations, thereby providing timely guidance to support the Board of Management in the Company's activities. In financial matters, always complied with legal regulations, controlled costs

well, enhanced thrift practices, prevented waste, and improved the efficiency of capital usage; ensured the goal of capital preservation and dividend payments for shareholders as set out in the Resolution of the General Meeting of Shareholders. Business operations results are evaluated through quarterly financial statements and financial statements audited by independent auditors on a semi-annual and annual basis.

- Information disclosure on the stock market was conducted in accordance with regulations, ensuring transparency, objectivity, and an accurate reflection of the Company's operational status.

- Supervision of the activities of the General Director and managers at all levels was implemented effectively, ensuring compliance with legal regulations and Resolutions of the Board of Directors.

- Directed the decisive implementation of the Government and Provincial People's Committee's policy on cashless water bill payments.

- Focused on and implemented many solutions to reduce the water loss rate, such as: controlling areas that have been zoned and separated; focusing on implementing projects to repair and upgrade the water supply network; and detecting and repairing pipe bursts... Complied with regulations on ensuring the security and safety of exploited surface water sources; provided clean and hygienic water, contributing to improving the lives of people in the Province.

2.5. Monitoring results regarding the General Director and other executives

The Board of Directors evaluates the implementation of policies, plans, and BoD Resolutions by the General Director and other executives in 2025 as follows:

a. Regarding internal governance:

- The Board of Directors regularly monitors the management of business operations by the General Director and other executives, and collaborates with the Company's Board of Supervisors to oversee the following issues:

- + Compliance with and implementation of the Law on Enterprises, the Company's Charter, and other current legal regulations.

- + Implementation of the Resolution of the Annual General Meeting of Shareholders regarding the 2025 business operations plan targets.

- Strictly implemented legal regulations on information disclosure for large-scale public companies, fulfilled tax obligations as prescribed, and paid full insurance for employees; successfully organized the 2025 Employee Conference and the 2025 Annual General Meeting of Shareholders.

- Through quarterly BoD meetings and upon extraordinary requests, the BoD held direct discussions and required the General Director to report on the management of business operations and the business targets approved by the General Meeting of Shareholders. The General Director also presented difficulties and obstacles arising during the implementation of the business plan and discussed directly with the BoD to

provide timely and effective solutions to successfully complete the assigned business targets.

- The Chairman of the BoD regularly attended briefing meetings organized by the Board of Management on a monthly basis and provided evaluations on business operations results, the implementation of BoD Resolutions and Decisions during the period, and provided directive opinions to supplement the Board of Management's subsequent work program. Through this, the BoD always grasped the business and financial situation of the Company in a timely manner, and was proactive in directing and managing to ensure the requirements for the Company's activities were met.

- As a result in 2025, the Board of Management led the functional departments to achieve and exceed the business operations targets according to the 2025 Annual General Meeting of Shareholders Resolution; ensuring the legitimate rights and interests of shareholders and employees.

b. Regarding organization and policies related to employees:

- Conduct reviews and streamline the organizational structure; implement plans for personnel rotation and reorganization towards specialization to improve the efficiency and capacity of branches and departments; enhance the sense of responsibility and strengthen coordination to effectively carry out assigned tasks.

- The salary and bonus scheme, along with other benefits for employees in the Company, have been researched and advised by the Board of Management and specialized departments in accordance with State regulations; ensuring transparency and fairness in the Company's compensation mechanism, serving as a tool to encourage employees in their work, contributing to improving morale and motivation for employees, and fostering commitment to building the Company's ongoing development.

c. Regarding the results of Business Operations in 2025:

- Ensure safe and continuous water supply, with water quality meeting the standards of the Ministry of Health QCVN 01-1:2024/BYT dated December 31, 2024, and local technical regulations in Ben Tre Province (QCĐP 01:2022/BTr dated October 12, 2022).

- Effectively implement regulations on exploitation and discharge, as well as environmental protection measures in accordance with the Law on Water Resources.

- Accelerate non-cash payments by encouraging customers to pay through collection partners and e-wallets. Maintain collection links with banks and e-wallets. The results of the non-cash payment project for water bills and the cessation of home collection by the end of 2025 reached 89.872/93.340 customers (accounting for 96,32%).

- Based on Resolution No. 01/NQ-ĐHĐCĐ dated June 26, 2025, of the 2025 Annual General Meeting of Shareholders, the Board of Directors directed the Company's Board of Management to strive to complete all business plan targets approved by the General Meeting of Shareholders. According to the audited financial statements, basic Business Operations targets all reached over 100% compared to the 2025 General Meeting of Shareholders Resolution. The Company fulfilled its budget payment

obligations, with key indicators of total revenue increasing by 3,3% and profit after tax increasing by 12,4% compared to the targets set in the Resolution.

d. Regarding water loss prevention:

The Board of Management has focused on directing the implementation of technical solutions for water loss prevention, strengthening the detection of pipe leaks and handling pipe bursts quickly, conducting inspections and monitoring the water loss rate in the inner-city areas of Ben Tre City (old), and maintaining periodic briefing meetings on the prevention of clean water loss and revenue leakage, thereby proposing solutions and sharing experiences to reduce the loss rate for the Ben Tre City area and the entire Company. However, by the end of the year, the Company's overall water loss rate remained 2,74% higher than the planned target.

e. Regarding capital construction investment:

In 2025, capital construction investment was prioritized and effectively implemented by the Board of Management. By the end of 2025, the total value of capital construction investment reached 45,13/90,56 billion VND (reaching 49,8%), contributing to improving pressure, enhancing water quality, developing and expanding more than 86 km of various pipelines in the areas of Ben Tre City (old), Giong Trom District (old), Mo Cay Nam and Mo Cay Bac Districts (old), and Cho Lach District (old), and developing 2.800 new customers.

g. Regarding the Company's financial situation:

- The Board of Directors, in coordination with the Board of Supervisors and independent auditors, inspects and supervises the management of revenue, expenses, assets, and the implementation of accounting practices at the Company strictly and in accordance with legal regulations.

- Some financial indicators are summarized as follows:

No.	Indicator	2024 (million VND)	2025 (million VND)	Comparison 2025/2024	
				Value (million VND)	Ratio (%)
1	Total assets	548.154	528.918	-19.236	96,49
2	Net revenue	242.337	241.934	-403	99,83
3	Net profit from business operations	68.976	62.391	-6.585	90,45
4	Other profit	293	2.918	2.625	995,90
5	Profit before tax	69.269	65.309	-3.960	94,28
6	Profit after tax	57.387	54.020	-3.367	94,13

No.	Indicator	2024 (million VND)	2025 (million VND)	Comparison 2025/2024	
				Value (million VND)	Ratio (%)
7	Dividend payout ratio (during the year)	16%	11% (*)		

(* The 2025 dividend payout ratio will be submitted to the Annual General Meeting of Shareholders for approval)

- As of the end of 2025, the Company's total assets were recorded at 528,918 billion VND, a decrease of 3,51% compared to 2024. In general, the Company's asset structure on December 31, 2025, did not change significantly compared to the same period last year. Profit after tax decreased by 5,87% compared to 2024.

- Financial statements for 2025 were prepared fully and in a timely manner according to regulations, audited, and submitted for information disclosure on the Hanoi Stock Exchange website - CIMS System, the State Securities Commission's information disclosure system, and the Company's website.

h. 2025 Dividend payment:

The 2025 General Meeting of Shareholders Resolution was correctly implemented, ensuring the payment of dividends and 2024 dividends to shareholders on schedule; there were no complaints or lawsuits from the Company's shareholders regarding dividend payments.

i. Conclusion:

The General Director and the Board of Management successfully completed their assigned tasks in 2025, managing and operating the Company in compliance with the Resolutions and Decisions of the Board of Directors, ensuring the Company's operations remain stable, safe, and compliant with legal regulations.

3. Transactions between the company, subsidiaries, and companies controlled by the public company with 50% or more of charter capital with members of the Board of Directors and related persons of those members; transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager.

No transactions, as the Company has no subsidiaries.

4. General assessment of the Company's performance in 2025

In 2025, Ben Tre Water Supply and Sewerage Joint Stock Company continued to face difficulties due to saltwater intrusion, although not as severe or prolonged as in 2024, it still significantly impacted the Company's Business Operations. The Company's Board of Management directed the concentration of all resources on overcoming saltwater intrusion, successfully fulfilling political tasks, implementing effective response solutions, and proactively securing freshwater sources to ensure production and supply of

treated water that meets quality standards, with salinity within permitted limits for production and daily use by citizens and customers in the Company's service area. Thanks to the efforts of management at all levels and all staff and employees, the Company overcame difficulties and completed its assigned political tasks, thereby achieving a 12,4% increase in profit after tax compared to the planned target.

The Company has taken good care of policies for employees, helping them feel secure in their work and contributing to the successful completion of the plan set for 2025.

In addition, the Company has controlled fixed costs such as depreciation, sales, and administrative expenses quite well. During the Company's operations, ensuring the clarity, completeness, and accuracy of revenue and expenses has also been prioritized. This not only helps increase the efficiency of business operations but also ensures professionalism and transparency in the Company's activities.

III. Key focus for the Board of Directors in 2026

Based on the 2026 Business Operations plan, the Company aims for stable and sustainable development and to expand the scale of production and water supply network, determined to meet and exceed the targets and tasks that the General Meeting of Shareholders will vote to approve, while creating a foundation for development in subsequent years. Some key tasks for 2026 are specifically as follows:

1. Focus on directing the implementation of the 2026 Annual General Meeting of Shareholders Resolution. Strengthen governance and regular supervision of the implementation of targets regarding production, costs, revenue, etc., to ensure the completion of targets approved by the 2026 Annual General Meeting of Shareholders, satisfying shareholder interests.

2. Perform the Company's management functions in accordance with the scope, authority, and responsibilities of the Board of Directors as stipulated in the Charter, the Company's Regulations, and current legal provisions.

3. Strengthen coordination with the Board of Supervisors to detect issues early for preventive measures and timely handling, limiting risks in the management of Business Operations, and specifically implementing solutions in the financial sector to maximize the efficiency of capital use and improve financial management capacity to ensure the Company's financial situation is always safe, effective, and growing.

4. Supervise the operational efficiency of the Board of Management; based on the 2026 Business Operations Plan approved at this Meeting, the Company's Board of Management shall lead and direct the development of solutions to implement key tasks in 2026, ensuring the achievement of revenue, profit, and other targets as planned.

-The above is the Report on the performance of the Board of Directors in 2025 and the operational direction of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company in 2026.

Respectfully reported to the General Meeting./.

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

Recipient:

- General Meeting of Shareholders;
- Board of Directors, Board of Supervisors;
- Archives.

Tran Hung

No: /BC-BKS

Vinh Long, June , 2026

**REPORT
ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025 AND
OPERATIONAL PLAN FOR 2026.**

I. Activities of the Board of Supervisors in 2025.

1. Members and organizational structure:

The Board of Supervisors consists of 03 members, including 01 full-time member and 02 part-time members:

- | | |
|--------------------------|--------------------------------|
| - Mr. Le Van Phong : | Head of Board of Supervisors |
| - Mr. Nguyen Dinh Huan : | Member of Board of Supervisors |
| - Ms. Ngo Thi Hong Van : | Member of Board of Supervisors |

2. Meetings of the Board of Supervisors:

The Board of Supervisors organizes periodic meetings in accordance with legal regulations. In 2025, the Board of Supervisors held 2 internal meetings. The meetings were held in person with 100% participation of all Board of Supervisors members.

3. Activities of the Board of Supervisors:

- Supervise the implementation and execution of the General Meeting of Shareholders' Resolutions; monitor compliance with State laws, the Charter, and internal regulations by the Board of Directors and the Board of Management in the management and operation of the Company;
- The Board of Supervisors participates in meetings of the Board of Directors and executive briefings on the Company's production and business activities. Inspect and monitor the implementation of the General Meeting of Shareholders' resolutions by the Board of Directors and the General Director of the Company.
- Financial Statement Control: Supervise the Board of Management in financial operations; inspect and monitor annual financial statements to ensure integrity and accuracy in recording and updating vouchers and accounting books; review the company's economic and labor contracts, etc.; control costs, revenue, and capital utilization in project investment items; appraise financial statements based on the financial statements audited by an independent auditing firm.
- Submit for verification and approval the salary and remuneration fund realized in 2024 and develop the salary and remuneration fund plan for 2025 for management personnel and employees.
- Supervise the company's information disclosure in accordance with the provisions of the Law on Securities, reviewing the transparency of the information disclosure process to ensure the rights of shareholders.

4. Salary and remuneration of the Company's Board of Supervisors.

The salary and remuneration realized in 2025 for the Board of Supervisors were paid according to Resolution No. 81/NQ-HĐQT dated March 26, 2026, of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company regarding the “Unification of the salary and remuneration fund realized in 2025 for Employees, the Board of Management, members of the Board of Directors, and the Board of Supervisors”. Specifically, the salary and remuneration of the Board of Supervisors are as follows:

Salary of the Head of the Board of Supervisors: 502 million VND/year.

Remuneration of Board of Supervisors members (02 people): 162 million VND/year.

II. Inspection and supervision activities of the Board of Supervisors in 2025:

1. Results of the supervision of the Company's financial situation:

- The 2025 financial statements were audited by Viet Values Audit and Consulting Company Limited, which provided the following assessment: “In our opinion, the financial statements present fairly and reasonably, in all material respects, the financial position of Ben Tre Water Supply and Sewerage Joint Stock Company as of December 31, 2025, as well as the results of its business operations and cash flow situation for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the current Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of financial statements.”

- The Board of Supervisors confirms that the financial figures presented in the 2025 financial statements accurately reflect the current financial accounting situation of the Company. The figures regarding the Company's financial situation in 2025 have been verified and agreed upon by the Board of Supervisors as follows:

BALANCE SHEET As of December 31, 2025

Unit: VND

Indicator	Code	Year-end balance	Beginning balance
* <i>Short-term assets</i>	100-BCĐKT	74.061.631.668	93.598.950.656
- Cash and cash equivalents	110-BCĐKT	56.035.028.109	78.282.679.032
- Long-term financial investments	120-BCĐKT	-	-
- Short-term receivables	130-BCĐKT	6.081.149.881	2.150.091.459
- Inventories	140-BCĐKT	10.652.297.460	11.866.755.877
- Other short-term assets	150-BCĐKT	1.293.156.218	1.299.424.288
* <i>Long-term assets</i>	200-BCĐKT	454.856.866.528	454.555.187.750
- Fixed assets	220-BCĐKT	423.921.836.496	425.495.997.002

Indicator	Code	Year-end balance	Beginning balance
- Long-term construction in progress	240-BCĐKT	1.703.273.696	5.987.654.595
- Other long-term assets	260-BCĐKT	29.231.756.336	23.071.536.153
TOTAL ASSETS	270-BCĐKT	528.918.498.196	548.154.138.406
* Liabilities	300-BCĐKT	73.223.599.382	90.532.198.658
- Current liabilities	310-BCĐKT	36.759.181.100	45.056.680.376
- Long-term liabilities	330-BCĐKT	36.464.418.282	45.475.518.282
* Owner's equity	400-BCĐKT	455.694.898.814	457.621.939.748
- Contributed capital	411-BCĐKT	294.000.000.000	294.000.000.000
- Development investment fund	418-BCĐKT	126.664.660.826	111.014.528.469
- Undistributed profit	421-BCĐKT	35.030.237.988	52.607.411.279
TOTAL RESOURCES	440-BCĐKT	528.918.498.196	548.154.138.406

2. Report on production and business results:

INCOME STATEMENT

For the fiscal year ended December 31, 2025

Unit: VND

Indicator	Production and business results for 2025		Comparison
	This year	Last year	%
Total revenue	245.870.143.627	243.060.296.349	101,2
Net revenue from sales and services	241.933.683.240	242.336.803.098	99,8
Cost of goods sold	82.513.763.430	89.509.534.381	92,2
Gross profit from sales and services	159.419.919.810	152.827.268.717	104,3
Financial income	764.022.759	202.454.954	377,4
Financial expenses	5.412.331.994	6.481.983.465	83,5
<i>In which: Interest expense</i>	<i>5.412.331.994</i>	<i>6.481.983.465</i>	<i>83,5</i>
Selling expenses	63.699.288.125	56.039.465.279	113,7
General and administrative expenses	28.680.924.729	21.532.161.686	113,2
Net operating profit	62.391.397.721	68.976.113.241	90,4

Indicator	Production and business results for 2025		Comparison
	This year	Last year	%
Other income	3.172.437.628	521.038.297	-
Other expenses	254.688.654	227.659.809	-
Other profit	2.917.748.974	293.378.488	-
Total profit before tax	65.309.146.695	69.269.491.729	94,3
Corporate income tax expense	11.288.783.324	11.882.080.450	95,0
Profit after corporate income tax	54.020.363.371	57.387.411.279	94,1

The Company's business activities comply with the Law on Enterprises, the Company's Charter, and other legal regulations. Production and business results and accounting data are strictly monitored according to the Law on Accounting, with data recorded fully and in a timely manner. Some indicators regarding production and business results such as revenue and profit in 2025 compared to 2024 are as follows:

- Total revenue target achieved in 2025 was 245.870 million VND, compared to 243.060 million VND in 2024, an increase of 1,2%.
- Profit before tax target achieved in 2025 was 65.309 million VND, compared to 69.269 million VND in 2024, reaching 94,3%.
- Profit after tax target achieved in 2025 was 54.020 million VND, compared to 57.387 million VND in 2024, reaching 94,1%.

3. Some indicators implemented according to the Resolution of the GMS:

Unit: VND

Indicator	2025 Resolution	2025 Actual	% Achievement
Billed water production (m3)	22.450.000	22.968.056	102,3
Loss rate (%)	15	17,74	+2,7
Total revenue	238.000.000.000	245.870.143.627	103,3
Profit before tax	58.000.000.000	65.309.146.695	112,6
Profit after tax	48.000.000.000	54.020.363.371	112,5
Payable to the state budget	-	22.869.038.691	100
New water meter installations (units)	2.500	2.840	113,6
Water meter replacements (units)	18.000	18.662	103,7

The results of implementing some indicators according to the Resolution of the GMS are as follows:

- Billed water production target achieved in 2025 was 22.968.056m³, compared to the 2025 Resolution target of 22.450.000m³, an increase of 2,3%.
- Water loss rate target by the end of 2025 was 17,74%, while the Resolution target was $\leq 15.0\%$, resulting in a performance 2,7% higher than the Resolution target.
- Total revenue target achieved in 2025 was 245.870 million VND, compared to the 238.000 million VND Resolution target, an increase of 3,3%.
- Profit before tax target achieved in 2025 was 65.309 million VND, compared to the 58.000 million VND Resolution target, an increase of 12,6%.
- Profit after tax target achieved in 2025 was 54.020 million VND, compared to the 48.000 million VND Resolution target, an increase of 12,5%.
- Amount payable to the state budget in 2025 was 22.869 million VND, reaching 100%.
- New water meter installations performed during the year were 2.840 units, compared to the 2.500 unit Resolution target, exceeding it by 13,6%.
- Water meter replacements performed during the year were 18.662 units, compared to the 18.000 unit Resolution target, exceeding it by 3,7%.

4. Supervision of basic construction investment and equipment procurement:

- Construction of water supply network projects and works as follows:
 - * Prepare construction permit documentation: water supply pipeline from Huynh Tan Phat Street to Phong Nam Industrial Cluster; water supply pipeline crossing the Ham Luong River.
 - * Acceptance and commissioning of water supply works: Water supply pipeline along Doan Hoang Minh Street; Upgrading the power capacity of the Ba Lai booster station from 250kVA to 630kVA; Installing DN400 cast iron pipes across the frontage road and the entrance to Rach Mieu bridge; Mo Cay District water supply network in 2024; Cho Lach District water supply network in 2024. 5000 m³/day treatment cluster at Phu Tan Water Supply Branch; Installing P250kW pump at Ba Lai raw water pumping station; Renovating, replacing, and upgrading water supply networks in communes and wards in 2025; Renovating the water supply network in Giong Trom District in 2025.
 - * Finalization of completed water supply works: Cho Lach District water supply network system in 2025; Renovating, replacing, and upgrading the Ben Tre city water supply network in 2024 and the water supply pipeline along D1 road of Phong Nam Industrial Cluster in 2025.
- Develop plans for the procurement of assets, materials, and tools for management and production in 2025; carry out procedures to propose the liquidation of unnecessary materials, assets, and tools.

5. Supervision of the company's internal management:

Some management and operational tasks of the Company performed in 2025 are as follows:

- Supervise the inventory of fixed assets, materials, and tools in stock by the end of the year.
- Prepare annual financial statements, disclose information, and provide explanations for realized profits.
- Appraise the salary and remuneration fund realized in 2024 and develop the salary and remuneration fund plan for 2025 for the company's managers and employees.
- Submit to the Owner for approval the profit distribution for 2024 and develop the profit plan for 2025.
- Financial statement audit work: The Company coordinated with the Viet Values Audit unit to conduct the annual financial statement audit; provided records, vouchers, and data as requested and worked with the State Audit Office of Region IX.
- Develop production and business plan targets for 2025 for submission to the Owner and relevant authorities for approval.
- Regarding salinity prevention: Regularly test water samples, manage water quality, and coordinate in the process of receiving clean water from supply partners; coordinate the operation of sluice gates to prevent salinity and store fresh water; periodically report salinity developments to the Steering Committee for Natural Disaster Prevention.
- Water loss reduction work: regularly detect leaks on the water supply network; check data transmitted from loggers to identify and isolate areas with abnormal fluctuations; periodically organize meetings with units and branches to analyze causes in order to reduce the water loss rate.
- Regularly perform maintenance, repair, and servicing of machinery and equipment at plants and water supply branches.
- Regarding customer management: Implement the project on non-cash water bill collection at customers' homes applied from January 01, 2025; actively encourage customers to switch to non-cash payment methods for water bills.

III. Supervision results regarding the Board of Directors, General Director, and other enterprise managers.

1. Activities of the BOD.

- Members of the Board of Directors, the General Director, and management personnel always comply with the rights and duties assigned in accordance with the provisions of the Law, the Company Charter, and the Resolutions of the GMS, ensuring the legitimate interests of the Company and its shareholders.
- The Board of Directors meets quarterly, and extraordinarily when necessary. The content of the meetings mainly focuses on discussing the implementation of GMS Resolutions, executing key production and business performance targets for 2025, proposing the Company's development strategy, short-term and medium-term operational plans, and providing guidance for the General Director to manage the company's activities. Meeting documents are prepared thoroughly, and the time and location are strictly in accordance with the meeting invitation.

- Organize the 2025 Annual General Meeting of Shareholders and complete post-meeting procedures, issuing Resolutions to approve the 2025 plans passed by the GMS.
- Execute the payment of the second dividend installment for 2024 to shareholders according to the GMS resolution; Advance the first dividend installment for 2025.
- Carry out procedures to nominate personnel for the Board of Directors and the Board of Supervisors for the 2025-2030 term and prepare for the Extraordinary General Meeting of Shareholders.
- Report on the evaluation of performance results, enterprise classification, and representative classification for 2024; the enterprise achieved a Class A rating and the state capital representative was evaluated as having excellently fulfilled their duties.

2. Activities of the General Director and other executives.

- The General Director, with a spirit of responsibility, integrity, and caution, has closely followed, complied with, and promptly implemented the Resolutions of the General Meeting of Shareholders, as well as the Resolutions and Decisions of the Board of Directors, successfully managing the Company's operations in a stable manner. Briefing meetings are maintained regularly with full attendance; meeting content focuses on resolving difficulties in management and operations, providing solutions, and reaching conclusions immediately during the meetings.
- Organize and implement the application of information technology in management and operations effectively.
- Employee benefits and rights are ensured, such as: arranging the workforce within the Company in accordance with the health and qualifications of the employees. Implementing regimes and policies fully and in accordance with regulations, such as: paying social insurance, paying salaries and bonuses promptly and fully; welfare regimes are always maintained, and employees have stable employment.

3. Results of the evaluation of coordination between the Board of Supervisors and the Board of Directors, the General Director, and shareholders.

- The Board of Supervisors monitors the production and business activities and the financial situation of the Company, and supervises the organization and implementation of the content of the Board of Directors' Resolutions. Tasks required to be implemented according to the Board of Directors' Resolutions have been fully executed by the General Director in compliance with current regulations.
- The Board of Supervisors attends meetings of the Board of Directors and briefing meetings of the General Director, and is provided with full information regarding the Resolutions and Decisions of the Board of Directors and the General Director. The Board of Directors and the General Director support and create favorable conditions for the Board of Supervisors to complete its tasks. Opinions from the Board of Supervisors are always responded to fully and promptly by the Board of Directors and the General Director.

- Coordinate with the Board of Directors and the General Director in developing the Company's regulations to serve as a legal basis for the management and operation of production and business.

4. Evaluation report on transactions between the Company and members of the Board of Directors, the General Director, and related persons:

The Board of Supervisors regularly monitors and updates the list of major shareholders, members of the Board of Directors, members of the Board of Supervisors, the General Director, the Chief Accountant, and related persons in accordance with regulations. In 2025, no transactions subject to reporting requirements occurred.

IV. Conclusions and recommendations of the Board of Supervisors.

- The Company's production and business activities comply with the Law on Enterprises, the Company Charter, and relevant regulations. Financial statements are prepared in accordance with Vietnamese Accounting Standards and audited in accordance with current regulations.
- Regarding financial management: it is transparent, clear, and records and reflects the Company's production and business activities truthfully. The production and business results of Ben Tre Water Supply and Sewerage Joint Stock Company in 2025 were effective, and the management and organization of production and business by the Board of Management have earned the trust of shareholders.

V. Operational plan of the Board of Supervisors for 2026:

Based on the Company's production and business plan, the Board of Supervisors proposes the operational plan for 2026 as follows:

- Perform tasks according to the duties and powers of the Board of Supervisors;
- Participate in the Company's briefing meetings and Board of Directors meetings when notified;
- Supervise activities at the Company regarding the implementation of the 2026 Annual GMS Resolution. Supervise compliance with the provisions of the law, the Company Charter, and the status of implementation of Resolutions and Decisions of the Chairman of the Board of Directors and the General Director related to production and business activities;
- Inspect and monitor the business, financial, and investment aspects of the Company in 2026. Inspect the legality, integrity, and level of caution in the management and operation of production and business, in accounting organization and financial statement preparation; coordinate with inspection and audit teams when requested; supervise year-end inventory;
- Monitor, inspect, and supervise the implementation and handling of recommendations from inspection teams and state management agencies; Review feedback from the General Director, shareholders, and employees of the Company;
- Inspect and supervise quarterly and annual financial statements; the status of capital utilization and capital preservation of the Company.

The above is the report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026, respectfully submitted to the GMS.

Thank you very much to the shareholders for attending the Meeting.

Recipient:

- Board of Directors;
- Company shareholders;
- Archived: Admin, Accounting.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF BOARD**

No.: /BC-ĐHĐCĐ

Vĩnh Long, June , 2026

REPORT
2025 Production and Business Results and
Directions and tasks for production and business in 2026

I. 2025 Production and Business Results

In implementation of the General Meeting of Shareholders (GMS) Resolution regarding the directions and tasks for 2025, the Board of Management has, from the beginning of the year, led the organization and implementation of all tasks based on the review and assessment of 2024 production and business results, while setting out policies and solutions to successfully achieve the 2025 production and business targets. Despite the opportunities, difficulties, and challenges faced in 2025, the Company's production and business performance remained stable, with all key indicators meeting or exceeding the set plan, specifically as follows:

1. Key production and business indicators achieved (based on the 2025 audited financial statements):

No.	Indicator	Unit	2024 Actual	2025			Comparison 2025/2024 (%)
				Plan	Actual	% Actual/Plan	
I	Production indicators						
1	Produced water volume	m ³	27.821.430	26.411.765	27.921.191	105,71%	100,36%
2	Consumed water volume	m ³	22.939.605	22.450.000	22.968.056	102,31%	100,12%
3	Non-revenue water rate	%	17,55	15,00	17,74	118,26%	101,10%
4	New water meter installation	units	2.722	2.500	2.840	113,60%	104,34%
5	Water meter replacement	units	17.675	18.000	18.662	103,68%	105,58%

No.	Indicator	Unit	2024 Actual	2025			Comparison 2025/2024 (%)
				Plan	Actual	% Actual/Plan	
II	Financial indicators						
1	Total revenue	million VND	243.060	238.000	245.870	103,31%	101,16%
2	Profit before tax	million VND	69.269	58.000	65.309	112,60%	94,28%
3	Profit after tax	million VND	57.387	48.000	54.020	112,54%	94,13%
4	Budget contribution	million VND	47.027	42.814	53.673	125,36%	114,13%
	- State capital dividend payment		22.579	20.698	30.106	145,45%	133,34%
	- Tax and fee payments		24.448	22.116	23.567	106,56%	96,40%
5	Dividend payout ratio/Charter capital	%	16	10	11 (*)	110,00%	68,75%

(* The 2025 dividend payout ratio will be submitted to the Annual General Meeting of Shareholders for approval)

2. Status and results of investment project implementation:

- In 2025, capital construction investment was effectively directed and managed by the management board. Projects carried over from 2024 were completed, along with capital construction projects planned for 2025 as approved by the GMS. During implementation, to meet actual needs and achieve production and business goals, the Board of Management submitted additional projects to the Board of Directors for approval, which were urgently required to respond to saline intrusion and expand the water supply service area.

- By the end of 2025, 27 out of 34 projects were completed with a total capital construction investment value of 45,13 billion VND out of 90,56 billion VND (reaching 49,8%), contributing to alleviating pressure, improving water quality, and expanding over 86 km of various pipelines in the areas of Ben Tre City (former), Giong Trom District (former), Mo Cay Nam District, Mo Cay Bac District (former), and Cho Lach District

(former). An additional 2,800 new customers were added, helping the Company meet and exceed the targets set for 2025.

3. Professional and management activities:

- Tracked, monitored, and reported on the saline intrusion situation in early 2025 as requested by authorities; coordinated with provincial departments and professional agencies to carry out saline intrusion prevention in accordance with provincial directives. The Company regulated freshwater sources through a system of salinity-prevention dams and coordinated the installation and operation of pump boats to source water with the lowest salinity for clean water production for Ben Tre City and the districts of Chau Thanh, Giong Trom, Mo Cay Nam, and Mo Cay Bac. By the end of the 2024-2025 dry season, the Company had fulfilled its political tasks, implemented effective saline intrusion response solutions, secured freshwater sources for production, and provided treated water that met quality standards with salinity levels within permitted limits, ensuring water needs for production and daily life for residents in the service area.

- Managed the production and supply of water to ensure safety and continuity; maintained periodic briefings on non-revenue water (NRW) prevention; directed the implementation of technical solutions for NRW prevention, such as increasing pipe leak detection and monitoring NRW rates, striving to reduce the overall NRW rate for the Company according to the set plan. Despite implementing numerous solutions and increasing efforts to detect and quickly repair pipe leaks across the network, the Company's total NRW rate by the end of 2025 was 17,74%, an undesirable increase of 2,74% compared to the plan and 0,19% compared to the end of 2024.

- Completed the year-end inventory for 2024, approved by the Inventory Council; developed the production and business plan, asset and material procurement plan, and capital construction investment plan for 2025; executed procedures to submit these to the Board of Directors and the 2025 Annual General Meeting of Shareholders for approval as a basis for implementation; developed financial indicator plans based on the 2025 production, business, and capital construction investment plans; and allocated production and business targets to subordinate entities as a basis for implementation in 2025.

- Reviewed and disbursed 2024 bonuses for employees; determined and submitted for approval the salary and remuneration fund for 2024; contacted consultants to coordinate the development of the 2025 labor, salary, and remuneration plan; and submitted the 2024 profit distribution and the 2025 profit distribution plan.

- Prepared quarterly and annual financial statements for 2025, ensuring timely disclosure and explanation as required; successfully organized the 2025 Employee Conference; prepared the 2024 Annual Report, successfully organized the 2024 Annual General Meeting of Shareholders, and completed post-meeting information disclosure requirements. Paid the 2024 dividend (16%) to shareholders in two installments (the first

installment was a 5% advance, and the second was an 11% payment according to the 2025 Annual GMS Resolution).

- Led the implementation of a cashless payment scheme for water bills and discontinued home collection. At the beginning of 2025, the Company stopped collecting water payments at customers' homes across all service areas. By the end of 2025, the rate of customers using cashless payments reached 89.872 out of 93.340 customers (accounting for 96,32%).

4. Leadership in social and union activities:

- Political security and social order within the Company were ensured; fire prevention and fighting, as well as security and confidentiality, were regularly prioritized, with no incidents of safety breaches, labor accidents, or traffic accidents affecting the Company's production and business operations. A healthy and safe working environment was maintained, ensuring security and order, and upholding the status of a Cultural Unit.

- Launched and implemented labor and production emulation movements for the Company's development goals; strengthened financial and asset management; practiced thrift and anti-corruption/wastefulness; and encouraged technical innovations that bring practical efficiency to the Company. Effectively implemented gratitude policies, cared for policy-beneficiary families and contributors during holidays and the Lunar New Year; and prioritized the improvement of the material and spiritual lives of employees, creating favorable conditions and arranging labor reasonably to maximize productivity.

- Coordinated the organization of the 2025 Employee Conference on schedule; effectively implemented administrative reform in business operations; improved the work style, attitude, and sense of responsibility of staff and employees.

- Provided leadership and created favorable conditions for union organizations to operate stably and in accordance with working regulations. By the end of 2025, the Trade Union and the Youth Union were rated as having successfully completed their tasks.

II. General Assessment

1. Strengths:

- The Board of Management was proactive and flexible in developing and implementing production and business plans, cared for the material and spiritual lives of employees, and actively contributed to social welfare and other activities; proactively coordinated the implementation of political tasks from the beginning of the year according to the plan and the proposed production and business development orientation; and directed the concentration of all resources on saline intrusion mitigation, proactively developing plans and excellently completing saline intrusion response tasks, ensuring freshwater sources during the 2025 dry season.

- The Company fulfilled its tax obligations and paid insurance in full for employees; produced and supplied safe, high-quality clean water; implemented construction projects for water supply network renovation and expansion according to the capital construction

investment plan; and met or exceeded the key production and business targets set for 2025.

- The activities of union organizations were prioritized, with practical emulation movements launched within the unit; the Company cared for and supported union members, youth, and workers, improved the material and spiritual lives of employees, and effectively implemented social welfare policies; all union organizations performed well or better. Coordinated the organization of safe, joyful, and economical spring and Tet celebrations; and effectively implemented social welfare policies.

2. Limitations:

- The Company's NRW rate has not been well managed and has not been reduced according to the set plan. The cause is that the Company's water supply network has been formed over many years, with many old pipelines and cast iron/steel fittings affected by annual saline intrusion, along with urban expansion and road/alley widening in recent years, which has increased the number of pipe leaks. During the annual dry season, low water pressure occurs at the end of the network, requiring increased pressure, which is also a cause of increased system loss that requires long-term remediation. Some departments, staff, and employees remain limited and passive in the field of NRW prevention.

III. Directions and tasks for production and business in 2026

- In 2026, the Company's leadership will focus on leading and organizing the implementation of several key tasks as follows:

1. Key production and business indicators:

No.	Indicator Name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
1	Produced tap water volume	m3	27.921.191	27.561.330	98,71
2	Billed tap water volume	m3	22.968.056	23.427.000	102
3	Total revenue	million VND	245.870	249.200	101,36
	- Tap water revenue	million VND	240.316	245.100	102
	- Revenue from other activities	million VND	5.554	4.100	73,82
4	Budget contribution	million VND	53.673	50.543	94,17
	- State capital dividend payment	million VND	30.106	20.698	
	- Tax and fee payments	million VND	23.567	29.845	
5	Profit before tax	million VND	65.309	55.700	85,29

No.	Indicator Name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
6	Profit after tax	million VND	54.020	46.100	85,34
7	Charter capital	million VND	294.000	294.000	
8	Total capital construction investment	million VND	45.133	66.070	146,23
9	Other indicators				
9.1	<i>Average total employees</i>	<i>People</i>	272	272	
9.2	<i>Water meter replacement</i>	<i>units</i>	18.662	21.400	114,67
9.3	<i>New water meter installation</i>	<i>units</i>	2.840	2.000	70,42
9.4	<i>Non-revenue water rate</i>	<i>%</i>	17,74	15	-2,74%
9.5	<i>Outstanding collection rate</i>	<i>%</i>	0,1	0,1	
9.6	<i>Average salary/person/month</i>	<i>million VND</i>	10,5	11,7	111,42
9.7	<i>Annual dividend payout ratio on charter capital</i>	<i>%</i>	11	10	

(These indicators will be voted on and approved by the General Meeting of Shareholders in the Proposal on the 2026 Production and Business Plan).

2. Capital construction investment activities:

- Continue implementing the safe water supply plan, focusing on urgently completing key projects carried over from late 2025 for acceptance and finalization in the first and second quarters of 2026. Manage capital effectively to ensure the timely completion of projects specified in the 2026 capital construction investment plan, aiming to renovate and expand the water supply network, upgrade water plants, and enhance network pressure in service areas to meet the increasing water demand of customers.

- Invest in and expand the water supply network; strive to increase the rate of rural residents using clean water to 87,2% and urban residents to 91%.

3. Professional and management tasks:

- Lead stable production and business activities, fulfilling the targets and plans assigned by the Owner and those approved by the General Meeting of Shareholders.

- Continue to proactively develop climate change response plans, especially regarding saline intrusion during the dry season. Lead the effective implementation of saline intrusion response solutions for the 2025-2026 dry season, ensuring that water with salinity exceeding standards is not supplied to customers; maintain a plan to ensure security and safety for water sources at all Company plants.

- Continue to complete environmental licensing procedures at plants and branches as required; coordinate with local authorities to relocate water supply pipes in a timely

manner to ensure the progress of road and alley expansion according to the local rural transport development plans and projects.

- Focus all resources on implementing solutions to reduce the non-revenue water (NRW) rate, striving for a company-wide NRW rate of $\leq 15\%$ by the end of 2026.

- Comply with current State regulations regarding capital construction investment, procurement, and management of the Company's assets and materials; effectively organize the procurement of assets and materials to promptly meet the production and business needs of the entity.

- Execute procedures to cease the operations of the Construction and Installation Enterprise; develop a plan to adjust the Company's clean water prices in accordance with Circular 45/2024/TT-BTC dated July 01, 2024, of the Ministry of Finance on general pricing methods for State-priced goods and services, and Circular 145/2025/TT-BTC dated December 31, 2025, of the Ministry of Finance providing guidance on specific contents when applying general pricing methods for State-priced goods and services in clean water pricing; submit to relevant Departments, agencies, and the Provincial People's Committee for review and approval.

- Continue to implement the cashless payment plan for water bills, stop collecting water payments at customers' homes, and actively encourage customers to pay via banks and payment collection applications to increase the rate of cashless transactions.

- Strengthen the application of digital transformation in production and business activities; deploy and effectively use new customer management software; monitor and supervise enterprise management implementation according to ISO 9001:2015 standards.

- Develop salary scales for employees based on work performance; fully implement policies and benefits for employees, ensuring all conditions for employees to stabilize their lives, feel secure in their work, and maintain a long-term commitment to the enterprise.

4. Other tasks:

- Launch patriotic emulation movements; promote competition to increase labor productivity, and encourage initiatives and technical improvements for selection and application in production and business to save the entity's resources. Respond to and effectively organize the practice of thrift and anti-waste movements launched by all levels.

- Lead the dissemination and education of staff, party members, and employees to strictly comply with Labor Laws, internal rules, and regulations of the entity, and adhere to legal regulations on traffic order and safety; focus on building an enterprise that meets standards for security, order, and culture.

- Create all favorable conditions for the Trade Union and Youth Union to operate optimally and in accordance with their respective Charters to leverage collective strength and contribute to the excellent completion of the Company's tasks. Strive for all union organizations to achieve a rating of 'successfully completed tasks' or higher each year.

The above is the report on the 2025 production and business results and the directions and tasks for 2026. Respectfully submitted to the General Meeting./.

Recipients:

- General Meeting of Shareholders;
- Board of Supervisors;
- Company shareholders;
- Archives.

GENERAL DIRECTOR

No.: /TTr-ĐHCD

Vinh Long, June ..., 2026

PROPOSAL
Regarding the approval of the audited financial statements for 2025

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

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

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

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited Financial Statements for 2025, audited by Viet Values Audit and Consulting Company Limited on March 27, 2026, with the following details:

- The audited Financial Statements for 2025 (summary version) are attached to the Meeting materials.

- The full audited Financial Statements for 2025 are published on the Company's (Website at: www.capnuocbentre.vn).

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- As above;
- Company's Website;
- Archived at
Administration
Department, Company
Secretary.

Tran Hung

No.: /TTr-ĐHCĐ

Vinh Long, June ..., 2026

PROPOSAL
**Regarding the approval of the 2025 profit distribution plan and
the 2026 profit distribution plan**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

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

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

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to the audited Financial Statements for 2025 of Ben Tre Water Supply and Sewerage Joint Stock Company and the Company's business production plan targets for 2026;

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

1. Profit Distribution for 2025:

No.	Description	Amount (VND)
1	Profit after tax:	53.630.237.988
1.1	Profit after tax for 2025	54.020.363.371
1.2	Reduction in 2024 profit after tax according to the State Audit	(390.125.383)
2	Distribution of profit after tax:	53.630.237.988

No.	Description	Amount (VND)
2.1	Dividend payment (11%)	32.340.000.000
2.2	Appropriation to Bonus and Welfare Fund (equivalent to 3 months of actual salary in 2025), including:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Bonus Fund (60%)	5.384.020.752
	+ <i>Reward Fund for Managers</i>	510.443.712
	+ <i>Reward Fund for Employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of Dividend Payment for 2025:**

- The dividend payment ratio for 2025 is 11%. An interim dividend of 5% was advanced in January 2026, and the remaining 6% will be paid with the following details:

+ Record date: 13/7/2026.

+ Dividend payment date: 29/7/2026.

+ For deposited securities: shareholders shall receive dividends through the Depository Members where their securities accounts are maintained.

+ For undeposited securities: shareholders shall receive dividends at the Accounting and Finance Department of Ben Tre Water Supply and Sewerage Joint Stock Company.

- Authorizing the General Director to carry out all necessary procedures for dividend payment to shareholders in accordance with regulations.

2. Profit Distribution Plan for 2026:

No.	Description	Amount (VND)
1	Profit after tax:	46.100.000.000
2	Distribution of profit after tax:	46.100.000.000
2.1	Dividend distribution (10%)	29.400.000.000
2.2	Appropriation to Reward and Welfare Fund (equivalent to 3 months of planned salary in 2026 ×	8.400.000.000

No.	Description	Amount (VND)
	planned profit after tax for 2026 / actual profit after tax for 2025), including:	
	- Welfare Fund (40%)	3.360.000.000
	- Reward Fund (60%)	5.040.000.000
	+ <i>Reward Fund for Managers</i>	478.000.000
	+ <i>Reward Fund for Employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archive Document
Department, Accounting.

Tran Hung

No.: /TTr-ĐHCĐ

Vinh Long, June ..., 2026

PROPOSAL

**Regarding the Approval of the Supplementation and Adjustment to the Plan
for Procurement of Assets, Materials and Capital Construction Investment
in 2025**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 66/NQ-HĐQT dated September 22, 2025 of the Board of Directors regarding the approval of the contents of the meeting held on September 22, 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementation and adjustment to the plan for procurement of materials, assets, and capital construction investment in 2025 as follows:

1. Capital Construction Investment:

- The capital construction investment plan for 2025: VND 94.867.000.000.
- Additional and adjusted funding for projects: VND 4.410.000.000.
- Total capital construction investment plan for 2025 after supplementation and adjustment: VND **99.277.000.000 đồng** (*In words: Ninety-nine billion, two hundred seventy-seven million Dong*).

(Attached with the detailed list of supplemented projects in Appendix 1)

2. Procurement of Assets and Materials:

- The procurement plan for assets and materials in 2025: VND 41.259.058.300.
- Additional procurement expenses for assets and materials arising outside the 2025 procurement plan of affiliated units: VND 2.186.456.074.

(Attached with the detailed list of supplemented assets and materials in Appendix 2).

- Total procurement plan for assets and materials in 2025 after supplementation and adjustment: VND **43.445.514.374** *(In words: Forty-three billion, four hundred forty-five million, five hundred fourteen thousand, three hundred seventy-four Dong).*

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archived at Administration
Department, Company Secretary.

Tran Hung

Appendix 1: Capital Construction Investment Plan for 2025 (Supplemented)

No.	Project	Total Investment Value (VND billion)
1	Project: Renovation of the Water Supply Network in Giong Trom District in 2025	0,6
2	Project: Renovation of the Water Supply Network in Wards and Communes of Vinh Long in 2025	1,5
3	Project: Domestic Wastewater Treatment System of Son Dong Water Plant	0,11
4	Project: Installation of Sluice Gate at Tam Duong Dam	0,1
5	Project: Installation of Pumps at Chet Say Booster Pumping Station in 2025	2,1
Total:		4,41

(In words: Four billion four hundred forty-one million Vietnamese dong).

**Appendix 2: Procurement Plan for Materials and Assets in 2025
(Supplemented)**

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
1	Welding and cleaning of generator radiator at Son Dong Water Plant	Time	1	40.000.000	40.000.000	Son Dong Water Plant
2	Repair of 132kW inverter at An Hiep Water Plant	Package	1	32.000.000	32.000.000	An Hiep Water Plant
3	Purchase of electrical cables for generator connection at Luong Quoi Water Plant	Meter (m)	100	634.500	63.450.000	Luong Quoi Water Plant
4	Rental of generator for 3 months for Luong Quoi Water Plant	Quarter	1	100.000.000	100.000.000	Luong Quoi Water Plant
5	Purchase of 18.5kW horizontal centrifugal pump for Luong Quoi Water Plant	Set	1	74.000.000	74.000.000	Luong Quoi Water Plant
6	Transportation of raw water by barge in 2025 for Cho Lach	m3	4800	20.000	96.000.000	Cho Lach Industrial Water Supply Branch
7	Purchase of 2 units of 3HP pumps for Luong Quoi Water Plant	Piece	2	7.000.000	14.000.000	Luong Quoi Water Plant
8	Replacement of Logger circuit board (2GT - 1PT)p	Set	3	12.000.000	36.000.000	Giong Trom and Phu Tan Branches
9	5,000-liter plastic water tanks for saline intrusion prevention in Giong Trom	Piece	8	8.500.000	68.000.000	Giong Trom Branch
10	5,000-liter plastic water tanks for saline intrusion prevention in Giong Trom	Piece	6	8.500.000	51.000.000	Giong Trom Branch
11	Repair of generator turbocharger at Son Dong	Time	1	47.400.000	47.400.000	Son Dong Water Plant

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
12	Repair of 22kW pump at Luong Quoi	Piece	1	21.000.000	21.000.000	Luong Quoi Water Plant
13	Water transportation for Mo Cay	Month	1	48.250.000	48.250.000	Mo Cay Branch
14	Soft starter for 45kW air blower pump at Son Dong	Piece	1	70.000.000	70.000.000	Son Dong Water Plant
15	DN100mm electromagnetic flow meter (battery-powered) - Siemens	Set	1	71.720.000	71.720.000	Standby
16	DN150 electromagnetic flow meter (battery-powered) - Siemens	Set	1	79.067.000	79.067.000	Phu Tan Branch
17	DN100 electromagnetic flow meter (battery-powered) - Aigner	Set	1	71.000.000	71.000.000	Phu Tan Branch
18	DN50mm electromagnetic flow meter (battery-powered, Modbus) - Siemens	Set	1	70.070.000	70.070.000	Network Management & Repair Team (Long Thanh and Hung Phong Islets)
19	PP elbow D25x27 RN	Piece	50	52.000	2.600.000	Serving water supply network repairs
20	D20 water meter - Class 2, calibrated	Piece	5	1.164.000	5.820.000	“
21	uPVC pipe D27 x 1.9 x 4	Meter (m)	4.401	12.152	53.480.952	“
22	Brass ball valve D27	Piece	6	102.000	612.000	“
23	uPVC pipe D42 x 2.2 x 4	Meter (m)	80	23.863	1.909.040	“
24	uPVC pipe D60 x 2.5 x 4	Meter (m)	1.603	37.046	59.384.738	“
25	uPVC coupling D27	Piece	3.000	3.136	9.408.000	“
26	uPVC threaded coupling D27 RT	Piece	640	3.400	2.176.000	“
27	uPVC tee D60	Piece	161	34.398	5.538.078	“
28	uPVC coupling D60	Piece	1.000	16.954	16.954.000	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
29	uPVC male threaded coupling D60 RN	Piece	302	13.300	4.016.600	“
30	uPVC female threaded coupling D60 RT	Piece	200	16.400	3.280.000	“
31	PP coupling D25	Piece	1.400	62.000	86.800.000	“
32	PP coupling D32	Piece	60	86.000	5.160.000	“
33	PP male threaded coupling D32x34 RN	Piece	70	50.000	3.500.000	“
34	PP female threaded coupling D25x27 RT	Piece	250	45.000	11.250.000	“
35	PP tee D25	Piece	420	113.000	47.460.000	“
36	Stainless steel reducer D60x27	Piece	50	120.000	6.000.000	“
37	Stainless steel threaded connector D27	Piece	51	30.000	1.530.000	“
38	Stainless steel threaded connector D60	Piece	31	120.000	3.720.000	“
39	uPVC pipe D114 x 5 x 6 (J)	Meter (m)	148	143.772	21.278.256	“
40	uPVC pipe D21 x 1.7 x 4	Meter (m)	200	8.624	1.724.800	“
41	uPVC pipe D34 x 2.1 x 4	Meter (m)	210	17.052	3.580.920	“
42	uPVC pipe D90 x 3 x 4	Meter (m)	100	68.208	6.820.800	“
43	uPVC valve D60	Piece	155	98.000	15.190.000	“
44	uPVC union connector D60	Piece	50	59.000	2.950.000	“
45	HDPE pipe D180 x 10.7 x 6	Meter (m)	120	379.358	45.522.960	“
46	HDPE pipe D160 x 9.5 x 6	Meter (m)	220	300.880	66.193.600	“
47	Brass check valve D60	Piece	15	700.000	10.500.000	“
48	Brass valve D49	Piece	10	485.000	4.850.000	“
49	PP reducing tee D32x25		50	176.000	8.800.000	“
50	Cast iron coupling DN150 (OD160 HDPE connection)	Piece	10	2.200.000	22.000.000	“
51	Filter sand for Cho Lach	tons	7	1.850.000	12.950.000	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
52	Filter sand for Son Dong Water Plant	tons	15	1.850.000	27.750.000	“
53	Cast iron valve D63 EE	Piece	30	1.050.000	31.500.000	“
54	Cast iron reducer DN150x100 BB	Piece	2	1.268.000	2.536.000	“
55	Cast iron tee D150x150x150 - FFB (OD160 connection)	Piece	2	3.023.000	6.046.000	“
56	Cast iron tee DN150x150x150 - BBB	Piece	4	3.023.000	12.092.000	“
57	Cast iron elbow DN150 x 45 degrees	Piece	1	1.857.000	1.857.000	“
58	Cast iron butterfly valve DN150	Piece	1	3.083.000	3.083.000	“
59	Cast iron gate valve DN100-BB	Piece	7	2.787.000	19.509.000	“
60	Cast iron gate valve DN150-BB	Piece	4	4.935.000	19.740.000	“
61	Cast iron butterfly valve DN250	Piece	1	6.993.000	6.993.000	“
62	Pressure reducing valve DN100 (My Thanh Bridge)	Piece	1	66.795.000	66.795.000	“
63	Cast iron coupling DN80 (OD90 connection)	Piece	4	889.000	3.556.000	“
64	Cast iron saddle clamp DN400x60 (OD429 connection)	Piece	1	2.821.000	2.821.000	“
65	Cast iron tee DN150x150x100 - FFB (OD168 connection)	Piece	2	2.908.000	5.816.000	“
66	Cast iron tee DN100x100x100 - BBB	Piece	1	1.542.000	1.542.000	“
67	Cast iron flange adaptor DN150 - BF (OD168 connection)	Piece	2	1.454.000	2.908.000	“
68	Sensor device (business division)	Piece	19	1.844.600	35.047.400	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
69	Cast iron coupling DN300 (OD326 x 335 connection)	Piece	3	6.637.800	19.913.400	“
70	Chlorine dosing machine	Piece	1	23.500.000	23.500.000	An Hiep Water Plant
71	F1 estimation software (Giong Trom Branch)	Set	1	4.200.000	4.200.000	Procurement of office equipment as requested by affiliated units
72	Installation of 300W solar floodlights for Son Dong - An Hiep Water Plant	Set	2	2.700.000	5.400.000	“
73	Installation of 300W electric floodlights for Son Dong - An Hiep Water Plant	Set	4	4.300.000	17.200.000	“
74	Installation of 300W electric floodlights for Phu Tan Branch	Set	3	4.300.000	12.900.000	“
75	Installation of 30W floodlights for Phu Tan Branch	Set	3	800.000	2.400.000	“
76	Purchase of Asus webcam (Network Management & Repair Team, Mo Cay Branch)	Piece	2	880.000	1.760.000	“
77	Installation of camera at Thanh Trieu temporary dam	Set	1	5.032.500	5.032.500	“
78	Replacement of air conditioners at warehouse (1st floor), Accounting Department and Company Hall	Set	2	23.790.000	47.580.000	“
79	Replacement of air conditioner in Deputy General Director Phan Thanh Binh's office	Set	1	15.740.000	15.740.000	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
80	Replacement of laptop battery (Chief Accountant)	Set	1	950.000	950.000	“
81	Filing cabinet for the Board of Directors	Piece	1	6.786.000	6.786.000	“
82	Removal and replacement of toilet bowls in the Company Office restroom	Piece	7	3.167.441	22.172.087	“
83	Installation of bidet spray	Piece	7	166.849	1.167.943	“
84	Installation of document shelves for the Technical Department		1	15.495.000	15.495.000	“
85	Repair of signboards at the Head Office and branches	Time	1	23.430.000	23.430.000	“
86	Replacement of air conditioner in the General Director's office	Piece	1	23.790.000	23.790.000	“
87	Replacement of air conditioner for the 5,000m ³ treatment cluster control cabinet	Piece	2	29.590.000	59.180.000	“
88	Exhaust fan with airflow control for Phu Tan Branch	Set	1	14.850.000	14.850.000	“
89	Toshiba Inverter refrigerator 336 liters for Giong Trom Branch	Piece	1	7.500.000	7.500.000	“
Total:					2.186.456.074	

(In words: Two billion one hundred eighty-six million four hundred fifty-six thousand seventy-four Vietnamese dong).

No.: /TTr-ĐHCD

Vinh Long, June ..., 2026

PROPOSAL
Regarding the approval of the production and business plan for 2026

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

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

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

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 business and production plan as follows:

No.	Indicator	Unit	Plan for 2026
I	Production and business indicators		
1	Water production volume	m ³	27.561.330
2	Billed water volume	m ³	23.427.000
3	Total revenue	Million VND	249.200
4	Total expenses	Million VND	193.500
5	Profit before tax	Million VND	55.700

No.	Indicator	Unit	Plan for 2026
6	Profit after tax	Million VND	46.100
7	State budget contribution	Million VND	50.543
7.1	<i>Dividend payment for state capital portion</i>	<i>Million VND</i>	<i>20.698</i>
7.2	<i>Taxes and fees payable</i>	<i>Million VND</i>	<i>29.845</i>
8	Dividend payout ratio on charter capital during the year	%	10%
9	Charter capital	Million VND	294.000
II	Plans supporting production and business activities in 2026		
1	Procurement plan for assets and materials	Million VND	41.678
2	Basic construction investment plan	Million VND	66.070

(Attached to the 2026 business and production plan)

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archived at
Administration
Department, Company
Secretary.

Tran Hung

No: /CTN-KHTH

Vinh Long, June , 2026

PLAN
2026 PRODUCTION AND BUSINESS PLAN

I. STATUS AND RESULTS OF 2025 PRODUCTION AND BUSINESS

The saltwater intrusion in early 2025 occurred early; although not as severe as in 2024, it still affected the raw water source received at the water plants. The Company proactively developed a response plan and organized the implementation of tasks according to the set schedule to ensure a supply of fresh water for customers in the service area. The Company regulated the fresh water source through a system of saltwater prevention sluice gates and coordinated the installation and operation of pump boats to obtain water with the lowest salinity for clean water production to supply the Ben Tre city area and the districts of Chau Thanh, Giong Trom, Mo Cay Nam, and Mo Cay Bac.

During the dry and saline months, the water demand of the population increased, causing system overloads and localized water shortages at the end of the water supply network in areas of Giong Trom district, Ben Tre city, and several communes in Mo Cay Nam and Mo Cay Bac districts. The Company continued to purchase clean water from Mỏ Cày Water Supply Co., Ltd. via a 50mm master meter to supplement pressure for the areas of Định Thủy and Phước Hiệp communes in Mo Cay Nam district; rented water trucks to fill storage tanks to improve pressure for areas in Giong Trom district, Sơn Phú and Phước Long communes (adjacent to the old Ben Tre city), Định Thủy commune (old Mo Cay Nam district), and Tân Thành Bình and Phước Mỹ Trung communes (old Mo Cay Bac district). By the end of the 2024-2025 dry season, the Company had completed its political mission, implemented effective drought and salinity response solutions, proactively secured fresh water sources to ensure production, and provided treated water that met quality standards with salinity not exceeding permitted limits, thereby meeting the water usage needs for production and daily life of the people in the service area.

Along with drought and salinity response efforts, the work of preventing clean water loss and revenue leakage is always a top priority. With the determination to reduce the overall water loss rate for the Company, the Management Board maintains periodic briefing meetings on preventing clean water loss and revenue leakage to propose solutions, share experiences, and direct subordinate units to pay attention to implementing technical solutions for water loss prevention, strengthening the detection of pipe bursts, and monitoring the water loss rate, striving to reduce the loss rate for the entire Company according to the set plan. Although many solutions have been implemented and the detection and rapid handling of pipe bursts across the network have been strengthened, the result by the end of 2025 was an overall Company water loss rate of 17.74%, an unwanted increase of 2.74% compared to the set plan and an increase of 0.19% compared to the end of 2024.

In 2025, basic construction investment was prioritized and effectively directed by the Management Board. By the end of 2025, the total value of basic construction investment reached 45.13/90.56 Billion VND (reaching 49.8%), contributing to improving pressure, enhancing water quality, developing and expanding over 86 km of various types of pipelines in the areas of Ben Tre city (old), Giong Trom district (old), Mo Cay Nam and Mo Cay Bac districts (old), and Cho Lach district (old), and developing 2,800 additional new customers, helping the Company meet and exceed the targets set in the 2025 plan.

The results of the 2025 production and business plan implementation are as follows:

NO.	Target Name	UOM	2024 Actual	2025 Year			Rate compared to the same period in 2024 (%)
				Plan	Actual	Rate compared to 2025 Plan (%)	
1	Produced machine water volume	m3	27,821,430	26,411,765	27,921,191	105.71	100.36
2	Recorded machine water volume	m3	22,939,605	22,450,000	22,968,056	102.31	100.12
3	Total Revenue	Million VND	243,060	238,000	245,870	103.31	101.16
	- Machine water revenue	Million VND	240,360	235,200	240,316	102.18	99.98
	- Revenue from other activities	Million VND	2,700	2,800	5,554	198.36	205.70
4	Budget payment	Million VND	47,027	42,814	53,673	125.36	114.13
	- Payment of dividends on state capital	Million VND	22,579	20,698	30,106	145.45	133.34
	- Payment of various taxes and fees	Million VND	24,448	22,116	23,567	106.56	96.40
5	Total cost	Million VND	173,791	180,000	180,561	100.31	103.90
6	Profit before tax	Million VND	69,269	58,000	65,309	112.60	94.28
7	Profit after tax	Million VND	57,387	48,000	54,020	112.54	94.13
8	Charter capital	Million VND	294,000	294,000	294,000		
9	Other indicators						
9.1	Average total number of employees	People	281	281	272	96.80	
9.2	Replacing water meters	Unit	17,675	18,000	18,662	103.68	105.58
9.3	Installing new water meters	unit	2,722	2,500	2,840	113.60	104.34
9.4	Water loss rate	%	17.55	≤15	17.74	+2.74	+0.19
9.5	Collection rate	%	0.05	≤ 0.1	0.1		
9.6	Average salary/person/month	Million VND	8.7	11	10.5	95.45	120.69

NO.	Target Name	UOM	2024 Actual	2025 Year			Rate compared to the same period in 2024 (%)
				Plan	Actual	Rate compared to 2025 Plan (%)	
9.7	<i>Annual dividend payout ratio on charter capital</i>	%	12	10	11		

II. TASKS AND TARGETS FOR 2026

1. 2026 Situation Forecast:

2026 is the first year of implementing the stable new provincial model, with the socio-economic situation basically remaining stable; production and business activities are gradually recovering and developing; and people's lives continue to be improved. This is also an important year for Vinh Long province in promoting socio-economic development in a sustainable direction, responding to climate change and environmental challenges. Saltwater intrusion continues to be a major risk, directly affecting agricultural production, domestic water sources, and the lives of the people, especially in the riverine areas and areas belonging to the old Ben Tre after the merger. Risk management, investment in irrigation infrastructure, and the application of climate change adaptation solutions are the determining factors for the province's socio-economic stability in the 2025 - 2030 period.

The 2025-2026 dry season is forecasted to continue to have a trend of saltwater intrusion at a level equivalent to the 2024-2025 dry season, with impacts felt from the beginning of 2026 and peaking in March and April 2026. Although not as severe as in record years like 2015-2016 or 2019-2020, the developments could be complex, leading to water shortages and deep saltwater intrusion into the fields, affecting the water sources for the production of water plants and the domestic needs of the people in the Company's service area as well as the local socio-economic development.

The Provincial Party Committee and the People's Committee of Vinh Long province have paid attention to directing branches, levels, agencies, units, and localities to define the task of preventing drought and saltwater intrusion as a key mission, focusing on mobilizing resources and implementing it with the highest political determination, proactively implementing water supply solutions, and not allowing water shortages for daily life and production that would affect the health and lives of the people.

Ben Tre Water Supply and Sewerage Joint Stock Company is determined to complete its political mission in drought and salinity response, ensure the supply of clean water that meets quality standards to meet the production and domestic needs of customers in the service area; complete and exceed the set plan targets; and focus on developing a high-quality water supply system, affirming its social responsibility and contributing to the sustainable development of the province.

2. Task Orientation for 2026:

In 2026, Ben Tre Water Supply and Sewerage Joint Stock Company will continue to stabilize production and business activities, improve corporate governance efficiency, and gradually implement sustainable development goals. Based on the results of the 2025

tasks and the development orientation for the 2025-2030 term, the Company will focus on the following key tasks:

- Continue to proactively develop plans to respond to climate change, especially the developments of saltwater intrusion during the dry season. Lead the effective implementation of drought and salinity response solutions for the 2025-2026 dry season, ensuring that water with salinity exceeding the standards is not supplied to customers; have plans to ensure security and safety for water sources at all of the Company's plants.

- Lead stable production and business activities, completing the targets and plans assigned by the Owner and the targets approved by the General Meeting of Shareholders.

- Continue to implement the safe water supply plan, focusing on urgently completing key projects left over from the end of 2025 for final settlement in the first and second quarters of 2026. Manage capital effectively to complete on schedule the projects specifically mentioned in the 2026 basic construction investment plan in order to renovate and expand the water supply network, renovate and upgrade water plants, and strengthen pressure on the water supply network in areas within the service region to meet the increasingly high water usage needs of customers.

- Implement investment and expansion of the water supply network; strive to increase the rate of people using clean water in rural areas to 87.2% and in urban areas to 91%.

- Continue to complete the procedures for applying for environmental permits at plants and branches as prescribed; coordinate with localities to have plans to relocate water supply pipes in a timely manner to ensure the progress of road and alley expansion according to the plans and rural traffic construction schemes of each locality.

- Focus all resources on implementing solutions to reduce the water loss rate, striving for an overall Company water loss rate of $\leq 15\%$ by the end of 2026.

- Comply with current State regulations on basic construction investment, procurement, and management of the Company's assets and materials; implement the effective organization of asset and material procurement to meet the timely usage needs of the unit's production and business.

- Submit to the Departments and Sectors for consideration the clean water pricing plan, including retail and wholesale prices, and advise on submitting to the Provincial People's Committee to adjust the unit price for clean water consumption of the Company according to Circular 145/2025/TT-BTC dated December 31, 2025, on guiding specific contents when applying the general pricing method for goods and services priced by the State in clean water pricing.

- Continue to implement the plan for cashless payment for water bills, stop collecting water bills at customers' homes, and actively encourage customers to pay water bills via banks and collection support applications to increase the cashless payment rate to 100%.

- Strengthen the application of digital transformation to production and business activities; deploy and use the new customer management software effectively; monitor and supervise the implementation of corporate management according to ISO 9001:2015 standards.

- Build a salary scale for employees based on work performance; fully implement policies and regimes for employees, ensuring all conditions for employees to stabilize their lives, be secure in their work, and have long-term commitment to the enterprise.

- Lead the propaganda and education of staff, party members, and employees to strictly comply with the Labor Law, the unit's internal rules and regulations, and the provisions of the law on order and traffic safety; focus on building an enterprise that meets the standards of security, order, and culture.

3. 2026 Plan Targets:

Based on the results achieved in 2025, Ben Tre Water Supply and Sewerage Joint Stock Company builds the production and business plan targets as a basis for implementation in 2026 as follows:

No.	Indicator name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
1	Produced tap water volume	m3	27,921,191	27,561,330	98.71
2	Billed tap water volume	m3	22,968,056	23,427,000	102.00
3	Total revenue	Million VND	245,870	249,200	101.35
	- Tap water revenue	Million VND	240,316	245,100	
	- Revenue from other activities	Million VND	5,554	4,100	
4	Budget contribution	Million VND	53,673	50,543	94.17
	- State capital dividend payment	Million VND	30,106	20,698	
	- Taxes and fees	Million VND	23,567	29,845	
5	Total expenses	Million VND	180,561	193,500	107.17
6	Profit before tax	Million VND	65,309	55,700	85.29
7	Profit after tax	Million VND	54,020	46,100	85.34
8	Charter capital	Million VND	294,000	294,000	
9	Other indicators				
9.1	Average total headcount	People	272	272	
9.2	Water meter replacement	unit	18,662	21,400	114.67
9.3	New water meter installation	unit	2,840	2,000	70.42
9.4	Water loss rate	%	17.74	15	Decrease 2.74
9.5	Collection rate	%	0.1	0.1	

No.	Indicator name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
9.6	<i>Average salary/person/month</i>	<i>Million VND</i>	10.5	11.7	
9.7	<i>Annual dividend payout ratio on charter capital</i>	%	11	10	

4. Capital sources used for production and business activities in 2026:

The capital source for the procurement of assets, materials, and basic construction investment in 2026 is 107.77 Billion VND, including the implementation of:

- Basic construction investment plan: 66.07 Billion VND.
- Asset and material procurement plan: 41.7 Billion VND.

III. IMPLEMENTATION SOLUTIONS

1. Focus on ensuring safe and stable water supply and improving customer service quality:

The Company continues to implement synchronous solutions to ensure the safe and continuous supply of clean water to people and organizations in the managed area; strengthen water quality control from production to distribution, fully complying with current technical regulations and standards. At the same time, focus on improving customer service quality, improving the process of receiving and resolving feedback and recommendations, and gradually increasing the satisfaction level of water-using customers.

Improve the company's website, perform customer care services well, and manage the hotline well to receive and handle customer feedback information. Strengthen contact and dialogue with customers, and resolve cases of weak water pressure on the network immediately. Apply and use effectively the software developed by the Company related to incident management on the water supply network and data management for data loggers.

Deploy new customer management software; continue to promote the implementation of the cashless payment scheme for water bills and stop collecting water bills at customers' homes.

2. Accelerate investment in renovation, upgrading, and development of the water supply system:

Focus investment resources on key projects to renovate and upgrade the water supply network, increase the capacity of water plants, and ensure stable pressure and water quality, especially in areas with high water demand. Investment is carried out with focus and key points, consistent with the ability to balance capital, ensuring economic-technical efficiency and long-term sustainability.

Proactively build a detailed financial plan, strictly balancing capital usage needs to ensure production and business activities; advise on the implementation of commercial loan procedures to invest in basic construction projects; use capital for the right purposes,

proactively and flexibly balance loans from credit institutions; and manage receivables and payables well to avoid the situation of capital loss for the enterprise.

3. Strengthen solutions to reduce the water loss rate; ensure sustainability:

Determining that water loss reduction is a continuous task with significant importance for production and business efficiency, the Company continues to implement technical, management, and investment solutions simultaneously, such as: replacing and renovating old and degraded pipelines; installing and repairing new water meters; applying technology in monitoring and leak detection; and raising the responsibility of subordinate units in managing the water supply network. Strive to maintain and gradually reduce the water loss rate according to the set plan.

Regularly inspect to detect cases of water usage fraud; propose strict handling of cases of violations of water supply contracts; and implement zoning and network separation in areas with high loss rates to inspect, monitor, and propose remediation solutions.

Develop a specific quarterly water loss prevention plan and report implementation results; build a water supply network renovation plan for each stage and implement it effectively; regularly update the management diagram of the water supply network across all service areas managed by the Company; build a coordination plan with the people in protecting the Company's pipeline network assets; strengthen responsibility in duty and incident handling, ensuring rapid and timely detection and repair when notified by the people; and maintain the organization of briefing meetings on clean water loss and revenue leakage prevention and summarize and reward the work of clean water loss and revenue leakage prevention.

4. Improve corporate governance efficiency and resource usage:

Focus on improving the efficiency of financial management, asset management, and material management; implement procurement and investment in accordance with the law and internal regulations, ensuring savings and preventing loss and waste.

Strengthen the application of information technology and management software in production and business management, technical management, and customer management to improve labor productivity and the unit's operational efficiency.

5. Strengthen quality management in clean water production, proactively respond to climate change, drought, and saltwater intrusion:

Faced with increasingly complex climate change developments, the Company continues to proactively develop and implement plans to respond to drought and saltwater intrusion; invest in and prepare necessary materials, equipment, and chemicals to ensure the maintenance of safe and stable water production operations in all situations, contributing to ensuring social security and serving the local socio-economic development.

Manage and operate production plants well, ensuring the regulation of water pressure pumped into the network according to the coordination plan for plant operations; implement the periodic maintenance and upkeep of machinery and equipment effectively; regularly inspect occupational safety and hygiene work at plants; provide full safety

equipment for operation and chemical leakage; and provide surveillance cameras and data transmission equipment.

Implement waste collection and treatment to reach environmental standards before discharge; strictly comply with the provisions of the law on exploitation and discharge, and environmental protection measures according to the Law on Water Resources.

Strengthen inspection and strict protection of water sources at extraction locations; proactively propose measures to address causes of water source pollution; regularly monitor and supervise raw water quality through data collected from raw water quality monitoring equipment at the Cai Co raw water pumping station, the new Ba Lai Bridge, and Son Dong Water Plant; and test and control the quality of raw and treated water to ensure compliance with standards prescribed by the Ministry of Health.

Strengthen inspection and supervision of clean water production quotas to suit reality; implement solutions to reduce electricity consumption quotas as well as raw materials and chemicals used for water treatment to save costs for the Company, and apply information technology to production process management.

6. Human resource development and corporate culture building:

Build a training plan in 2026 according to the requirements of subordinate units and the general tasks of the Company.

Pay attention to training and fostering to improve professional qualifications, skills, and the sense of responsibility of the team of staff and employees; build a team with enough capacity to meet the management and operation requirements in the new stage. At the same time, continue to build a disciplined and professional working environment, promoting the spirit of solidarity and responsibility, contributing to the good completion of the 2026 production and business goals.

Continue to review, arrange, and effectively use the Company's existing number of employees; organize strict monitoring of the implementation of the issued internal rules and regulations; and have a plan to fully and effectively implement the enterprise's legal work.

Ensure the full implementation of all legitimate rights, while creating better conditions and working environments for employees, and building and implementing a corporate culture.

Research legal provisions on labor management, wages, remuneration, and bonuses in state-owned enterprises to advise on rebuilding the salary scale and salary fund for the Management Board and employees.

Inspect the implementation of quality management according to ISO 9001:2015 standards for subordinate units.

IV. IMPLEMENTATION ORGANIZATION

Regarding the 2026 drought and salinity response work, subordinate units must actively coordinate with each other to complete the tasks assigned by the General Director and perform necessary work according to the Company's Plan and the 2025-2026 dry season saltwater intrusion prevention and response plan.

Assign the Planning – General Department to base on the targets of the 2026 production and business plan to propose the allocation of production and business targets as a basis for subordinate units to implement; prepare a monthly implementation plan and report the implementation results at the regular monthly briefing meeting.

Assign tasks to the Heads of units to timely identify the development situation of the area or other influences affecting the Company's production and business plan in order to have advice and proposals to the Company's General Director to adjust plans to suit the actual situation, or seize new opportunities that bring profit to the Company; proactively fix pipe burst incidents on the water supply network in the assigned management area to limit water loss, and strive to reduce the water loss rate according to the assigned targets, contributing to reducing the overall water loss for the entire Company.

Assign the Water Loss Prevention Department to propose practical solutions, coordinate with branches to control the water loss rate in areas, and reduce the overall Company water loss rate to meet the plan ($\leq 15\%$) by the end of 2026.

Assign Branches to proactively inspect and re-evaluate the quality of the water supply system in each area and have directions to propose effective operation management and pressure regulation to reduce the water loss rate in the assigned management area.

Assign the Accounting - Finance Department to base on the targets set in this plan to build a financial plan and a 2026 profit distribution plan as a basis for implementation. At the same time, proactively advise the General Director to decide on the reasonable allocation of capital for production and business activities. Besides that, it is necessary to strengthen the inspection and control of the financial situation and regularly update changes in accounting regimes to handle them according to regulations.

Assign the Technical Department and Construction Consulting Enterprise to focus on completing the design work for basic construction projects according to the set plan and implement related procedures to complete the 2026 basic construction investment plan; proactively contact leaders in localities and areas within the plan to invest in expanding the branch pipeline network to sign water supply service area agreements, avoiding overlapping investments with other units that do not bring efficiency to the Company. Proactively contact and apply for construction permits for renovation, repair, and expansion of the water supply network before selecting contractors or implementing them themselves;

Based on the assigned specific targets and the above tasks, it is requested that the Heads of the Company's subordinate units have the responsibility to build detailed monthly and quarterly plans for their units and deploy them to all employees in the unit to grasp and implement. At the same time, they must regularly inspect, supervise, direct employees to implement, remove obstacles, evaluate, and report the results of the implementation of assigned tasks to the Company's General Director.

The 2026 production and business plan is built based on the development needs and the actual situation of the Company. Relevant departments coordinate to advise on the implementation of procedures to submit for approval to the Board of Directors and the 2026 Annual General Meeting of Shareholders as a basis for implementation. During the

implementation process, if there are difficulties or obstacles, units must report promptly to the Company's General Director for unified direction and resolution./.

Receipt:

GENERAL DIRECTOR

- Chairman of the Board of Directors (report);
- Board of General Directors (direction);
- Head of the Board of Supervisors (monitoring);
- Subordinate units (implementation);
- HC Filing.

No.: /TTr-ĐHCĐ

Vinh Long, June ..., 2026

PROPOSAL

**Regarding the approval of the salary and remuneration plan of the
company's managers and the actual salary and remuneration of the
company's managers in 2025**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Official Letter No. 6329/UBND-NC dated 13 November 2025 of the People's Committee of Vinh Long Province regarding comments on the planned salary and remuneration for 2025 of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 73/NQ-HĐQT dated 08 December 2025 of the Board of Directors approving the contents of the meeting held on 08 December 2025;

- Pursuant to Resolution No. 81/NQ-HĐQT dated 26 March 2026 of the Board of Directors;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the salary and remuneration plan of the Company's managers and the actual salary and remuneration of the Company's managers in 2025 as follows:

No.	Position	Numb er of perso ns	Plan for 2025		Actual for 2025	
			Salary/Re muneratio n (VND/pers on/month)	Amount (VND/year)	Salary/Rem uneration (VND/perso n/month))	Amount (VND/year)
I. Salary				3.026.322.391		3.402.958.080

No.	Position	Number of persons	Plan for 2025		Actual for 2025	
			Salary/Remuneration (VND/person/month)	Amount (VND/year)	Salary/Remuneration (VND/person/month)	Amount (VND/year)
1	Chairman of the Board of Directors	1	41.915.643	502.987.716	50.298.771	603.585.252
2	Head of the Board of Supervisors	1	34.929.703	419.156.436	41.915.643	502.987.716
3	General Director	1	48.734.137	584.809.644	53.185.773	638.229.276
4	Deputy General Director	2	43.464.524	1.043.148.576	47.434.806	1.138.435.344
5	Chief Accountant	1	39.685.001	476.220.019	43.310.041	519.720.492
II. Remuneration				594.000.000		574.000.000
1	Member of the Board of Directors representing state capital	1	6.750.000	81.000.000	6.750.000	81.000.000
2	Member of the Board of Directors not representing state capital	3	6.750.000	243.000.000	6.750.000	243.000.000
3	Non-executive member of the Board of Supervisors	2	6.750.000	162.000.000	6.750.000	162.000.000

No.	Position	Number of persons	Plan for 2025		Actual for 2025	
			Salary/Remuneration (VND/person/month)	Amount (VND/year)	Salary/Remuneration (VND/person/month)	Amount (VND/year)
4	Person in charge of corporate governance	1	5.000.000	60.000.000	5.000.000	60.000.000
5	Company Secretary	1	4.000.000	48.000.000	4.000.000	28.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- *As above;*
- *Filed: Admin Office, BoD Office.*

Tran Hung

**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /TTr-ĐHCĐ

Vinh Long, June 2026

PROPOSAL
Regarding the approval of the salary and remuneration plan for the
Company's managers in 2026

To.: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam, Term XIV;

- Pursuant to the Law on Amendments and Supplements to several articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, passed by the National Assembly of the Socialist Republic of Vietnam, Term XV;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 86/NQ-HĐQT dated June 04, 2026 of the Company's Board of Directors;

The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the salary and remuneration plan for the Company's managers in 2026 as follows:

No.	Position	Numb er of Perso ns	2026 Plan	
			Salary/Remunera tion Rate (VND/person/mont h)	Amount (VND/year)
I. Salary				4.690.860.000
1	Chairman of the Board of Directors	1	74.000.000	888.000.000
2	Head of the Board of Supervisors	1	62.737.200	752.846.400
3	General Director	1	70.781.000	849.372.000
4	Deputy General Director	2	62.737.200	1.505.692.800
5	Chief Accountant	1	57.912.400	694.948.800
II. Remuneration				654.000.000

No.	Position	Number of Persons	2026 Plan	
			Salary/Remuneration Rate (VND/person/month)	Amount (VND/year)
1	Member of the Board of Directors representing state capital	1	8.000.000	96.000.000
2	Member of the Board of Directors not representing state capital	3	8.000.000	288.000.000
3	Non-executive Member of the Board of Supervisors	2	6.750.000	162.000.000
4	Person in charge of Corporate Governance	1	5.000.000	60.000.000
5	Company Secretary	1	4.000.000	48.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Thank you very much./.

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

Recipients:

- As above;
- Archived: Clerical Dept, Meeting Docs.

Tran Hung

No.: /TTr-ĐHCĐ

Vinh Long, June ..., 2026

PROPOSAL

Regarding the selection of the audit firm for the 2026 financial statements

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (amended and supplemented for the 6th time) approved by the General Meeting of Shareholders on 26 June 2021;

- Pursuant to Circular No. 183/2013/TT-BTC dated 04 December 2013 of the Ministry of Finance on independent audit for public interest entities;

To ensure that the operations of Ben Tre Water Supply and Sewerage Joint Stock Company comply with current legal regulations, the Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the selection of the audit firm for the Company's 2026 financial statements with the following contents:

1. Criteria for selecting an independent audit firm

- The audit firm must be reputable, independent, and fully qualified in accordance with legal regulations, and approved by the Ministry of Finance and the State Securities Commission to audit issuers, listed companies, and securities business organizations;

- The firm must have a team of highly qualified experts and auditors with many years of experience in auditing financial statements in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime;

- The firm must be capable of meeting requirements on audit quality and timeline in accordance with regulations of the State Securities Commission and relevant laws;

- The audit fee must be reasonable and appropriate to the scope, content, and schedule of the audit as required by Ben Tre Water Supply and Sewerage Joint Stock Company.

2. Current status of financial statement audit at Ben Tre Water Supply and Sewerage Joint Stock Company in recent years

- In recent years, Chuan Viet Auditing and Consulting Company Limited has performed the audit of financial statements at Ben Tre Water Supply and Sewerage Joint Stock Company (BEWACO), always coordinating effectively and mobilizing

sufficient personnel to complete the work on schedule as required, thereby helping BEWACO disclose information and organize the Annual General Meeting of Shareholders in accordance with the prescribed timeline.

- Regarding service quality, the financial statement audit services have consistently received high evaluations. Despite the relatively large workload, the audit service fees of Viet Values Audit and Consulting Company Limited.

3. Proposal of the Board of Supervisors

Based on the selection criteria as well as the current status of financial statement audits at BEWACO in recent years, and upon the proposal of the Management Board, the Board of Supervisors considers that the independent audit firm qualified to provide financial statement audit services for BEWACO in 2026 is:

- Viet Values Audit and Consulting Company Limited.
- Tax code: 0315762788.
- Address: 2nd Floor, No. 33 Phan Van Khoe Street, Cho Lon Ward, Ho Chi Minh City

This audit firm is included in the list of audit firms approved by the State Securities Commission to audit public interest entities in 2026. The above audit firm is fully independent of BEWACO and independent of BEWACO's management and executive personnel.

The Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the above-mentioned list of independent audit firms and authorizes the Board of Directors to organize and implement the selection in accordance with legal regulations.

Respectfully submitted./.

Recipients:

- As above;
- Company's website;
- Filed: Admin Office, Board of Supervisors.

**ON BEHALF OF THE BOARD
OF SUPERVISORS
HEAD OF THE BOARD**

Le Van Phong

No.: /TTr-ĐHCD

Vinh Long, June ..., 2026

PROPOSAL

Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

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

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Decision No. 3431/QĐ-UBND dated 31 December 2025 and Decision No. 3432/QĐ-UBND dated 31 December 2025 regarding the re-appointment of State capital representatives at Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Official Letter No. 5648/UBND-NC dated 05 May 2026 of the People's Committee of Vinh Long Province regarding comments on personnel of Ben Tre Water Supply and Sewerage Joint Stock Company;

Pursuant to the minutes of the shareholders' group meeting of Hoan Cau Company Limited and Thuy Anh Water Supply Joint Stock Company regarding the nomination of candidates for election to the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025–2030 term;

- Pursuant to the applications for self-nomination and nomination of candidates;

The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following matters:

I. Approval of the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term (due to expiration of the term), including:

1. Dismissal of members of the Board of Directors for the 2020–2025 term:

- Mr. Tran Hung – Chairman of the Board of Directors.
- Mr. Tran Thanh Binh – Member of the Board of Directors, General Director of the Company.
- Mr. Phan Thanh Binh – Member of the Board of Directors, Deputy General Director of the Company.
- Mr. Phan Dinh Tan – Member of the Board of Directors.
- Ms. Nguyen Thy Phuong – Member of the Board of Directors.

2. Dismissal of members of the Board of Supervisors for the 2020–2025 term:

- Mr. Le Van Phong – Head of the Board of Supervisors.
- Mr. Nguyen Dinh Huan – Member of the Board of Supervisors.
- Ms. Ngo Thi Hong Van – Member of the Board of Supervisors.

II. Approval of the election of members of the Board of Directors and the Board of Supervisors of the Company for the 2025–2030 term, as follows:

1. Board of Directors:

- Number of members: 05 persons.
- Term: 2025–2030 (05 years).
- Maximum number of candidates: Not limited.
- Criteria for candidates for the Board of Directors (in accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP)

2. Board of Supervisors:

- Number of Supervisors: 03 persons
- Term: 2025–2030 (05 years)
- Maximum number of candidates: Not limited.
- Criteria for candidates for the Board of Supervisors (in accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP).

Other matters related to the election of members of the Board of Directors and the Board of Supervisors shall be implemented in accordance with the regulations on nomination, self-nomination, and election of members of the Board of Directors and the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

3. Approval of the list of candidates:

a. Candidates for the Board of Directors:

No.	Full name
1	Tran Hung
2	Tran Thanh Binh
3	Phan Thanh Binh
4	Phan Dinh Tan
5	Nguyen Thy Phuong

b. Candidates for the Board of Supervisors:

No.	Full name
1	Le Van Phong
2	Pham Phi Hong
3	Tran Thi Bao Tram

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Filed: AGM documents

Tran Hung

No.: /TTr-ĐHCD

Vinh Long, June ..., 2026

PROPOSAL

**Regarding the amendment and supplementation of the Company's Charter,
the Internal Corporate Governance Regulations, the Regulations on the
Operation of the Board of Directors, and the Regulations on the Operation
of the Board of Supervisors**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;
- Pursuant to Resolution No. 71/NQ-HĐQT dated 12 November 2025 of the Board of Directors approving the contents of the meeting held on 12 November 2025;

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

- To amend, supplement, and promulgate the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors in accordance with the Law on Enterprises No. 59/2020/QH14, the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15, and the actual

situation of the Company; replacing the Charter and internal regulations (6th amended version) issued on 26 June 2021.

- Shareholders may refer to the full details of the proposed amendments to the Company's Charter and internal regulations compared to the versions approved and issued on 26 June 2021 in the documents of the **2026 Annual General Meeting of Shareholders**, published on the Company's website (www.capnuocbentre.vn).

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Filed: AGM documents

Tran Hung

Vinh Long, June , 2026

QUESTIONNAIRE
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder/Representative:

Owner/Authorized Representative shares of Ben Tre
Water Supply and Sewerage Joint Stock Company.

Beside the reports and proposals of the 2026 Annual General Meeting of
Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company already
published on the website www.capnuocbentre.vn, I have the following additional
comments/opinions:

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SHAREHOLDER OR REPRESENTATIVE
(Sign, full name)

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

VOTING CODE:

• • • •

**VOTING BALLOT
Content of Proposals**

Full name of Shareholder/Authorized representative: ...

Total number of represented voting ballots: ... voting ballots

Content	Voting		
	Agree	Disagree	Abstain
1. Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Report 2025 Production and Business Results and Directions and tasks for production and business in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Proposal Regarding the approval of the audited financial statements for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Proposal Regarding the approval of the production and business plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Proposal Regarding the selection of the audit firm for the 2026 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11- Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12- Proposal Regarding the amendment and supplementation of the Company's Charter, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Notes:

- Shareholders vote by marking an X in the chosen box (☒).
- In case a shareholder changes their opinion, circle the previously chosen box ☐ (⊗) and mark an X in the new chosen box (☒)
- In case a shareholder re-selects the circled box, shade that circled box (●).
- Shareholders are only allowed to choose 1 voting option for each content.

Vinh Long, June 2026

**SHAREHOLDER/AUTHORIZED
PERSON**

(Signature and full name)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

REGISTRATION FORM
For Attending / Authorizing Attendance
at the 2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

To: The Organizing Committee of the 2026 Annual General Meeting
of Ben Tre Water Supply and Sewerage Joint Stock Company.

Shareholder Name:

BRC/CID No.: Date of Issue: Place of Issue:

Address:

Phone: Email:

Currently owns: shares of Ben Tre Water Supply and
Sewerage Joint Stock Company.

Pursuant to the Company's Notice of Meeting, I / our company hereby confirm as
follows (agree to attend or authorize):

☐ Agree to attend the Meeting

☐ Authorize the following Mr./Ms. to attend:

Mr./Ms.

BRC/CID No.: Date of Issue: Place of Issue:

Address:

Phone: Email:

To represent me/us at the 2026 Annual General Meeting of Shareholders of Ben Tre
Water Supply and Sewerage Joint Stock Company to vote on matters within the authority
of the General Meeting of Shareholders with voting shares corresponding to the number of
shares represented.

I/We take full legal responsibility for this authorization and commit not to make any
future complaints.

This authorization form is only valid during the 2026 Annual General Meeting of
Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company on June 26,
2026.

Sincerely./.

**AUTHORIZED
REPRESENTATIVE**
(Signature, full name and seal, if any)

Vinh Long, date month year 2026
AUTHORIZING PARTY / PRINCIPAL
(Signature, full name and seal, if any)

BEN TRE WATER SUPPLY AND
SEWERAGE JOINT STOCK
COMPANY
**GENERAL MEETING OF
SHAREHOLDERS
ANNUAL 2026**

No: /BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Vinh Long, June , 2026

MINUTES
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

- Business name: Ben Tre Water Supply and Sewerage Joint Stock Company
- Head office address: No. 103, Nguyen Hue Street, An Hoi Ward, Vinh Long Province
- Time and location: The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company opened at 13:45 on 26 June 2026 at the Hall (4th Floor), Diamond Stars Ben Tre Hotel; No. 140, Hung Vuong, An Hoi Ward, Vinh Long Province.

A- OPENING CEREMONY:

I. Introduction of guests, shareholders, and the Meeting Chair.

* Invited guests in attendance:

1. Mr.: ; Position: Provincial People's Committee Party Committee;
2. Mr.; Position: Vinh Long Provincial People's Committee;
3. Mr. ; Position: Vinh Long Provincial Department of Finance
4. Mr.:; Position:Vinh Long Provincial Department of Home Affairs;
5. Mr.:; Position: Vinh Long Provincial Department of Construction;

* Shareholder/authorized representative delegates in attendance: delegates, representing shares, accounting for % of the total voting shares of the Company.

B- MEETING PROCEEDINGS:

I. Post-opening procedures

1. Report on shareholder eligibility verification

Following the opening ceremony, Mr. Le Van Phong - Head of the Board of Supervisors, on behalf of the Shareholder Eligibility Verification Committee, reported the results of the verification of shareholder/representative eligibility to attend the meeting as follows:

As of 13:45 on 26 June 2026, there were shareholders/authorized representatives present at the meeting, representing ownership of shares, accounting for% of the total voting shares of the Company.

Pursuant to the Law on Enterprises and the Company's Charter, the Extraordinary General Meeting of Shareholders of the Company is eligible to proceed (with the Report on shareholder eligibility verification attached).

2. Introduction of the Presidium, Meeting Chair, Secretariat, and Vote Counting Committee at the meeting

*** Presidium:**

- Mr. Tran Hung - Chairman of the Board of Directors of the Company, Meeting Chair;

- Mr. Tran Thanh Binh - Member of the BOD, General Director of the Company;

- Mr. Phan Dinh Tan - Member of the BOD of the Company;

*** Meeting Secretariat:**

- Mr. Nguyen Trung Hieu – Person in charge of corporate governance and Secretary of the BOD;

- Ms. Le Tran Bao Tran – Staff of the Planning and General Affairs Department.

*** Vote Counting and Election Committee:**

- Mr.: Phan Thanh Nhan - Head of Committee;

- Mr.: Nguyen Duy Hien - member;

- Mr.: Pham Hong Huu - member;

- Mr.: Luong Minh Nghia - member;

- Mr.: Ho Lam Truong - member.

The meeting voted for approval with an agreement rate of%.

3. Approval of the Meeting Working Regulations (attached to these minutes)

- The meeting voted for approval of%.

4. Approval of the 2026 Annual General Meeting of Shareholders agenda (attached to these minutes).

- The meeting voted for approval of%.

II. Proposals presented at the meeting

1. Mr. Tran Hung – Chairman of the BOD, Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026.

2. Mr. Tran Thanh Binh – General Director, Report 2025 Production and Business Results and Directions and tasks for production and business in 2026.

3. Mr. Le Van Phong – Head of the Board of Supervisors, Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026.

4. Ms. Vo Thi Thien Trang – Chief Accountant, read the Proposal Regarding the approval of the audited financial statements for 2025.

5. Ms. Vo Thi Thien Trang – Chief Accountant, read the Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.

6. Mr. Tran Thanh Binh – General Director, read the Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.

7. Mr. Tran Thanh Binh – General Director, read the Proposal Regarding the approval of the production and business plan for 2026.

8. Mr. Phan Dinh Tan – Member of the BOD, read the Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.

9. Mr. Phan Dinh Tan – Member of the BOD, read the Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026.

10. Mr. Le Van Phong – Head of the Board of Supervisors, read the Proposal Regarding the selection of the audit firm for the 2026 financial statements.

11. Mr. Tran Hung – Chairman of the BOD, read the Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for

the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.

12. Mr. Tran Thanh Binh - Member of the BOD, General Director, read the Proposal Regarding the amendment and supplementation of the Company's Charter (the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors).

III. Discussion and voting on the presented Contents

1. Opinion 1:

2. Opinion 2:

The meeting had no further comments or additions and proceeded to vote to approve the following Contents:

1. Content 1: Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 1 has been approved with a consensus result of 100% in favor.

2. Content 2: Report 2025 Production and Business Results and Directions and tasks for production and business in 2026

****Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 2 has been approved with a consensus result of ...% in favor.

3. Content 3: Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 3 has been approved with a consensus result of ...% in favor.

4. Content 4: Proposal Regarding the approval of the audited financial statements for 2025

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 4 has been approved with a consensus result of ... % in favor.

5. Content 5: Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan

a. Regarding profit distribution and dividend payout ratio for 2025:

No.	Content	Amount (VND)
1	Profit after tax:	53.630.237.988
1.1	Profit after tax in 2025	54.020.363.371
1.2	Reduction of profit after tax in 2024 according to the State Audit	(390.125.383)
2	Distribution of profit after tax:	53.630.237.988
2.1	Dividend payout (11%)	32.340.000.000
2.2	Allocation to Bonus and Welfare Fund (3 months of actual salary in 2025), in which:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Bonus Fund (60%)	5.384.020.752
	+ <i>Bonus Fund for Managers</i>	510.443.712
	+ <i>Bonus Fund for employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of dividend payment to shareholders:**

- The dividend payout ratio for 2025 is 11%. An advance of 5% was made in January 2026, and the remaining 6% will be paid with the following specific details:

+ Record date: 13/7/2026

+ Dividend payment commencement date: 29/7/2026.

- For shareholders who have registered for depository services through the Vietnam Securities Depository: The dividend will be transferred by the Vietnam Securities Depository to the individual accounts already opened.

- For shareholders who have not registered for depository services: The Company will make payments in two forms: bank transfer to the organization/individual shareholder's account or cash payment.

- Authorize the General Director to fully execute the procedures for dividend payment to shareholders in accordance with regulations.

b. Regarding the profit distribution plan and dividend payout ratio for 2026:

No.	Content	Amount (VND)
1	Profit after tax:	46.100.000.000
2	Distribution of profit after tax:	46.100.000.000
2.1	Dividend payout (10%)	29.400.000.000
2.2	Allocation to Bonus and Welfare Fund (3 months of planned salary in 2026 x planned profit after tax 2026/actual profit after tax 2025), in which:	8.400.000.000
	- Welfare Fund (40%)	3.360.000.000
	- Bonus Fund (60%)	5.040.000.000
	+ <i>Bonus Fund for Managers</i>	478.000.000
	+ <i>Bonus Fund for employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

*** Vote counting results:**

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 5 has been approved with a consensus result of ... % in favor.

6. Content 6: Approval of the Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.

*** *Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 6 has been approved with a consensus result of ... % in favor.

7. Content 7: Approval of the Proposal Regarding the approval of the production and business plan for 2026

No.	Indicator	Unit	2026 Plan
I	Business and production indicators		
1	Water production volume	m ³	27.561.330
2	Water billing volume	m ³	23.427.000
3	Total revenue	Million VND	249.200
4	Total expenses	Million VND	193.500
5	Profit before tax	Million VND	55.700
6	Profit after tax	Million VND	46.100
7	Budget contribution	Million VND	50.543
7.1	<i>Dividend payment for state capital</i>	<i>Million VND</i>	<i>20.698</i>
7.2	<i>Payment of taxes and fees</i>	<i>Million VND</i>	<i>29.845</i>
8	Dividend payout ratio on charter capital during the year	%	10%

No.	Indicator	Unit	2026 Plan
9	Charter capital	Million VND	294.000
II	Plans for 2026 business and production activities		
1	Plan for procurement of assets and materials	Million VND	41.678
2	Capital construction investment plan	Million VND	66.070

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 7 has been approved with a consensus result of ... % in favor.

8. Content 8: Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 8 has been approved with a consensus result of ... % in favor.

9. Content 9: Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 8 has been approved with a consensus result of ... % in favor.

10. Content 10: Proposal Regarding the selection of the audit firm for the 2026 financial statements.

Propose selecting Viet Values Audit and Consulting Company Limited; Tax ID: 0315762788; Address: 2nd Floor, 33 Phan Van Khoe, Cho Lon Ward, Ho Chi Minh City to continue auditing the 2025 financial statements.

**** Vote counting results:***

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 10 has been approved with a consensus result of 100% in favor.

11. Content 11: Approval of the Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.

** Vote counting results:*

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 11 has been approved with a consensus result of ... % in favor.

12. Content 12: Approve the Proposal Regarding the amendment and supplementation of the Company's Charter (the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors).

** Vote counting results:*

- Total valid ballots: ballots representing voting shares, accounting for % of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots in favor: ballots representing voting shares, accounting for ... % of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total abstentions: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 12 has been approved with a consensus result of ...% in favor.

IV. The Meeting proceeds to elect members of the BOD and the Board of Supervisors

The Meeting heard and voted to approve the Regulations on nomination, candidacy, and election of members of the BOD and members of the Board of Supervisors for the 2025 – 2030 term at this Meeting and proceeded to cast ballots.

1. Results of the election of BOD members for the 2025 – 2030 term.

- - elected as a member of the BOD for the 2025 – 2030 term with ; achieving a rate of

- - elected as a member of the BOD for the 2025 – 2030 term with ; achieving a rate of

- elected as a member of the BOD for the 2025 – 2030 term with ; achieving a rate of

- elected as a member of the BOD for the 2025 – 2030 term with ; achieving a rate of

- elected as a member of the BOD for the 2025 – 2030 term with ; achieving a rate of

(ballot counting minutes attached)

2. Results of the election of the Board of Supervisors for the 2025 – 2030 term

- - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of

- - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of

- - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of

(ballot counting minutes attached)

V. The Board of Directors meets to elect the Chairman of the BOD and the General Director of the Company; the Board of Supervisors meets to elect the Head of the Board of Supervisors for the 2025 – 2030 term

Results:

- – holds the position of Chairman of the BOD of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.

- – holds the position of General Director of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.

- – holds the position of Head of the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.

(minutes of the meetings attached)

C- CONCLUSION OF THE MEETING

- The Meeting approved the Minutes of the 2026 Annual General Meeting of Shareholders with 100 % in favor; 0 against.

- The Meeting voted to approve the Resolution of the 2026 Annual General Meeting of Shareholders with an approval rate of 100%; 0 against.

The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company concluded at on June 26, 2026, after voting to approve the Meeting Resolution presented by the Chairman of the BOD.

These minutes consist of pages, prepared in multiple copies to be sent to shareholders, the State Securities Commission, the Hanoi Stock Exchange, posted on the Company's website, and filed in the meeting records./.

SECRETARY
GENERAL MEETING OF
SHAREHOLDERS

CHAIRMAN
GENERAL MEETING OF
SHAREHOLDERS

Nguyen Trung Hieu - Le Tran Bao Tran

Tran Hung

**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Vinh Long, June 26, 2026

No.: /NQ-DHĐCĐ
(DRAFT)

RESOLUTION
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (6th amended and supplemented version) approved by the General Meeting of Shareholders on June 26, 2021;

- Pursuant to the Minutes of the General Meeting of Shareholders No. 01/BB-DHĐCĐ dated June 26, 2026.

The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company was held with the participation of ... shareholders/authorized representatives, owning shares, accounting for% of the Company's total voting shares.

After hearing the contents of the Proposals and the election results at the Meeting, the General Meeting discussed and voted to approve

RESOLVED:

Article 1: Unanimously approve the Reports and Proposals

- **Content 1:** Approve the Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026.

Voting approval rate: shares, accounting for% of the total voting shares present at the meeting.

- **Content 2:** Approve the Report 2025 Production and Business Results and Directions and tasks for production and business in 2026.

Voting approval rate: shares, accounting for% of the total voting shares present at the meeting.

- **Content 3:** Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026.

Voting approval rate: shares, accounting for% of the total voting shares present at the meeting.

- **Content 4:** Approve the Proposal Regarding the approval of the audited financial statements for 2025.

Voting approval rate: shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 5:** Approve the Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.

a. Regarding profit distribution and dividend rate for 2025:

No.	Content	Amount (VND)
1	Net profit after tax:	53.630.237.988
1.1	Net profit after tax in 2025	54.020.363.371
1.2	Reduction in net profit after tax in 2024 according to the State Audit	(390.125.383)
2	Distribution of net profit after tax:	53.630.237.988
2.1	Profit for dividend distribution (11% rate)	32.340.000.000
2.2	Allocation to Reward and Welfare Fund (3 months of actual salary in 2025), including:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Reward Fund (60%)	5.384.020.752
	+ <i>Reward Fund for Management Officers</i>	510.443.712
	+ <i>Reward Fund for employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of dividend payment to shareholders:**

- The dividend rate for 2025 is 11%. 5% has been advanced in January 2026, and the remaining 6% will be paid with specific details as follows:

+ Record date: July 13, 2026.

+ Dividend payment start date: July 29, 2026.

- For shareholders who have registered for depository services through the Vietnam Securities Depository: The Vietnam Securities Depository will transfer the dividends to the individual accounts already opened.

- For shareholders who have not registered for depository services: The Company will make payments in two forms: bank transfer to the shareholder's organization/individual account or cash payment.

- Authorize the General Director to carry out all procedures to pay dividends to shareholders in accordance with regulations.

b. Regarding the profit distribution plan and dividend rate for 2026:

No.	Content	Amount (VND)
1	Net profit after tax:	46.100.000.000
2	Distribution of net profit after tax:	46.100.000.000
2.1	Profit for dividend distribution (10% rate)	29.400.000.000
2.2	Allocation to Reward and Welfare Fund (3 months of planned salary in 2026 x planned net profit 2026/actual net profit 2025), including:	8.400.000.000
	- Welfare Fund (40%)	3.360.000.000
	- Reward Fund (60%)	5.040.000.000
	+ <i>Reward Fund for Management Officers</i>	478.000.000
	+ <i>Reward Fund for employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

Voting approval rate: shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 6:** Approve the Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.

Voting approval rate: shares, accounting for% of the total voting shares present at the meeting.

- **Content 7:** Approve the Proposal Regarding the approval of the production and business plan for 2026.

No.	Indicator	Unit	2026 Plan
I	Business and production indicators		
1	Water production volume	m ³	27.561.330
2	Billed water volume	m ³	23.427.000
3	Total revenue	VND million	249.200
4	Total expenses	VND million	193.500

No.	Indicator	Unit	2026 Plan
5	Profit before tax	VND million	55.700
6	Net profit after tax	VND million	46.100
7	Budget contribution	VND million	50.543
7.1	<i>Payment of dividends on state-owned capital</i>	<i>VND million</i>	<i>20.698</i>
7.2	<i>Payment of taxes and fees</i>	<i>VND million</i>	<i>29.845</i>
8	Dividend rate on charter capital for the year	%	10%
9	Charter capital	VND million	294.000
II	Plans serving business and production activities in 2026		
1	Asset and material procurement plan	VND million	41.678
2	Capital construction investment plan	VND million	66.070

Voting approval rate: ... shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 8:** Approve the Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.

Voting approval rate: ... shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 9:** Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026.

Voting approval rate: ... shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 10:** Proposal Regarding the selection of the audit firm for the 2026 financial statements.

Propose selecting Viet Values Audit and Consulting Company Limited; Tax ID: 0315762788; Address: 2nd Floor, 33 Phan Van Khoe, Cho Lon Ward, Ho Chi Minh City to continue auditing the 2025 financial statements.

Voting approval rate: shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 11:** Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.

Voting approval rate: shares, accounting for ...% of the total voting shares present at the meeting.

- **Content 12:** Approve the Proposal Regarding the amendment and supplementation of the Company's Charter (the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors).

Voting approval rate: shares, accounting for ...% of the total voting shares present at the meeting.

Article 2. Approve the election results for the members of the Board of Directors for the 2025 – 2030 term, consisting of 05 members:

1. Mr. Tran Hung - elected as a member of the Board of Directors for the 2025 – 2030 term with ; achieving a rate of; holding the position of Chairperson of the Board of Directors for the 2025-2030 term.

2. Mr. Tran Thanh Binh - elected as a member of the Board of Directors for the 2025 – 2030 term with ; achieving a rate of; holding the position of General Director of the Company for the 2025-2030 term.

3. Mr. Phan Thanh Binh - elected as a member of the Board of Directors for the 2025 – 2030 term with ; achieving a rate of

4. Mr. Phan Dinh Tan - elected as a member of the Board of Directors for the 2025 – 2030 term with ; achieving a rate of

5. Ms. Nguyen Thy Phuong - elected as a member of the Board of Directors for the 2025 – 2030 term with ; achieving a rate of

Article 3. Approve the election results for the Board of Supervisors for the 2025 – 2030 term, consisting of 03 members:

1. Mr. Le Van Phong - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of; holding the position of Head of the Board of Supervisors for the 2025-2030 term.

2. Ms. Pham Phi Hong - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of

3. Ms. Tran Thi Bao Tram - elected to the Company's Board of Supervisors for the 2025 – 2030 term with ; achieving a rate of

Article 4. Organization of implementation of the Resolution.

This Resolution was approved in its entirety by the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company at the meeting.

The Board of Directors, the Board of Supervisors, and the Board of Management are responsible for directing and leading the implementation of this resolution according

to their functions, duties, and powers in accordance with the provisions of the law and the Company's Charter. The Board of Directors is responsible for reporting the results of the implementation of this Resolution to the General Meeting of Shareholders at the 2027 annual meeting. This Resolution takes effect from the date of signing./.

Recipients:

- Dear Shareholders (via the Company's website);
- BOD, BOS; Board of Management;
- SSC, HNX, Website;
- Filed at Secretary, Office.

**OBO GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**

Tran Hung

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

(Draft)

CHARTER
BEN TRE WATER SUPPLY AND SEWERAGE
JOINT STOCK COMPANY



(Issued pursuant to the Resolution of the Extraordinary General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company)

Vinh Long, June 26, 2026

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PREAMBLE

This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders No. dated June 26, 2026.

Chapter I.

DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

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

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

b) *Law on Enterprises* refers to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

c) *Law on Securities* refers to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

d) *Date of establishment* is the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents) for the first time;

e) *Business Manager* refers to the General Director, Deputy General Directors, Chief Accountant, and other managers appointed by the Board of Directors;

f) *Enterprise Manager* refers to the manager of the Company, including the Chairperson of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other managerial titles appointed by the General Meeting of Shareholders or the Board of Directors;

g) *Related person* refers to individuals and organizations as stipulated in Clause 46, Article 4 of Law No. 54/2019/QH14 dated November 26, 2019;

h) *Shareholder* refers to an individual or organization owning at least one share of the joint stock company;

i) *Founding Shareholder* refers to a shareholder owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;

j) *Major shareholder* refers to a shareholder as stipulated in Clause 18, Article 4 of the Law on Securities;

k) *A member of the Board of Supervisors* is a Supervisor;

l) *Operating term* refers to the duration of the Company's operation as stipulated in Article 2 of this Charter;

m) *Stock Exchange* refers to the Vietnam Stock Exchange and its subsidiaries;

n) *Contact address* refers to the registered head office address for organizations; the permanent residence, workplace, or other address of an individual that such person registers with the enterprise to serve as a contact address;

o) *Trade secret* refers to information regarding inventory quantities, costs and profits, finance, and technological solutions and business techniques;

p) *Business secret* refers to information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.

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

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

Chapter II.

NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM, AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, form, headquarters, branches, representative offices, business locations, and operating term of the Company

1. Company name:

- Company name in Vietnamese: **CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BẾN TRE.**

- Company name in English: **BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY.**

- Abbreviated company name: BEWACO.

2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.

3. Registered headquarters of the Company:

- Head office address: No. 103 Nguyen Hue Street, An Hoi Ward, Vinh Long Province.

- Telephone: (0275) 3825727

- Fax: (0275) 3827781

- E-mail: capnuocbentre@yahoo.com

- Website: capnuocbentre.vn

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

5. Unless terminated before the expiration date as stipulated in Clause 2, Article 54 or extended in accordance with Article 55 of this Charter, the Company's operating term shall be indefinite from the date of establishment.

Article 3. Legal Representative of the Company

1. The Company has 01 legal representative who is the Chairperson of the Board of Directors.

The legal representative of the Company is an individual who represents the Company in exercising rights and obligations arising from the Company's transactions, and represents the Company as a plaintiff, defendant, or person with

related interests and obligations before Arbitration or Courts. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.

The legal representative of the Company must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Company when exiting Vietnam.

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

In case of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the legal representative of the Company, the Board of Directors shall appoint another person as a replacement.

Chapter III.

OBJECTIVES, BUSINESS SCOPE, AND OPERATIONS OF THE COMPANY

Article 4. Operational objectives of the Company

1. The Company's main business lines are:

Business line code	Business line name
3600 (Main)	Water collection, treatment, and supply Details: Production and distribution of clean water
4633	Wholesale of beverages Details: Bottled drinking water business
4100	Construction of all types of buildings Details: Civil engineering construction
1104	Production of non-alcoholic beverages, mineral water Details: Production of bottled drinking water
4290	Construction of other civil engineering works Details: Industrial construction. Construction and installation of water supply and drainage systems inside and outside buildings, technical infrastructure for residential areas and industrial zones.
2592	Mechanical processing; metal treatment and coating

	Details: Mechanical processing of products for the water and construction industries (excluding mechanical processing within the inner city of Ben Tre City)
4669	Other specialized wholesale not elsewhere classified Details: Production and trading of specialized materials for water supply and drainage
3313	Repair of electronic and optical equipment Details: Repair and calibration of cold water meters
4322	Installation of water supply, drainage, heating, and air conditioning systems Details: Construction and installation specialized in water supply and drainage
3700	Drainage and wastewater treatment Details: Sewage drainage, dredging, and clearing of sewers. Drainage and wastewater treatment services.
7110	Architectural activities and related technical consultancy Details: Consultancy, design, and supervision services for water supply and drainage projects. Consultancy services for construction investment, project management, preparation of economic-technical reports, preparation of construction investment projects, surveying, design-cost estimation, and supervision of specialized water supply and drainage projects

2. The Company's operational objective is to build and maintain its brand, while simultaneously expanding and developing in a synchronized manner other business areas where the Company has a competitive advantage, creating a foundation for stable, long-term, and sustainable development, maximizing profits, ensuring the legitimate rights and interests of shareholders, and fulfilling obligations to the State.

Article 5. Business scope and operations of the Company

The Company is permitted to conduct business activities in accordance with the business lines stipulated in this Charter that have been registered, notified of changes to the business registration authority, and announced on the National Business Registration Portal.

Chapter IV.

CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is **294,000,000,000 VND** (in words: Two hundred and ninety-four billion VND).

The total charter capital of the Company is divided into 29,400,000 shares with a par value of 10,000 VND/share.

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

3. The Company's shares as of the date of adoption of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Article 12 and Article 13 of this Charter.

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

5. The Company officially operates as a joint stock company according to the Enterprise Registration Certificate No. 1300107725 issued by the Department of Planning and Investment of Vinh Long Province for the first time on December 14, 2006. Pursuant to the provisions of the Law on Enterprises, as of now, the ordinary shares of the founding shareholders have passed the transfer restriction period.

6. Offering of shares:

Offering of shares is the process by which the company increases the number of shares authorized to be offered and sells those shares during its operation to increase charter capital.

Offering of shares may be carried out in one of the following forms:

- a) Offering to existing shareholders.
- b) Public offering.
- c) Private placement of shares.
- d) Other forms as decided by the General Meeting of Shareholders.

Ordinary shares must be prioritized for offering to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders; the number of shares that shareholders do not register to purchase will be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and other persons under conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or as otherwise provided by securities laws.

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

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

Article 7. Share Certificate

1. Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares owned.

2. A share is a type of security that confirms the legal rights and interests of the owner in a portion of the charter capital of the issuing organization. A share

must contain all the information required under Clause 1, Article 121 of the Law on Enterprises.

3. A shareholder shall be issued a share certificate within seven (07) days from the date the Vietnam Securities Depository and Clearing Corporation (VSDC) notifies that it has received a complete application for the transfer of share ownership in accordance with the law, or within two months from the date of full payment for the shares in accordance with the Company's share issuance plan (or another period as specified in the issuance terms), the owner of the shares shall be issued a share certificate. The shareholder shall not be charged by the Company for the cost of printing the share certificate.

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

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

b) A commitment to be responsible for any disputes arising from the re-issuance of the new share certificate.

5. In case the Company cancels its securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC), the Company shall re-issue share certificates to shareholders within thirty (30) days from the effective date of the securities registration cancellation as notified by the VSDC.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company issued shall bear the signature of the Legal Representative and the seal of the Company.

Article 9. Share transfer

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

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

Article 10. Share forfeiture

1. In case a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify the shareholder and has the right to require the shareholder to pay the remaining amount and be responsible for the Company's financial obligations arising from the failure to make full payment, corresponding to the total par value of the shares registered for purchase.

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

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

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

5. A shareholder holding forfeited shares must relinquish their status as a shareholder with respect to those shares, but shall remain responsible for the Company's financial obligations arising at the time of forfeiture, corresponding to the total par value of the shares registered for purchase, as decided by the Board of Directors from the date of forfeiture until the date of payment. The Board of Directors has full authority to decide on the enforcement of full payment for the shares at the time of forfeiture.

6. A forfeiture notice shall be sent to the holder of the shares to be forfeited before the time of forfeiture. The forfeiture shall remain valid even in the event of any error or oversight in the sending of the notice.

Chapter V.

ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 11. Organizational, governance, and control structure

The Company's management, governance, and control structure includes:

1. General Meeting of Shareholders.
2. Board of Directors, Board of Supervisors.
3. General Director.

Chapter VI.

SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Ordinary shareholders have the following rights:

a) To attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Company's Charter and the law. Each ordinary share carries one vote;

b) To receive dividends at the rate decided by the General Meeting of Shareholders;

c) To have priority in purchasing new shares corresponding to the proportion of ordinary shares owned by each shareholder in the Company;

d) To freely transfer their shares to others, except in cases stipulated in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of the law;

e) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information. The provision of information shall follow the process detailed in the Internal Regulations on Corporate Governance;

f) To examine, look up, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders. The provision of information shall follow the process detailed in the Internal Regulations on Corporate Governance;

g) Upon the dissolution or bankruptcy of the Company, to receive a portion of the remaining assets corresponding to the proportion of shares owned in the Company;

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

i) To be treated equally. Each share of the same type shall grant the shareholder equal rights, obligations, and benefits. In case the Company has different types of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

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

k) To have their legitimate rights and interests protected; to request the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

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

2. A shareholder or a group of shareholders owning **5%** or more of the total ordinary shares has the following rights:

a) To 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 Law on Enterprises;

b) To examine, look up, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets or business secrets;

c) To request the Board of Supervisors to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal identification documents of the individual for individual shareholders; name, enterprise identification number or legal identification documents of the organization, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the ownership ratio in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 05 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares owned by the shareholder, and the issue proposed to be included in the agenda;

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

3. A shareholder or a group of shareholders owning **5%** or more of the total ordinary shares has the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors shall be conducted as follows:

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

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders in accordance with Article 25 and Article 36 of this Charter.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time for the shares committed to be purchased.
2. Not to withdraw capital contributed by ordinary shares from the Company in any form, except in cases where shares are repurchased by the Company or other persons. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, that shareholder and related persons in the Company shall be jointly and severally liable for the Company's debts and other property obligations within the value of the withdrawn shares and any damages incurred.
3. Comply with the Company's Charter and internal regulations approved by the General Meeting of Shareholders.
4. Abide by the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. Keep confidential the information provided by the Company in accordance with the Company's Charter and the law; only use the provided information to perform and protect their own legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.
6. Attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:
 - a) Attend and vote/elect directly at the meeting;
 - b) Authorize other individuals or organizations to attend and vote/elect at the meeting;
 - c) Attend and vote/elect via online conference, electronic voting, or other electronic means;
 - d) Send voting/election ballots to the meeting via mail, fax, or email;
7. Bear personal responsibility when acting on behalf of the Company in any form to perform any of the following acts:
 - a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Paying off debts that are not yet due in the face of financial risks to the Company.

8. Fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold its annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in case of necessity, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company's Charter, and approve the audited annual financial statements. In case the audit report of the Company's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Company must invite representatives of the approved auditing organization that audited the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representatives of the approved auditing organization have the responsibility to attend the Company's annual General Meeting of Shareholders.

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

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) The number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed by law;
- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and must be signed by the relevant shareholders, or the request document may be prepared in multiple copies and collectively contain the signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- e) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a) The Board of Directors must determine the opening date of the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is as prescribed in Point b, Clause 3 of this Article, or from the date of receiving the request as prescribed in Point c and Point d, Clause 3 of this Article;

b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

c) In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article has the right to request the Company's representative to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening and conducting the meeting and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do 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 shall be in accordance with Clause 5, Article 140 of the Law on Enterprises.

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

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

- a) Approve the Company's development orientation;
- b) Decide on the types of shares and the total number of shares of each type authorized to be offered; decide on the annual dividend rate for each type of share;
- c) Elect, release, or dismiss members of the Board of Directors and members of the Board of Supervisors;
- d) Decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
- e) Decide on amendments and supplements to the Company's Charter;
- f) Approve annual financial statements;
- g) Decide on the redemption of more than 10% of the total sold shares of each type;
- h) Consider and handle violations by members of the Board of Directors or members of the Board of Supervisors that cause damage to the Company and its shareholders;
- i) Decide on the reorganization or dissolution of the Company and appoint a liquidator;
- j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

k) Approve, supplement, or adjust the Internal Regulations on Corporate Governance; the Operating Regulations of the Board of Directors; and the Operating Regulations of the Board of Supervisors;

l) Approve the list of approved auditing organizations; decide on the approved auditing organization to audit the Company's operations, and dismiss the approved auditor when deemed necessary;

m) Other rights and obligations as prescribed by law.

2. The annual General Meeting of Shareholders shall discuss and approve the following issues:

a) The Company's annual business plan;

b) Audited annual financial statements;

c) The Board of Directors' report on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;

d) The Board of Supervisors's report on the Company's business results, the performance results of the Board of Directors, and the Director or General Director;

e) The self-assessment report on the performance results of the Board of Supervisors and the Supervisors;

f) Dividend rate for each share of each type;

g) Other issues within its authority

3. All resolutions and issues included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises, according to the following specific regulations:

a) For individual shareholders, they may only authorize a maximum of one (01) authorized representative to attend the meeting. A shareholder who has authorized this representative shall not be allowed to attend the meeting, even in the case of partial authorization to the authorized representative.

b) For institutional shareholders, authorization shall be carried out as follows:

- Shareholders holding less than 1% of the total ordinary shares have the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;

- Shareholders holding from 1% to less than 10% of the total ordinary shares have the right to authorize one (01) or a maximum of two (02) people to attend the meeting;

- Shareholders holding 10% or more of the total ordinary shares have the right to authorize one (01) or a maximum of three (03) people to attend the meeting.

In case there is more than one authorized representative, the specific number of shares and votes authorized for each representative must be specified.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the law on civil matters and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, the signature, full name (handwritten), and seal (if an organization) of the authorizing party and the authorized party. The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend the meeting.

The authorized person may re-authorize another person in case there is written consent from the original authorizing shareholder. This document shall be presented by the re-authorized person when attending the meeting, together with the original power of attorney from the shareholder. The re-authorized person shall not be allowed to authorize another person.

3. The voting ballot/election ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following cases occurs:

- a) The authorizer has died, has their civil act capacity limited, or has lost their civil act capacity;
- b) The authorizer has revoked the authorization appointment;
- c) The authorizer has revoked the authority of the authorized person.

This provision shall not apply in the event that the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Changing rights

1. The change or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A Resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders of the same class of preference shares attending the meeting who own 75% or more of the total preference shares of that class, or approved by shareholders of the same class of preference shares owning 75% or more of the total preference shares of that class in the case of passing a resolution via written opinion collection.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the change of rights mentioned above shall only be valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. In case there is an insufficient number of delegates as mentioned above, the meeting shall be reconvened within the next 30 days, and those holding shares of that class (regardless of the number of people and number of shares) present in person or via authorized representative shall be considered as sufficient for the required number of delegates. At the aforementioned meetings of shareholders holding preference

shares, those holding shares of that class present in person or via representative may request a secret ballot. Each share of the same class shall have equal voting rights at the aforementioned meetings.

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

4. Unless the terms of share issuance provide otherwise, special rights attached to classes of preference shares regarding some or all matters related to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same class.

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

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.

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/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall 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 regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Prepare the agenda and content of the meeting;

c) Prepare documents for the meeting;

d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e) Determine the time and location for holding the meeting;

f) Notify and send the notice of invitation to the General Meeting of Shareholders to all shareholders eligible to attend;

g) Other tasks serving the meeting.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all shareholders on the List of shareholders eligible to attend at **least 21 days** before the opening date of the meeting (calculated from the date the notice is validly sent or forwarded). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not sent with the notice of invitation to the General Meeting of Shareholders, the notice of invitation must clearly state the link to all meeting documents so that shareholders can access them, including:

- a) Meeting agenda, documents used in the meeting;
- b) List and detailed information of candidates in case of electing members of the Board of Directors, members of the Board of Supervisors;
- c) Voting/election ballots;
- d) Draft resolutions for each issue in the meeting agenda.

4. A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of this Charter shall have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least 05 working days before the opening date of the meeting. The proposal must clearly state the shareholder's name, the quantity of each class of shares held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card, Passport, or other legal personal identification for shareholders who are individuals; name, enterprise code or establishment decision number, head office address for shareholders who are organizations; the quantity and class of shares held by that shareholder, and the issue proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases:

- a) The proposal is sent not in accordance with the provisions of Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold 5% or more of ordinary shares as prescribed in Clause 2, Article 12 of this Charter;
- c) The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

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

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice of invitation for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent 33% or more of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice of invitation for the third meeting must be sent within 30 days from the intended date of the second meeting. The third

General Meeting of Shareholders shall be conducted regardless of the total voting shares of the shareholders attending the meeting.

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

1. Before opening the meeting, the Company must conduct shareholder registration procedures and must carry out registration until all shareholders eligible to attend are present and registered in the following order:

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

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

2. The election of the Chairperson, secretary, and Vote Counting Committee shall be prescribed as follows:

a) The Chairperson of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one among them to act as the meeting Chairperson based on the majority principle. In case a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside to allow the General Meeting of Shareholders to elect a meeting Chairperson from among those present, and the person with the highest number of votes shall act as the meeting Chairperson;

b) Except for the case prescribed in point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside to allow the General Meeting of Shareholders to elect a meeting Chairperson, and the person with the highest number of votes shall act as the meeting Chairperson;

c) The Chairperson shall appoint one or more persons to act as meeting secretary.

d) The General Meeting of Shareholders shall elect one or more persons to the vote-counting committee at the request of the meeting chairperson.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must specify in detail the time allocated for each issue within the meeting agenda.

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

- a) Arranging seating at the venue of the General Meeting of Shareholders;
- b) Ensuring the safety of all persons present at the meeting locations;
- c) Creating conditions for shareholders to attend (or continue to attend) the meeting. The convener of the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. Such measures may include issuing entry passes or using other selection methods.

5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by casting votes for, against, or abstaining. The vote-counting results shall be announced by the chairperson immediately before the closing of the meeting.

6. Shareholders or authorized representatives arriving after the meeting has opened may still register and have the right to participate in voting immediately after registration; in this case, the validity of the contents already voted upon shall remain unchanged.

7. The convener or the chairperson of the General Meeting of Shareholders has the following rights:

- a) Requiring all attendees to submit to security checks or other lawful and reasonable security measures;
- b) Requesting competent authorities to maintain order at the meeting; expelling from the General Meeting of Shareholders those who do not comply with the chairperson's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements.

8. The chairperson has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for no more than 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:

- a) The meeting venue does not have sufficient convenient seating for all attendees;
- b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
- c) There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and lawfully.

9. In case the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

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

Article 21. Conditions for the approval of Resolutions of the General Meeting of Shareholders

1. A resolution on the following contents shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

- a) Types of shares and total number of shares of each type;
- b) Changes in business lines and sectors;
- c) Changes in the Company's organizational structure;
- d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, unless the Company's Charter provides for a different ratio or value;
- e) Reorganization or dissolution of the Company;
- f) Extension of the Company's operation.

2. Resolutions shall be passed when approved by shareholders owning over 50% of the total voting shares of all shareholders attending and voting at the meeting, except for cases prescribed in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

Note, In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of members of the Board of Directors/Board of Supervisors may be carried out using the cumulative voting method as above or by the voting method (for, against, abstain). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company's Charter.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing such resolutions violate the provisions of the Law on Enterprises and the Company's Charter.

Article 22. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the right to collect shareholders' written opinions to pass resolutions of the General Meeting of Shareholders on the following issues:

- a) Amending and supplementing the contents of the Company's Charter;

b) Approving, supplementing, and adjusting the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;

c) The Company's development orientation;

d) Types of shares and total number of shares of each type;

e) Electing, dismissing, or removing members of the Board of Directors and the Board of Supervisors;

f) Deciding on the investment or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's most recent financial statements;

g) Approving annual financial statements;

h) Reorganization or dissolution of the Company;

i) Changes in business lines and sectors;

j) Changes in the Company's organizational structure;

k) Other issues when the Board of Directors deems it necessary for the Company's interests.

2. The Board of Directors must prepare opinion collection forms, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the opinion collection forms. Requirements and methods for sending opinion collection forms and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The opinion collection form must contain the following main contents:

a) Name, head office address, and enterprise identification number;

b) Purpose of opinion collection;

c) Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual for the representative of an institutional shareholder; number of shares of each type and number of voting rights of the shareholder;

d) Issues requiring opinion collection to pass a decision;

e) Voting options including for, against, and abstain for each issue requiring opinion collection;

f) Election options (if any);

g) Deadline for sending the completed opinion collection form back to the Company;

h) Full name and signature of the Chairperson of the Board of Directors.

4. Shareholders may send completed opinion collection forms to the Company by mail, fax, or email according to the information registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the following provisions:

a) In case of sending by mail, the completed opinion collection form must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection form sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote count;

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

c) Opinion collection forms sent to the Company after the deadline specified in the opinion collection form or forms that have been opened in the case of mail or disclosed in the case of fax or email shall be invalid. Opinion collection forms not sent back shall be considered as abstentions.

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

a) Name, head office address, and enterprise identification number;

b) Purpose and issues requiring opinion collection to pass a resolution;

c) Number of shareholders with the total number of voting/election rights that have participated in voting/electing, distinguishing between the number of valid voting/election rights and invalid voting/election rights, and the method of sending the voting/election forms, accompanied by an appendix of the list of shareholders participating in voting/electing;

d) Total number of votes for, against, and abstain for each issue, and the total number of votes for each candidate (if any);

e) Issues passed and the corresponding voting ratio for approval;

f) Full name and signature of the Chairperson of the Board of Directors, the vote counter, and the vote-counting supervisor.

Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting minutes; and shall be jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

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

7. The returned ballots, vote counting minutes, passed resolutions, and related documents sent with the ballots must all be kept at the Company's head office.

8. A resolution is passed via the form of collecting shareholders' opinions in writing if it is approved by a number of shareholders owning over 50% of the total voting shares of all shareholders with voting rights, and it shall have the same validity as a resolution passed at a General Meeting of Shareholders.

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

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 prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following principal contents:

- a) Name, address of the head office, enterprise identification number;
- b) Time and venue of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full name of the chairperson and secretary;
- e) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each issue in the meeting agenda;
- f) Number of shareholders and total number of voting shares of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes; the corresponding ratio to the total number of voting shares of shareholders attending and voting;
- g) Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, affirmative, negative, and abstention votes; the corresponding ratio to the total number of voting shares of shareholders attending the meeting;
- h) Summary of votes for each candidate (if any);
- i) Issues passed and the corresponding ratio of affirmative votes;
- j) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, such minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting or other persons signing the meeting minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall apply.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices of the list of shareholders registered to attend the meeting, written authorizations to attend the meeting, 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.

5. 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.

Article 24. Request for cancellation of a Resolution of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order, procedures for convening the meeting and making decisions of the General Meeting of Shareholders violate the provisions of the Law on Enterprises and the Company's Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

In case a shareholder or group of shareholders requests a Court or Arbitration to cancel a resolution of the General Meeting of Shareholders in accordance with Article 151 of the Law on Enterprises, such resolution shall remain in effect until the decision of the Court or Arbitration to cancel such resolution takes effect, except in cases where temporary emergency measures are applied according to the decision of a competent authority.

Chapter VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website 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 disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interest of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a) Full name, date, month, and year of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other management titles (including titles on the Board of Directors of other companies);
- e) Interests related to the Company and related parties of the Company;
- f) Other information as prescribed by law (if any).

The Company is responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management titles, and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders owning 5% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders

holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate the full number of candidates. The nomination and candidacy of members of the Board of Directors are detailed in the Internal Regulations on Corporate Governance.

3. In case the number of candidates for the Board of Directors through nomination and candidacy as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, the Board of Directors shall disclose information regarding the insufficient number of candidates for the Board of Directors no later than five (05) days before the opening date of the GMS. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. In case the number of candidates nominated additionally by the incumbent Board of Directors according to Clause 3 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficient number of candidates for the Board of Directors no later than five (05) days before the opening date of the GMS. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

5. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises.

Article 26. Composition and term of members of the Board of Directors

1. The number of members of the Board of Directors is 05.

2. The term of a member of the Board of Directors is no more than 05 years and they may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their term at the same time, such members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company shall minimize the number of members of the Board of Directors concurrently holding executive titles of the Company to ensure the independence of the Board of Directors.

4. A member of the Board of Directors shall cease to be a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

Members of the Board of Directors shall continue to exercise their full rights and obligations until the General Meeting of Shareholders approves the dismissal of the member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration of a member of the Board of Directors as soon as the Company receives notification of the following cases:

a) A member of the Board of Directors who has limited civil act capacity, has lost their civil act capacity, or has difficulty in perceiving and controlling their behavior.

b) A member of the Board of Directors who is currently being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation facility or compulsory education facility, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.

c) The Board of Directors has issued a decision approving the resignation/voluntary departure of a member of the Board of Directors in accordance with the provisions of Article 9 of the Operating Regulations of the Board of Directors.

5. The appointment of members of the Board of Directors must be disclosed in accordance with the laws on information disclosure in the securities market.

6. Members of the Board of Directors are not required to be shareholders of the Company.

Article 27. Powers and Obligations of the Board of Directors

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

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

a) Deciding on the strategy, medium-term development plans, and annual business plans of the Company;

b) Proposing the types of shares and the total number of shares authorized for offering of each type;

c) Deciding on the sale of unsold shares within the authorized number of shares for each type; deciding on raising additional capital in other forms;

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

e) Deciding on the share buyback in accordance with the provisions of Clause 1 and Clause 2 of Article 133 of the Law on Enterprises;

f) Deciding on investment plans and investment projects within its authority and limits as prescribed by law;

- g) Deciding on solutions for market development, marketing, and technology;
- h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138 and Clause 1, Clause 3, Article 167 of the Law on Enterprises;
- i) Electing, dismissing, or removing the Chairperson of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers as stipulated by the Company Charter; deciding on salaries, remuneration, bonuses, and other benefits for those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those persons;
- j) Supervising and directing the General Director and other managers in the daily business operations of the Company;
- k) Deciding on the organizational structure and internal management regulations of the Company; deciding on the establishment of subsidiaries, branches, and representative offices, and the contribution of capital or purchase of shares in other enterprises;
- l) Approving the program and content of documents for the General Meeting of Shareholders; convening the General Meeting of Shareholders or seeking opinions for the General Meeting of Shareholders to pass resolutions;
- m) Submitting the audited annual financial statements to the General Meeting of Shareholders;
- n) Proposing the dividend payout rate; deciding on the time limit and procedures for dividend payment or handling losses incurred during business operations;
- o) Proposing the reorganization or dissolution of the Company; requesting the bankruptcy of the Company;
- p) Deciding on the issuance of the Operating Regulations of the Board of Directors and Internal Regulations on Corporate Governance after they have been approved by the General Meeting of Shareholders; and the Company's Information Disclosure Regulations;
- q) Requesting the General Director, Deputy General Director, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units. The requested managers must provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors. The sequence and procedures for requesting and providing information are specified in **the Internal Regulations on Corporate Governance**.
- r) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Company Charter.

3. The Board of Directors must report the results of its activities to the General Meeting of Shareholders in accordance with Article 280 of Decree No.

155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 28. Remuneration, bonuses, and other benefits of members of the Board of Directors

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

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonus for the Board of Directors shall be decided by the General Meeting of Shareholders at the 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 laws on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance does not cover liabilities of members of the Board of Directors related to violations of the law and the Company Charter.

Article 29. Chairperson of the Board of Directors

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

2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director.

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

- a) Developing the program and activity plan of the Board of Directors;
- b) Preparing the program, content, and documents for meetings; convening, presiding over, and chairing meetings of the Board of Directors;
- c) Organizing the passing of resolutions and decisions of the Board of Directors;

d) Supervising the organization and implementation of resolutions and decisions of the Board of Directors;

e) Chairing the General Meeting of Shareholders;

f) Other rights and obligations as prescribed by the Law on Enterprises.

4. In case the Chairperson of the Board of Directors submits their resignation or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the dismissal or removal.

5. In case the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairperson of the Board of Directors. In case there is no authorized person, or the Chairperson of the Board of Directors dies, goes missing, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation facility or compulsory education facility, flees from their place of residence, has limited or lost civil act capacity, has difficulty in perceiving and controlling their behavior, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one among them to hold the position of Chairperson of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors is elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the same highest number of votes or highest percentage of votes, the members shall elect by majority principle to choose 01 person among them to convene the meeting of the Board of Directors.

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

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

a) At the request of the Board of Supervisors;

b) At the request of the General Director or at least 05 other managers;

c) At the request of at least 02 members of the Board of Directors;

d) Other cases when deemed necessary.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues for discussion, and decisions falling under the authority of the Board of Directors.

5. The Chairperson of the Board of Directors shall send a notice of the meeting to members of the Board of Directors within **07 working days** from the date of receiving the request specified in Clause 3 of this Article and no later than 05 working days before the meeting date. The Board of Directors meeting must be held no later than 12 working days from the date the Company receives the request. In the event that the Board of Directors meeting is not convened as requested, the

Chairperson of the Board of Directors shall be responsible for any damages incurred by the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting, with the convening procedure being the same as that of the Chairperson of the Board of Directors convening upon request.

6. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting shall send a notice of the meeting no later than **05 working days** before the meeting date. The meeting notice must specify the time and location of the meeting, the form of the meeting, the agenda, and the issues for discussion and decision. The meeting notice must be accompanied by documents used at the meeting and the voting ballots of the members.

The notice of the Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company's Charter, ensuring it reaches the contact address of each Board of Directors member registered with the Company.

7. The Chairperson of the Board of Directors or the convener shall send the meeting notice and accompanying documents to members of the Board of Supervisors in the same manner as to members of the Board of Directors.

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

8. A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed, the Chairperson of the Board of Directors shall send a second meeting notice to the members of the Board of Directors within 07 days from the intended date of the first meeting and no later than 05 working days before the meeting date. The second Board of Directors meeting must be held no later than 12 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance.

9. The Board of Directors adopts resolutions and decisions by voting at the meeting, by collecting written opinions, or by other forms as prescribed by the Company's Charter. Each member of the Board of Directors has one vote. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic forms;
- d) Sending voting ballots to the meeting via mail, fax, or email;
- e) Sending voting ballots by other means as prescribed by law (if any).

10. In the case of sending voting ballots to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than 01 hour before the opening of the meeting. The voting ballots shall only be opened in the presence of all attendees.

11. Members must fully attend Board of Directors meetings. A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors if approved by a majority of the Board of Directors members) to attend and vote.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority (more than $\frac{1}{2}$) of the members in attendance; in the case of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Board of Directors. Note: A member of the Board of Directors may not vote on transactions that provide benefits to that member or their related persons in accordance with the Law on Enterprises and Article 42 of the Company's Charter.

13. Minutes of the Board of Directors meeting shall be prepared in accordance with Article 158 of the 2020 Law on Enterprises and current legal regulations.

Article 31. Sub-committees of the Board of Directors

1. When deemed necessary, the Board of Directors may establish sub-committees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors, with a minimum of 02 people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee by decision of the Board of Directors. The operation of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee is only effective when a majority of members attend and vote to approve it at the sub-committee meeting.

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

Article 32. Corporate Governance Officer, Company Secretary

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

2. The Corporate Governance Officer may not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

3. The Corporate Governance Officer has the following rights and obligations:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related tasks between the Company and shareholders;

b) Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;

c) Advising on meeting procedures;

d) Attending meetings;

e) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

f) Providing financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;

g) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;

h) Acting as the contact point with related parties;

i) Maintaining confidentiality of information in accordance with the provisions of law and the Company's Charter;

j) Other rights and obligations as prescribed by law and this Charter.

4. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary with a term as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, provided it does not contravene current labor laws. The Company Secretary has the following rights and obligations:

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

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

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

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; complying with obligations regarding information provision, information disclosure, and administrative procedures. Maintaining confidentiality of information in accordance with the provisions of law and the Company's Charter;

e) Other rights and obligations as prescribed by the Company's Charter and Internal Regulations of the Company.

5. The total remuneration and bonuses for the Corporate Governance Officer and the Company Secretary shall be decided by the General Meeting of Shareholders at the annual meeting. The remuneration of the Corporate Governance Officer and the Company Secretary shall be included in the Company's business expenses in accordance with the law on corporate income tax and must be reported to the General Meeting of Shareholders at the annual meeting.

Chapter VIII.

GENERAL DIRECTOR AND OTHER MANAGERS

Article 33. Organizational structure of management

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

Article 34. Business Manager

1. Business Manager of the Company include the General Director, Deputy General Directors, Chief Accountant, and other managers appointed by the Board of Directors.

2. Upon the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other business managers with quantities and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. Business manager shall be responsible for assisting the Company in achieving the objectives set out in its operations and organization.

3. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.

4. The salary of business managers shall be included in the Company's business expenses in accordance with the law on corporate income tax, 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 35. Appointment, dismissal, rights, and obligations of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person as the General Director.

2. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.

3. The term of the General Director shall not exceed 05 years and they may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions as prescribed in Clause 5, Article 162 of the Law on Enterprises and this Charter.

4. The General Director has the following rights and obligations:

- a) Decide on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;
- b) Organize the implementation of resolutions and decisions of the Board of Directors;
- c) Organize the implementation of the Company's business plans and investment schemes;
- d) Propose the organizational structure and internal management regulations of the Company;
- e) Appoint, dismiss, and remove management positions within the Company, except for positions under the authority of the Board of Directors;
- f) Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;
- g) Recruit employees;
- h) Propose plans for dividend payment or handling of business losses;
- i) Other rights and obligations as prescribed by law, the Company Charter, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when a majority of the voting members of the Board of Directors present at the meeting approve, and appoint a new General Director as a replacement.

6. The General Director must manage the daily business operations of the Company in accordance with the provisions of the law, the Company Charter, the labor contract signed with the Company, and the resolutions and decisions of the Board of Directors. In case of managing contrary to the provisions of this Clause, causing damage to the Company, the General Director must be responsible before the law and must compensate for the damage to the Company.

Chapter IX.

BOARD OF SUPERVISORS

Article 36. Candidacy and nomination of members of the Board of Supervisors

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% may nominate the full number of candidates. The nomination and candidacy of members of the Board of Supervisors are specified in detail in Clause 1, Article 70 of the Internal Regulations on Corporate Governance.

2. In case the number of candidates for the Board of Supervisors through nomination and candidacy according to Clause 5, Article 115 of the Law on Enterprises is not sufficient, the incumbent Board of Supervisors may nominate additional candidates as prescribed in the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

3. In case the number of candidates nominated by the incumbent Board of Supervisors according to Clause 2 of this Article is still not sufficient, the incumbent Board of Supervisors shall organize for other shareholders to nominate candidates as prescribed in the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The organization for other shareholders to nominate additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 37. Composition of the Board of Supervisors

1. The number of members of the Company's Board of Supervisors is three (03) persons. The term of a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

- a) Working in the accounting or finance department of the Company;
- b) Being a member or employee of an independent auditing firm that has audited the Company's financial statements in the 03 preceding consecutive years.

3. A member of the Board of Supervisors shall be dismissed in the following cases:

- a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as prescribed in Clause 2 of this Article;
- b) Submitting a resignation letter that is approved;
- c) Other cases as prescribed by law and this Charter.

4. A member of the Board of Supervisors shall be removed in the following cases:

- a) Failing to complete assigned tasks and duties;
- b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
- c) Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Company Charter;
- d) Other cases as per the resolution of the General Meeting of Shareholders.

5. A member of the Board of Supervisors shall continue to fully exercise their rights and obligations until the General Meeting of Shareholders approves the dismissal of such member, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:

- a) The member of the Board of Supervisors has limited civil act capacity, has lost civil act capacity, or has difficulties in perception and control of their behavior.
- b) The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs.
- c) The Board of Supervisors has a decision approving the receipt of the resignation letter of the member of the Board of Supervisors, implemented similarly to the provisions in Article 9 of the Operating Regulations of the Board of Directors.

Article 38. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall follow the majority principle. The Board of Supervisors must have more than half of its members residing permanently in Vietnam. The Head of the Board of Supervisors must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

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

- a) Convene meetings of the Board of Supervisors;
- b) Request the Board of Directors, the General Director, and other managers to provide relevant information to report to the Board of Supervisors;

c) Prepare and sign the report of the Board of Supervisors after consulting the Board of Directors to submit to the General Meeting of Shareholders.

Article 39. Rights and obligations of the Board of Supervisors

In addition to the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Board of Supervisors has the following rights and obligations:

1. Propose and recommend the General Meeting of Shareholders to approve the list of auditing organizations accepted to audit the Company's Financial Statements; decide on the accepted auditing organization to inspect the Company's operations, and dismiss the accepted auditor when deemed necessary.

2. Be responsible to shareholders for its supervisory activities.

3. Supervise the Company's financial situation and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.

4. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.

5. In case of detecting acts of violation of the law or the Company Charter by members of the Board of Directors, the General Director, or other managers of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and have solutions to remedy the consequences.

6. Develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

7. Report at the General Meeting of Shareholders as prescribed in Article 290 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Have the right to access the Company's records and documents kept at the head office, branches, and other locations; related to the performance of assigned tasks of members of the Board of Supervisors if approved by the Board of Supervisors, and this information does not fall within the scope of the Company's business secrets. The person provided with information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work; have the right to come to the workplace of the Company's managers and employees during working hours. The provision of information follows the process specified in detail in the Internal Regulations on Corporate Governance.

9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company. The order and procedures for requesting and providing information are specified in detail in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors.

10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors shall meet at least 02 times per year, with at least 2/3 of the members of the Board of Supervisors in attendance. The minutes of the Board of Supervisors meetings shall be recorded in detail and clearly. The minute-taker and the

members of the Board of Supervisors attending the meeting shall sign the meeting minutes. The minutes of the Board of Supervisors meetings shall be kept to determine the responsibilities of each member of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and respond to issues that need clarification.

Article 41. Salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors

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

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

2. Members of the Board of Supervisors are reimbursed for reasonable food, accommodation, travel, and independent consulting service expenses. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the laws on corporate income tax and other relevant legal regulations, and shall be recorded as a separate item in the Company's annual financial statements.

Chapter X.

**RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS
MEMBERS OF THE BOARD OF SUPERVISORS, GENERAL DIRECTOR,
AND OTHER MANAGERS**

Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have the responsibility to perform their duties, including duties as members of sub-committees of the Board of Directors, honestly and prudently in the best interest of the Company.

Article 42. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must disclose their related interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related persons may only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers are obligated to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries, or other companies controlled by the Company with over 50% of charter capital, and themselves or their related persons, in accordance with the 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 laws on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that bring benefits to themselves or their related persons in accordance with the Law on Enterprises and this Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related persons shall not use or disclose internal information to others to execute relevant transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and individuals or organizations related to these persons shall not be void in the following cases:

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other manager have been reported to the Board of Directors and approved by the Board of Directors with a majority of votes of the members of the Board of Directors who have no related interests;

b) For transactions with a value of 35% or more, or transactions resulting in a total transaction value within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other manager have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders with no related interests.

c) Contracts or transactions for borrowing or selling assets with a value greater than 10% of the total asset value recorded in the most recent financial statements between the Company and a shareholder owning 51% or more of the total voting shares or their related persons have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders with no related interests.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers who violate their duties, the duty of honesty and prudence, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. The Company shall indemnify persons who have been, are, or may become a party involved in complaints, lawsuits, or prosecutions (including civil and administrative cases, excluding lawsuits where the Company is the plaintiff) if that person was or is a member of the Board of Directors, member of the Board of Supervisors, General Director, employee, or authorized representative of the Company, and has been performing duties under the Company's authorization, acting honestly and prudently in the interest of the Company in compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and actual payments incurred (including legal fees) when resolving these cases within the framework permitted by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

Chapter XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 44. Right to inspect books and records

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

a) Ordinary shareholders have the right to examine, inspect, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request the correction of inaccurate information; examine, inspect, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) A shareholder or group of shareholders owning 05% or more of the total ordinary shares has the right to examine, inspect, and extract the minute book and resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In case an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach the power of attorney of the shareholder or group of shareholders they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have the right to inspect the Company's register of shareholders, the list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.

4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders 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 Board of Supervisors, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. The Company Charter must be published on the Company's website.

Chapter XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

1. The General Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and corporate managers.

2. The General Director must prepare a plan for the Board of Directors to approve issues related to the Company's relationship with trade union organizations in accordance with best standards, practices, and management policies, the practices and policies stipulated in this Charter, the Company's regulations, and current legal provisions.

Chapter XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders decides the dividend payment rate and the form of annual dividend payment from the Company's retained earnings.

2. The Board of Directors may decide on interim dividend payments as authorized by the General Meeting of Shareholders if it deems such payment consistent with the Company's profitability.

3. The Company shall not pay interest on dividend payments or payments related to a type of share.

4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body responsible for executing this decision.

5. In case dividends or other payments related to a type of share are paid in cash, the Company shall make such payments in VND. Payments may be made directly or through banks based on bank account details provided by shareholders. In the event that the Company has transferred funds according to the bank details provided by a shareholder but that shareholder does not receive the funds, the Company shall not be held liable for the amount transferred to such shareholder. Dividend payments for shares registered for trading/listing at the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation (VSDC).

6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends in cash or shares, or to receive notices or other documents.

7. Other matters related to profit distribution shall be implemented in accordance with the provisions of the law.

Chapter XIV. BANK ACCOUNTS, FINANCIAL YEAR, AND ACCOUNTING SYSTEM

Article 47. Bank accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of the law.

3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company maintains accounts.

Article 48. Financial year

The Company's financial year begins on January 01 and ends on December 31 of each year. The first financial year begins from the date of issuance of the Enterprise Registration Certificate and ends on December 31 of the year of such issuance.

Article 49. Accounting system

1. The accounting system used by the Company is the enterprise accounting system or a specific accounting system issued or approved by the competent authority.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with the law on accounting and related laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.

3. The Company uses VND as the accounting currency. In cases where the Company has economic transactions primarily in a foreign currency, it may choose that foreign currency as its accounting currency, shall be responsible for such choice before the law, and shall notify the direct tax management authority.

Chapter XV.

**FINANCIAL STATEMENTS, ANNUAL REPORTS, AND
RESPONSIBILITY FOR INFORMATION DISCLOSURE**

Article 50. Annual financial statements

1. The Company must prepare annual financial statements, which must be audited in accordance with the provisions of the law. The Company shall disclose 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 full reports, appendices, and notes as required by the law on enterprise accounting. The annual financial statements must reflect the Company's operational situation in a truthful and objective manner.

3. The Company must prepare and disclose reviewed 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.

Article 51. Annual report

The Company must prepare and disclose an Annual Report in accordance with the provisions of the law on securities and the securities market.

Chapter XVI.

AUDIT OF THE COMPANY

Article 52. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these entities to audit the Company's

financial statements for the following financial year based on terms and conditions agreed upon with the Board of Directors.

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

3. The independent auditor performing the audit of the Company's financial statements is entitled to attend meetings of the General Meeting of Shareholders, to receive notices and other information related to the General Meeting of Shareholders, and to express opinions at the meeting on matters related to the audit of the Company's financial statements.

Chapter XVII. CORPORATE SEAL

Article 53. Corporate seal

1. The seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature in accordance with the law on electronic transactions.

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

3. The Board of Directors and the General Director shall use and manage the seal in accordance with the provisions of current law.

Chapter XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

1. The Company may be dissolved in the following cases:

- a) Pursuant to a resolution or decision of the General Meeting of Shareholders;
- b) Revocation of the Enterprise Registration Certificate, except where otherwise provided by the Law on Tax Administration;
- c) Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of its term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Article 55. Extension of operation

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least [07 months] before the expiration of the operating term so that shareholders may vote on the extension of the Company's operation as proposed by the Board of Directors.

2. The operating term shall be extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.

Article 56. Liquidation

1. At least 06 months before the expiration of the Company's operating term or after a decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed

by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from the Company's employees or independent experts. All costs related to liquidation shall be prioritized by the Company for payment before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of its establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. Proceeds from liquidation shall be paid in the following order:

- a) Liquidation expenses;
- b) Debts for wages, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
- c) Tax debts;
- d) Other debts of the Company;
- e) The remainder after payment of all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be given priority in payment.

Chapter XIX.

INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In case of disputes or complaints arising in relation to the Company's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company Charter, other legal provisions, or agreements between:

- a) Shareholders and the Company;
- b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other managers;

The involved parties shall attempt to resolve such disputes through negotiation and mediation. Except for disputes related to the Board of Directors or the Chairperson of the Board of Directors, the Chairperson of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 30 working days from the date the dispute arises. In case the dispute relates to the Board of Directors or the Chairperson of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a mediation decision is not reached within 06 weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, any party may refer the dispute to Arbitration or the Court.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Payment of Court costs shall be made in accordance with the Court's judgment.

Chapter XX.

AMENDMENT AND SUPPLEMENT TO THE CHARTER**Article 58. Company Charter**

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law contains provisions related to the Company's operations that are not mentioned in this Charter, or in case new legal provisions differ from the terms of this Charter, such provisions shall apply to govern the Company's operations.

**Chapter XXI.
EFFECTIVE DATE****Article 59. Effective date**

1. This Charter consists of 21 Chapters and 59 Articles, unanimously adopted by the General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company on **June 26, 2026**, in Vinh Long, and the full validity of this Charter is hereby approved.

2. The Charter is made into 10 copies, each having equal validity, and shall be kept at the Company's head office.

3. This Charter is the sole and official Charter of the Company.

4. Copies or extracts of the Company Charter are valid only when signed by the Chairperson of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

**Full name and signature of the Legal Representative
CHAIRPERSON OF THE BOARD OF DIRECTORS**

TRAN HUNG

SUMMARY OF KEY POINTS IN THE AMENDMENT AND SUPPLEMENTATION OF CHARTER

BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 17 June 2020 (Law on Enterprises 2020), as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 26 November 2019 (Law on Securities 2019), as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
1.	<p>Clause 1 Article 1. Interpretation of terms</p> <p>l) <i>Operating term</i> refers to the duration of the Company's operation as stipulated in Article 2 of this Charter <u>and the extension period (if any) approved by the General Meeting of Shareholders of the Company;</u></p>	<p>Clause 1 Article 1. Interpretation of terms</p> <p>l) <i>Operating term</i> refers to the duration of the Company's operation as stipulated in Article 2 of this Charter;</p>	In line with the Company's reality: “the operating term of the Company is indefinite from the date of establishment”
2.	<p><u>(Not regulated)</u></p>	<p>Supplement Point n, Point p of Article 1. Interpretation of terms</p> <p><u>n) Contact address refers to the registered head office address for organizations; the permanent residence, workplace, or other address of an individual that such person registers with</u></p>	Clarify terms to avoid conflicts affecting the common interests of shareholders

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>the enterprise to serve as a contact address;</u>	
3.	<u>(Not regulated)</u>	<p>Supplement Point o, Point p of Article 1. Interpretation of terms</p> <p><u>o) Trade secret refers to information regarding inventory quantities, costs and profits, finance, and technological solutions and business techniques;</u></p> <p><u>p) Business secret refers to information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business;</u></p>	Clarify terms to avoid conflicts affecting the common interests of shareholders
4.	Clause 6 Article 6. Charter capital, shares, founding shareholders	<p>Clause 6 Article 6. Charter capital, shares, founding shareholders</p> <p><u>6. Offering of shares</u></p> <p><u>Offering of shares is the process by which the company increases the number of shares authorized to be offered and sells those shares during its operation to increase charter capital.</u></p> <p><u>Offering of shares may be carried out in one of the following forms:</u></p> <p><u>a) Offering to existing shareholders.</u></p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>Ordinary shares must be prioritized for offering to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders; the number of shares that shareholders do not register to purchase will be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and other persons under conditions no more favorable than those offered to existing shareholders, <u>unless otherwise</u> approved by the General Meeting of Shareholders or as otherwise provided by securities laws.</p>	<p><u>b) Public offering.</u></p> <p><u>c) Private placement of shares.</u></p> <p><u>d) Other forms as decided by the General Meeting of Shareholders.</u></p> <p>Ordinary shares must be prioritized for offering to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders; the number of shares that shareholders do not register to purchase will be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and other persons under conditions no more favorable than those offered to existing shareholders, <u>unless otherwise</u> approved by the General Meeting of Shareholders or as otherwise provided by securities laws.</p>	
5.	<p>Clause 3 Article 7. Share Certificate</p> <p>3. <u>Within 30 days from the date of submission of a complete application for share ownership transfer in accordance with the Company's regulations</u> or within two months from the date of full payment for the shares in accordance with the Company's share issuance plan (or another period as specified in the issuance terms), the owner of the shares shall be issued a</p>	<p>Clause 3 Clause 5 Article 7. Share Certificate</p> <p>3. <u>A shareholder shall be issued a share certificate within seven (07) days from the date the Vietnam Securities Depository and Clearing Corporation (VSDC) notifies that it has received a complete application for the transfer of share ownership in accordance with the law,</u> or within two months from the date of full payment for the shares in accordance with the Company's share issuance plan (or another period as specified in the issuance terms), the owner of the shares shall be issued a share certificate. The shareholder shall</p>	<p>In accordance with regulations on stock ownership transfer of public companies.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>share certificate. The shareholder shall not be charged by the Company for the cost of printing the share certificate.</p> <p>.</p> <p>...</p> <p><u>(Not regulated)</u></p>	<p>not be charged by the Company for the cost of printing the share certificate.</p> <p>...</p> <p><u>5. In case the Company cancels its securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC), the Company shall re-issue share certificates to shareholders within thirty (30) days from the effective date of the securities registration cancellation as notified by the VSDC.</u></p>	
6.	<p>Clause 1 Article 12. Rights of shareholders</p> <p>Shareholders are the owners of the Company, having corresponding rights and obligations according to the number and class of shares they own. A shareholder is only responsible for the debts and other property obligations of the Company within the scope of the capital amount contributed to the Company.</p> <p>1. Ordinary shareholders have the following rights:</p> <p>...</p> <p>e) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information;</p>	<p>Clause 1 Article 12. Rights of shareholders</p> <p>1. Ordinary shareholders have the following rights:</p> <p>...</p> <p>e) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information. <u>The provision of information shall follow the process detailed in the Internal Regulations on Corporate Governance;</u></p> <p>f) To examine, look up, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and</p>	<p>Specifically regulate the Process (Sequence, request procedures) for information provision.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	f) To examine, look up, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;	Resolutions of the General Meeting of Shareholders. <u>The provision of information shall follow the process detailed in the Internal Regulations on Corporate Governance;</u>	Specifically regulate the Process (Sequence, request procedures) for information provision.
7.	<p>Clause 2 Article 12. Rights of shareholders</p> <p>2. A shareholder or a group of shareholders owning 5% or more of the total ordinary shares has the following rights:</p> <p>a) To 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 Law on Enterprises;</p> <p>b) To examine, look up, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors, and <u>other documents</u> except for documents related to the Company's trade secrets or business secrets;</p> <p>c) To request the Board of Supervisors to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and must include the following information: full name,</p>	<p>Clause 2 Article 12. Rights of shareholders</p> <p>2. A shareholder or a group of shareholders owning 5% or more of the total ordinary shares has the following rights:</p> <p>a) To 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 Law on Enterprises;</p> <p>b) To examine, look up, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors, except for documents related to the Company's trade secrets or business secrets. <u>The provision of information shall follow the process detailed in the Internal Regulations on Corporate Governance;</u></p> <p>c) To request the Board of Supervisors to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal identification documents</p>	Supplement the process for information provision.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>contact address, nationality, and legal identification documents of the individual for individual shareholders; name, enterprise identification number or legal identification documents of the organization, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the ownership ratio in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;</p> <p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares owned by the shareholder, and the issue proposed to be included in the agenda;</p> <p>e) Other rights as prescribed by law and this Charter.</p>	<p>of the individual for individual shareholders; name, enterprise identification number or legal identification documents of the organization, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the ownership ratio in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;</p> <p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 05 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares owned by the shareholder, and the issue proposed to be included in the agenda;</p> <p>e) Other rights as prescribed by law and this Charter.</p>	<p>Pursuant to Clause 2, Article 142 of the Law on Enterprises 2020, ensuring sufficient time for the Board of Directors to convene a Board meeting to review the recommendations</p>
8.	<p>Clause 3 Article 13. Obligations of shareholders</p> <p>3. Comply with the Company's Charter and <u>internal regulations</u>.</p>	<p>Clause 3 Article 13. Obligations of shareholders</p> <p>3. Comply with the Company's Charter and <u>internal regulations approved by the General Meeting of Shareholders</u>.</p>	<p>Avoid confusion with other internal management regulations of the Company that do not fall under the authority of the General Meeting of Shareholders.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
9.	<p>Clause 4 Article 14. General Meeting of Shareholders</p> <p>4. Convening an extraordinary General Meeting of Shareholders</p> <p>a) The Board of Directors <u>must convene a General Meeting of Shareholders</u> within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is as prescribed in Point b, Clause 3 of this Article, or from the date of receiving the request as prescribed in Point c and Point d, Clause 3 of this Article;</p>	<p>Clause 4 Article 14. General Meeting of Shareholders</p> <p>4. Convening an extraordinary General Meeting of Shareholders</p> <p>a) The Board of Directors <u>must determine the opening date of the General Meeting of Shareholders</u> within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is as prescribed in Point b, Clause 3 of this Article, or from the date of receiving the request as prescribed in Point c and Point d, Clause 3 of this Article;</p>	<p>Clause 2, Article 140 of the Law on Enterprises 2020.</p> <p>Clarify the word “convene”, and at the same time change the timeline to be consistent with the process of organizing the General Meeting of Shareholders.</p>
10.	<p>Clause 1, Clause 2 Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the Company's development orientation;</p> <p>b) Decide on the types of shares and the total number of shares of each type authorized to be offered; decide on the annual dividend rate for each type of share;</p> <p>c) Elect, release, or dismiss members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on the investment or sale of assets valued at 35% or</p>	<p>Clause 1, Clause 2 Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the Company's development orientation;</p> <p>b) Decide on the types of shares and the total number of shares of each type authorized to be offered; decide on the annual dividend rate for each type of share;</p> <p>c) Elect, release, or dismiss members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on the investment or sale of assets valued at 35% or</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>more of the total asset value recorded in the Company's most recent financial statements;</p> <p>e) Decide on amendments and supplements to the Company's Charter;</p> <p>f) Approve annual financial statements;</p> <p>g) Decide on the redemption of more than 10% of the total sold shares of each type;</p> <p>h) Consider and handle violations by members of the Board of Directors or members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>i) Decide on the reorganization or dissolution of the Company;</p> <p>j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>k) Approve, supplement, or adjust <u>the Internal Management Regulations; Operating Regulations of the Board of Directors, and the Board of Supervisors;</u></p> <p>l) Approve the list of approved auditing organizations; decide on the approved auditing organization to audit the Company's operations, and dismiss the approved auditor when deemed</p>	<p>more of the total asset value recorded in the Company's most recent financial statements;</p> <p>e) Decide on amendments and supplements to the Company's Charter;</p> <p>f) Approve annual financial statements;</p> <p>g) Decide on the redemption of more than 10% of the total sold shares of each type;</p> <p>h) Consider and handle violations by members of the Board of Directors or members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>i) Decide on the reorganization or dissolution of the Company <u>and appoint a liquidator;</u></p> <p>j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>k) Approve, supplement, or adjust <u>the Internal Regulations on Corporate Governance; the Operating Regulations of the Board of Directors; and the Operating Regulations of the Board of Supervisors;</u></p> <p>l) Approve the list of approved auditing organizations; decide on the approved auditing organization to audit the Company's operations, and dismiss the approved auditor when deemed</p>	<p>Reference to Clause 2, Article 15 of Appendix I - Model Charter – Circular No. 116/2020/TT-BTC.</p> <p>Adjust wording, clarify regulatory documents of the Company.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>necessary;</p> <p>m) Other rights and obligations as prescribed by law.</p> <p><u>2. The General Meeting of Shareholders shall discuss and approve the following matters:</u></p> <p><u>a) The annual business plan of the Company;</u></p> <p><u>b) The audited annual financial statements;</u></p> <p><u>c) The report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;</u></p> <p><u>d) The report of the Board of Supervisors on the business performance of the Company, the performance results of the Board of Directors, and the General Director;</u></p> <p><u>e) The self-assessment report on the performance results of the Board of Supervisors and members of the Board of Supervisors;</u></p> <p><u>f) The dividend rate for each share of each class;</u></p> <p>g) The number of members of the Board of Directors and the Board of Supervisors;</p> <p><u>h) Election, dismissal, and removal of members of the Board of Directors and members of the Board of Supervisors;</u></p> <p><u>i) Decide on the budget or total level of remuneration,</u></p>	<p>necessary;</p> <p>g) The number of members of the Board of Directors and the Board of Supervisors;</p>	<p>Rearrange the contents of Clause 1, Clause 2, Article 15 of the current Charter, and at the same time omit duplicated ideas</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p><u>bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</u></p> <p><u>j) Approve the list of accepted auditing companies; decide on the accepted auditing company to conduct inspections of the Company's activities when deemed necessary;</u></p> <p><u>k) Supplements and amendments to the Company's Charter;</u></p> <p><u>l) Classes of shares and number of new shares to be issued for each class of shares, and the transfer of shares of founding members within the first 03 years from the date of establishment;</u></p> <p>m) Division, separation, consolidation, merger, or conversion of the Company;</p> <p><u>n) Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;</u></p> <p><u>o) Decide on investment or sale of assets with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company;</u></p> <p><u>p) Decide to buy back more than 10% of the total sold shares of each class;</u></p> <p>q) The Company enters into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent</p>	<p>n) Division, separation, consolidation, merger, or conversion of the Company;</p> <p>o) The Company enters into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statements;</p> <p>p) Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>financial statements;</p> <p>r) Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p><u>s) Approve, supplement, or adjust the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;</u></p> <p><u>t) Other matters in accordance with the provisions of law and this Charter.</u></p>	<p>articles of the Law on Securities;</p> <p>q) Other rights and obligations as prescribed by law.</p>	
11.	<p><u>(Not yet regulated)</u></p>	<p>Clause 2 Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p><u>2. The annual General Meeting of Shareholders shall discuss and approve the following issues:</u></p> <p><u>a) The Company's annual business plan;</u></p> <p><u>b) Audited annual financial statements;</u></p> <p><u>c) The Board of Directors' report on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;</u></p> <p><u>d) The Board of Supervisors's report on the Company's business results, the performance results of the Board of</u></p>	<p>Supplement to further clarify the regulations on matters that must be approved at the Annual General Meeting of Shareholders.</p> <p>Rearrange the contents of Clause 1, Clause 2, Article 15 of the current Charter.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>Directors, and the Director or General Director;</u> <u>e) The self-assessment report on the performance results of the Board of Supervisors and the Supervisors;</u> <u>f) Dividend rate for each share of each type;</u> <u>g) Other issues within its authority.</u>	
12.	<p>Clause 1 Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.</p>	<p>Clause 1 Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises, <u>according to the following specific regulations:</u></p> <p><u>a) For individual shareholders, they may only authorize a maximum of one (01) authorized representative to attend the meeting. A shareholder who has authorized this representative shall not be allowed to attend the meeting, even in the case of partial authorization to the authorized representative.</u></p> <p><u>b) For institutional shareholders, authorization shall be carried out as follows:</u></p> <p><u>- Shareholders holding less than 1% of the total ordinary</u></p>	<p>Article 144 of the Law on Enterprises 2020.</p> <p>Detailed regulations on authorization by individual shareholders.</p> <p>Article 144 of the Law on Enterprises 2020.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>shares have the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;</u></p> <p><u>- Shareholders holding from 1% to less than 10% of the total ordinary shares have the right to authorize one (01) or a maximum of two (02) people to attend the meeting;</u></p> <p><u>- Shareholders holding 10% or more of the total ordinary shares have the right to authorize one (01) or a maximum of three (03) people to attend the meeting.</u></p> <p><u>In case there is more than one authorized representative, the specific number of shares and votes authorized for each representative must be specified.</u></p>	Detailed regulations on authorization and sub-authorization in accordance with Article 283 of the Civil Code.
13.	<p>Clause 2 Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the law on civil matters and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, <u>signatures of the authorizing party and the authorized party.</u></p>	<p>Clause 2 Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the law on civil matters and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, <u>the signature, full name (handwritten), and seal (if an organization) of the authorizing party and the authorized party. The authorized person attending the General Meeting of Shareholders must submit the power of</u></p>	Supplement stricter regulations for authorization and the content of the written authorization.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p><u>The authorized person attending the General Meeting of Shareholders must submit the written authorization upon registration for attendance.</u></p>	<p><u>attorney when registering to attend the meeting.</u></p> <p><u>The authorized person may re-authorize another person in case there is written consent from the original authorizing shareholder. This document shall be presented by the re-authorized person when attending the meeting, together with the original power of attorney from the shareholder. The re-authorized person shall not be allowed to authorize another person.</u></p>	<p>Supplement regulations for stricter sub-authorization.</p>
14.	<p>Clause 1 Clause 2 Article 21. Conditions for the approval of Resolutions of the General Meeting of Shareholders</p> <p>1. A resolution on the following contents shall be passed if it is approved by shareholders representing 65% or more of the total votes of all <u>attending</u> shareholders, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions shall be passed when approved by shareholders owning over 50% of the total votes of all <u>attending</u> shareholders, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>Note, In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of</p>	<p>Clause 1 Clause 2 Article 21. Conditions for the approval of Resolutions of the General Meeting of Shareholders</p> <p>1. A resolution on the following contents shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>attending and voting</u> at the meeting, except for cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions shall be passed when approved by shareholders owning over 50% of the total voting shares of all shareholders <u>attending and voting</u> at the meeting, except for cases prescribed in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>Note, In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of</p>	<p>Pursuant to Clause 1, Article 148 of the Law on Enterprises 2020; Article 7 of Law No. 03/2022/QH15.</p> <p>Pursuant to Clause 2, Article 148 of the Law on Enterprises 2020; Article 7 of Law No. 03/2022/QH15.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>members of the Board of Directors/Board of Supervisors may be carried out using the cumulative voting method as above or by the voting method (for, against, abstain). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company's Charter.</p>	<p>members of the Board of Directors/Board of Supervisors may be carried out using the cumulative voting method as above or by the voting method (for, against, abstain). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company's Charter.</p>	
15.	<p>Clause 3 Article 22. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>3. The opinion collection form must contain the following main contents:</p> <p>a) Name, head office address, and enterprise identification number;</p> <p>b) Purpose of opinion collection;</p> <p>c) Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual for the representative of an institutional shareholder; number of shares of each type and number of voting rights of the shareholder;</p> <p>d) Issues requiring opinion collection to pass a decision;</p> <p>e) Voting options including for, against, and abstain for each</p>	<p>Clause 3 Article 22. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>3. The opinion collection form must contain the following main contents:</p> <p>a) Name, head office address, and enterprise identification number;</p> <p>b) Purpose of opinion collection;</p> <p>c) Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual for the representative of an institutional shareholder; number of shares of each type and number of voting rights of the shareholder;</p> <p>d) Issues requiring opinion collection to pass a decision;</p> <p>e) Voting options including for, against, and abstain for each</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>issue requiring opinion collection;</p> <p>f) Deadline for sending the completed opinion collection form back to the Company;</p> <p>g) Full name and signature of the Chairperson of the Board of Directors.</p>	<p>issue requiring opinion collection;</p> <p><u>f) Election options (if any);</u></p> <p>g) Deadline for sending the completed opinion collection form back to the Company;</p> <p>h) Full name and signature of the Chairperson of the Board of Directors.</p>	<p>Supplement to implement the collection of shareholders' written opinions for the supplementary election of the Board of Directors or the Board of Supervisors</p>
16.	<p>Clause 4 Article 22. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>4. Shareholders may send completed opinion collection forms to the Company by mail, fax, or email in accordance with the following provisions:</p> <p>...</p>	<p>Clause 4 Article 22. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>4. Shareholders may send completed opinion collection forms to the Company by mail, fax, or email <u>according to the information registered with the Vietnam Securities Depository and Clearing Corporation (VSDC)</u> in accordance with the following provisions:</p>	<p>Supplement bases for identifying shareholder information upon receipt of the responded written opinion forms from</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		...	shareholders.
17.	<p>Point f Clause 1 Article 23. Resolution, Minutes of the General Meeting of Shareholders</p> <p>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 prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following principal contents:</p> <p>...</p> <p>f) Number of shareholders and total number of voting shares of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;</p>	<p>Point f Clause 1 Article 23. Resolution, Minutes of the General Meeting of Shareholders</p> <p>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 prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following principal contents:</p> <p>...</p> <p>f) Number of shareholders and total number of voting shares of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes; <u>the corresponding ratio to the total number of voting shares of shareholders attending and voting;</u></p>	<p>In accordance with the provisions of Clause 1, Clause 2, Article 21. Conditions for a Resolution of the General Meeting of Shareholders to be approved (New Charter).</p>
18.	<p>Article 24. Request for cancellation of a Resolution of the General Meeting of Shareholders</p> <p>Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises</p>	<p>Article 24. Request for cancellation of a Resolution of the General Meeting of Shareholders</p> <p>Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:</p> <p>1. The order, procedures for convening the meeting and making decisions of the General Meeting of Shareholders violate the provisions of the Law on Enterprises and the Company's Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.</p> <p>2. The content of the resolution violates the law or this Charter.</p>	<p>has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:</p> <p>1. The order, procedures for convening the meeting and making decisions of the General Meeting of Shareholders violate the provisions of the Law on Enterprises and the Company's Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.</p> <p>2. The content of the resolution violates the law or this Charter.</p> <p><u>In case a shareholder or group of shareholders requests a Court or Arbitration to cancel a resolution of the General Meeting of Shareholders in accordance with Article 151 of the Law on Enterprises, such resolution shall remain in effect until the decision of the Court or Arbitration to cancel such resolution takes effect, except in cases where temporary emergency measures are applied according to the decision of a competent authority.</u></p>	<p>Supplement regulations based on Clause 3, Article 152 of the Law on Enterprises 2020.</p>
19.	<p>Clause 2 Article 25. Candidacy and nomination of members of the Board of Directors</p> <p>2. A shareholder or group of shareholders owning 5% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. A shareholder or group of shareholders holding from 5% to less than 10% of total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02)</p>	<p>Clause 2 Article 25. Candidacy and nomination of members of the Board of Directors</p> <p>2. A shareholder or group of shareholders owning 5% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. <u>Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors.</u> A shareholder or group of shareholders holding from 5% to less</p>	<p>Supplement regulations, based on Point a, Clause 5, Article 115 of the Law on Enterprises 2020.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate the full number of candidates.</p>	<p>than 10% of total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate the full number of candidates. <u>The nomination and candidacy of members of the Board of Directors are detailed in the Internal Regulations on Corporate Governance.</u></p>	<p>Supplement the process guiding the nomination and candidacy for members of the Board of Directors.</p>
20.	<p>Clause 4 Article 25. Candidacy and nomination of members of the Board of Directors</p> <p>4. In case the number of candidates nominated additionally by the incumbent Board of Directors according to Clause 3 of this Article is still insufficient, <u>The Board of Directors shall arrange for other shareholders to nominate in accordance with the regulations in the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.</u> The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law..</p>	<p>Clause 4 Article 25. Candidacy and nomination of members of the Board of Directors</p> <p>4. In case the number of candidates nominated additionally by the incumbent Board of Directors according to Clause 3 of this Article is still insufficient, <u>the Board of Directors shall disclose information regarding the insufficient number of candidates for the Board of Directors no later than five (05) days before the opening date of the GMS. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.</u> The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p>	<p>Supplement specific regulations to provide a basis for implementation in the event that the number of candidates additionally nominated by the incumbent Board of Directors under Clause 3 of this Article is still insufficient.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
21.	<p>Clause 1 Article 26. Composition and term of members of the Board of Directors</p> <p>1. The number of members of the Board of Directors shall be <u>from 05 (five) to 07 (seven) persons.</u></p>	<p>Clause 1 Article 26. Composition and term of members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is <u>05.</u></p>	Specify regulations to provide a basis for determining the ratio to convene an Extraordinary General Meeting of Shareholders when the number of Board members is reduced by more than one-third (1/3)
22.	<p>Clause 4 Article 26. Composition and term of members of the Board of Directors</p> <p>4. A member of the Board of Directors shall cease to be a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.</p> <p><u>(Not yet regulated)</u></p>	<p>Clause 4 Article 26. Composition and term of members of the Board of Directors</p> <p>4. A member of the Board of Directors shall cease to be a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.</p> <p><u>Members of the Board of Directors shall continue to exercise their full rights and obligations until the General Meeting of Shareholders approves the dismissal of the member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration of a member of the Board of Directors as soon as the Company receives notification of the following cases:</u></p> <p><u>a) A member of the Board of Directors who has limited civil act capacity, has lost their civil act capacity, or has</u></p>	Supplement to clarify the rights and obligations of members of the Board of Directors when it is necessary to carry out dismissal, removal, or replacement.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>difficulty in perceiving and controlling their behavior.</u></p> <p><u>b) A member of the Board of Directors who is currently being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation facility or compulsory education facility, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.</u></p> <p><u>c) The Board of Directors has issued a decision approving the resignation/voluntary departure of a member of the Board of Directors in accordance with the provisions of Article 9 of the Operating Regulations of the Board of Directors.</u></p>	
23.	<p>Clause 2 Article 27. Powers and Obligations of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>a) Deciding on the strategy, medium-term development plans, and annual business plans of the Company; <u>Supplement additional business lines permitted under the provisions of law;</u></p> <p>...</p>	<p>Clause 2 Article 27. Powers and Obligations of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>a) Deciding on the strategy, medium-term development plans, and annual business plans of the Company;</p> <p>...</p> <p>q) Requesting the General Director, Deputy General Director,</p>	<p>Content not within the authority of the Board of Directors</p> <p>Readjust text citations to be consistent with the Draft of the new Internal</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>q) Requesting the General Director, Deputy General Director, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units. The requested managers must provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors. The sequence and procedures for requesting and providing information are specified in <u>Operating Regulations of the Board of Directors</u></p> <p>...</p>	<p>and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units. The requested managers must provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors. The sequence and procedures for requesting and providing information are specified in <u>the Internal Regulations on Corporate Governance</u>.</p> <p>...</p>	<p>Regulations on Corporate Governance</p>
24.	<p>Clause 5 Article 30. Meetings of the Board of Directors</p> <p>5. The Chairperson of the Board of Directors must <u>convene</u> a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred by the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.</p>	<p>Clause 5 Article 30. Meetings of the Board of Directors</p> <p>5. The Chairperson of the Board of Directors <u>shall send a notice of the meeting</u> to members of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article <u>and no later than 05 working days before the meeting date. The Board of Directors meeting must be held no later than 12 working days from the date the Company receives the request</u>. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred by the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting, <u>with the convening procedure being the same as that of the Chairperson of the Board of Directors convening upon request</u></p>	<p>Clarify the issue of convening meetings of the Board of Directors after receiving a request</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
25.	<p>Clause 6 Article 30. Meetings of the Board of Directors</p> <p>6. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting shall send a notice of the meeting no later than 05 <u>working</u> days before the meeting date. The meeting notice must specify the time and location of the meeting, the agenda, and the issues for discussion and decision. The meeting notice must be accompanied by documents used at the meeting and the voting ballots of the members.</p>	<p>Clause 6 Article 30. Meetings of the Board of Directors</p> <p>6. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting shall send a notice of the meeting no later than 05 working days before the meeting date. The meeting notice must specify the time and location of the meeting, <u>the form of the meeting</u>, the agenda, and the issues for discussion and decision. The meeting notice must be accompanied by documents used at the meeting and the voting ballots of the members.</p>	Update in accordance with the Notice of Meeting
26.	<p>Clause 8 Article 30. Meetings of the Board of Directors</p> <p>8. A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed <u>it shall be convened for the second time within 07 days from the initially intended date of the first meeting</u>. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance.</p>	<p>Clause 8 Article 30. Meetings of the Board of Directors</p> <p>8. A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed, <u>the Chairperson of the Board of Directors shall send a second meeting notice to the members of the Board of Directors within 07 days from the intended date of the first meeting and no later than 05 working days before the meeting date. The second Board of Directors meeting must be held no later than 12 days from the intended date of the first meeting</u>. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance</p>	Clarify the issue of convening meetings of the Board of Directors when there are insufficient conditions to conduct them

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
27.	<p>Clause 11 Article 30. Meetings of the Board of Directors</p> <p>11. Members must fully attend Board of Directors meetings. <u>A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.</u></p>	<p>Clause 11 Article 30. Meetings of the Board of Directors</p> <p>11. Members must fully attend Board of Directors meetings. <u>A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors if approved by a majority of the Board of Directors members) to attend and vote.</u></p>	Based on Clause 11, Article 157 of the Law on Enterprises 2020, clarify the regulations on authorization to attend meetings of the Board of Directors
28.	<p><u>(Not yet regulated)</u></p>	<p>Clause 13 Article 30. Meetings of the Board of Directors</p> <p><u>13. Minutes of the Board of Directors meeting shall be prepared in accordance with Article 158 of the 2020 Law on Enterprises and current legal regulations.</u></p>	Regulated under Law No. 03/2022/QH15
29.	<p>Article 33. Organizational structure of management</p> <p>The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has a General Director, Deputy General Directors, a Chief Accountant, <u>Chief Executive Officers</u> and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors</p>	<p>Article 33. Organizational structure of management</p> <p>The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has a General Director, Deputy General Directors, a Chief Accountant and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors.</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
30.	<p>Clause 4 Article 32. Corporate Governance Officer, Company Secretary</p> <p>4. The Company Secretary has the following rights and obligations:</p> <p>...</p>	<p>Clause 4 Article 32. Corporate Governance Officer, Company Secretary</p> <p>4. <u>When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary with a term as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, provided it does not contravene current labor laws.</u> The Company Secretary has the following rights and obligations:</p> <p>...</p>	Based on Clause 5, Article 156 of the Law on Enterprises 2020
31.	<p><u>(Not yet regulated)</u></p>	<p>Clause 5 Article 32. Corporate Governance Officer, Company Secretary</p> <p><u>5. The total remuneration and bonuses for the Corporate Governance Officer and the Company Secretary shall be decided by the General Meeting of Shareholders at the annual meeting. The remuneration of the Corporate Governance Officer and the Company Secretary shall be included in the Company's business expenses in accordance with the law on corporate income tax and must be reported to the General Meeting of Shareholders at the annual meeting.</u></p>	Supplement to clarify the Remuneration of the Person in charge of Corporate Governance
32.	<p>Article 37. Candidacy and nomination of members of the Board of Supervisors</p>	<p>Article 36. Candidacy and nomination of members of the Board of Supervisors</p>	

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or group of shareholders holding from <u>5% to less than 30% of the total total number of voting shares shall be entitled to nominate a maximum of one (01) candidate; from 30% to less than 50% may nominate a maximum of two (02) candidates; and from 50% or more may nominate a maximum of three (03) candidates.</u>	1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or group of shareholders holding <u>from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% may nominate the full number of candidates. The nomination and candidacy of members of the Board of Supervisors are specified in detail in Clause 1, Article 70 of the Internal Regulations on Corporate Governance.</u>	Readjust for greater tightness Provide specific regulations on the nomination and candidacy for members of the Board of Supervisors
33.	Article 38. Composition of the Board of Supervisors 1. The number of members of the Company's Board of Supervisors is three (03) to five (5) persons.	Article 37. Composition of the Board of Supervisors 1. The number of members of the Company's Board of Supervisors is <u>three (03) persons.</u>	Specify regulations to provide a basis for determining the minimum number of Board of Supervisors members required to convene an Extraordinary General Meeting of Shareholders
34.	Clause 2 Article 38. Composition of the Board of Supervisors 2. Members of the Board of Supervisors must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and the following criteria: a) <u>Not working</u> in the accounting or finance department of the	Clause 2 Article 37. Composition of the Board of Supervisors 2. Members of the Board of Supervisors must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and <u>must not fall into the following cases:</u> a) Working in the accounting or finance department of the	Readjust the wording, referencing the Model Charter issued enclosed with Circular No. 116/2020/TT-BTC

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	Company; b) <u>Not being</u> a member or employee of an independent auditing firm that has audited the Company's financial statements in the 03 preceding consecutive years.	Company; b) Being a member or employee of an independent auditing firm that has audited the Company's financial statements in the 03 preceding consecutive years.	
35.	<u>(Not yet regulated)</u>	<p>Clause 5 Article 37. Composition of the Board of Supervisors</p> <p><u>5. A member of the Board of Supervisors shall continue to fully exercise their rights and obligations until the General Meeting of Shareholders approves the dismissal of such member, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:</u></p> <p><u>a) The member of the Board of Supervisors has limited civil act capacity, has lost civil act capacity, or has difficulties in perception and control of their behavior.</u></p> <p><u>b) The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs.</u></p> <p><u>c) The Board of Supervisors has a decision approving the</u></p>	Supplement to clarify the rights and obligations of members of the Board of Directors when it is necessary to carry out dismissal, removal, or replacement

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>receipt of the resignation letter of the member of the Board of Supervisors, implemented similarly to the provisions in Article 9 of the Operating Regulations of the Board of Directors.</u>	
36.	<p>Clause 8 Article 40. Rights and obligations of the Board of Supervisors</p> <p>8. Have the right to access the Company's records and documents kept at the head office, branches, and other locations; <u>shall have the right to access the working venues of the Company's managers and employees during working hours.</u></p>	<p>Clause 8 Article 39. Rights and obligations of the Board of Supervisors</p> <p>8. Have the right to access the Company's records and documents kept at the head office, branches, and other locations; <u>related to the performance of assigned tasks of members of the Board of Supervisors if approved by the Board of Supervisors, and this information does not fall within the scope of the Company's business secrets. The person provided with information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work; have the right to come to the workplace of the Company's managers and employees during working hours. The provision of information follows the process specified in detail in the Internal Regulations on Corporate Governance.</u></p>	Specify detailed regulations on the right to request information of the Board of Supervisors
37.	<p>Clause 9 Article 39. Rights and obligations of the Board of Supervisors</p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and</p>	<p>Clause 9 Article 39. Rights and obligations of the Board of Supervisors</p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and</p>	Supplement detailed order and procedures when the

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	business activities of the Company.	business activities of the Company. <u>The order and procedures for requesting and providing information are specified in detail in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors.</u>	Board of Supervisors requests the provision of information
38.	<u>(Not yet regulated)</u>	<p>Clause 2 Article 46. Profit distribution</p> <p><u>2. The Board of Directors may decide on interim dividend payments as authorized by the General Meeting of Shareholders if it deems such payment consistent with the Company's profitability.</u></p>	Supplement regulations to provide a basis for implementation when necessary
39.	<p>Article 55. Dissolution of the Company</p> <p>1. The Company may be dissolved in the following cases:</p> <p><u>a) Expiration of the duration of operation stated in the Charter of the Company without a decision on extension;</u></p> <p>b) Pursuant to a resolution or decision of the General Meeting of Shareholders;</p> <p>c) Revocation of the Enterprise Registration Certificate, except where otherwise provided by the Law on Tax Administration;</p> <p>d) Other cases as prescribed by law.</p>	<p>Article 54. Dissolution of the Company</p> <p>1. The Company may be dissolved in the following cases:</p> <p>a) Pursuant to a resolution or decision of the General Meeting of Shareholders;</p> <p>b) Revocation of the Enterprise Registration Certificate, except where otherwise provided by the Law on Tax Administration;</p> <p>c) Other cases as prescribed by law.</p>	<p>In accordance with the Company's actual situation: “the duration of operation of the Company is indefinite from the date of establishment”</p> <p>In accordance with the</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>2. The dissolution of the Company before the expiration of its duration <u>(including any extended period)</u> by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p>	<p>2. The dissolution of the Company before the expiration of its term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p>	<p>Company's actual situation: “the duration of operation of the Company is indefinite from the date of establishment”</p>

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

BEN TRE WATER SUPPLY AND SEWERAGE
JOINT STOCK COMPANY



*(Issued pursuant to the Resolution of the Extraordinary General Meeting of Shareholders
of Ben Tre Water Supply and Sewerage Joint Stock Company)*

Vinh Long, June 26, 2026

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Chapter I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: These Regulations are developed in accordance with Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance, stipulating the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the sequence and procedures for convening the General Meeting of Shareholders; the nomination, self-nomination, election, relief of duty, and removal of members of the Board of Directors, the Board of Supervisors, and the General Director; and other activities in accordance with the Company Charter and other current provisions of the Law.

2. Subjects of application: These Regulations apply to members of the Board of Directors, the Board of Supervisors, the General Director, and related persons mentioned in these Regulations.

Article 2. Explanation of terms and abbreviations

1. *Charter capital* is the total par value of shares sold or registered for purchase upon the establishment of the Joint Stock Company and as stipulated in Article 6 of the Company Charter;

2. *Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

3. *Law on Securities* is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

4. *Establishment date* is the date the Company was first issued the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents);

5. *Business Manager* is the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors;

6. *Enterprise Manager* is a manager of the Company, including the Chairperson of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management titles appointed by the General Meeting of Shareholders or the Board of Directors;

7. *Related person* is an individual or organization as stipulated in Clause 46, Article 4 of the Law on Securities;

8. *Shareholder* is an individual or organization owning at least one share of the Joint Stock Company;

9. *Major shareholder* is a shareholder as stipulated in Clause 18, Article 4 of the Law on Securities;

10. *Member of the Board of Supervisors* is a Supervisor

11. *Stock Exchange* is the Vietnam Stock Exchange and its subsidiaries.

12. *Non-executive member of the BOD* is a member of the BOD who is not the General Director, Deputy General Director, Chief Accountant, or other executive as stipulated by the Company Charter.

13. *Shareholder/delegate eligibility verification committee* is the department responsible for determining the conditions for conducting the General Meeting of Shareholders in accordance with the Law and the Company Charter.

14. *Company* is Ben Tre Water Supply and Sewerage Joint Stock Company

15. *BOD* is the Board of Directors

16. *Self-nomination* is nominating oneself

17. *BOS* is the Board of Supervisors

18. *VSDC* is the Vietnam Securities Depository and Clearing Corporation

19. *Delegate* is a Shareholder or an authorized representative (a person authorized by a shareholder)

20. *Person in charge of corporate governance* is the person with the responsibilities and powers stipulated in Article 281 of Decree 155/2020/NĐ-CP.

21. *Online meeting* is a form of organizing the General Meeting of Shareholders using electronic means to transmit images and sound via the internet, allowing shareholders at different locations to monitor the proceedings of the meeting, discuss, and vote on meeting issues.

22. *Electronic voting* is the act of a shareholder voting through the Electronic Voting System as stipulated in these Regulations.

23. *Username and password* include the username and password information uniquely issued by the Company to each shareholder.

24. *Contact address* is the registered head office address for organizations; or the permanent residence, workplace, or other address of an individual registered with the enterprise as their contact address.

25. *Trade secret* is information regarding inventory quantities, costs and profits, finance, and technological solutions and business techniques.

26. *Business secret* is information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.

Chapter II

GENERAL MEETING OF SHAREHOLDERS

I. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS TO PASS RESOLUTIONS BY VOTING AT THE GENERAL MEETING OF SHAREHOLDERS (IN-PERSON, ONLINE, HYBRID)

Section 1

GENERAL PROVISIONS

Article 3. Roles, rights, and obligations of the General Meeting of Shareholders

The roles, rights, and obligations of the General Meeting of Shareholders are stipulated in accordance with Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Articles 14 and 15 of the Company Charter.

Article 4. Authority to convene the General Meeting of Shareholders

(Pursuant to the provisions of Article 140 of the Law on Enterprises and Article 14 of the Company Charter)

1. The Board of Directors shall convene the Annual and Extraordinary General Meeting of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the following cases:

a. The Board of Directors deems it necessary for the interests of the Company;

b. The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number of members as stipulated by the Law;

c. At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of this Law; The request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must bear the signatures of all relevant shareholders, or the written request may be made in multiple counterparts which together gather sufficient signatures of the relevant shareholders;;

d. At the request of the Board of Supervisors;

e. Other cases as stipulated by the Law and the Company Charter.

2. The BOD shall determine the opening date of the General Meeting of Shareholders within sixty (60) days from the date the number of remaining BOD members or Supervisors is as stipulated in Point b, Clause 3, Article 14 of the Company Charter, or from the date of receiving the request stipulated in Point c and Point d, Clause 3, Article 14 of the Company Charter;

3. In the event that the BOD fails to convene the General Meeting of Shareholders as stipulated in Point a, Clause 4, Article 14 of the Company Charter, then within the next thirty (30) days, the Board of Supervisors shall replace the BOD to convene the General Meeting of Shareholders as stipulated in Clause 3, Article 140 of the Law on Enterprises;

4. In the event that the Board of Supervisors fails to convene the General Meeting of Shareholders as stipulated in Point b, Clause 4, Article 14 of the Company Charter, the shareholder or group of shareholders stipulated in Point c, Clause 3, Article 14 of the Company Charter shall have the right to request the Company's representative to convene the General Meeting of Shareholders as stipulated by the Law on Enterprises.

5. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the sequence and procedures for convening, conducting the meeting, and passing decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when

attending the General Meeting of Shareholders, including accommodation and travel expenses.

6. Procedures for organizing the General Meeting of Shareholders as stipulated in Clause 5, Article 140 of the Law on Enterprises.

Article 5. Personnel of the General Meeting of Shareholders

(Pursuant to the provisions of Article 146 of the Law on Enterprises and Clause 2, Article 20 of the Company Charter)

1. Chairperson and Presidium:

a. The Chairperson of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the chairperson of the meeting by majority principle. In the event that a chairperson cannot be elected, the Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a chairperson of the meeting from among those present, and the person with the highest number of votes shall act as the chairperson of the meeting;

b. Except for the case stipulated in Point a of this Clause, the person who signed the notice to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a chairperson of the meeting, and the person with the highest number of votes shall act as the chairperson of the meeting;

c. The Chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of those present.

d. The chairperson of the General Meeting of Shareholders has the following rights:

- To require all attendees to submit to security checks or other lawful and reasonable security measures;

- Request competent authorities to maintain order at the meeting; expel from the General Meeting of Shareholders those who do not comply with the

Chairperson's right to preside, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements.

e. The Chairperson has the right to postpone the General Meeting of Shareholders that has reached the required quorum for no more than 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:

- The meeting venue does not have enough comfortable seating for all attendees;
- Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
- There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and legally.

f. Other rights and obligations of the Chairperson as prescribed by current law.

g. The Presidium consists of at least 01 person, including 01 Chairperson and other members.

h. Duties of the Presidium:

- Preside over the activities of the Company's General Meeting of Shareholders according to the agenda proposed by the BOD and approved by the General Meeting of Shareholders;
- Guide delegates and the General Meeting in discussing the contents included in the agenda;
- Present drafts and conclude on necessary issues for the General Meeting to vote on;
- Respond to issues requested by the General Meeting;
- Resolve issues arising during the course of the General Meeting.

i. Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and decision-making by majority.

2. Meeting Secretary:

a. The Chairperson appoints one or more persons to act as meeting secretary;

b. Duties of the Meeting Secretary:

- Record the contents of the General Meeting fully and truthfully;
- Receive registration forms for comments from shareholders/delegates;
- Prepare the Minutes of the meeting and draft the Resolution of the General Meeting of Shareholders;
- Assist the Chairperson in disclosing information related to the General Meeting of Shareholders and notifying Shareholders in accordance with the provisions of the law and the Company Charter;
- Other duties as requested by the Chairperson.

3. Vote Counting Committee:

- a. The General Meeting of Shareholders elects one or more persons to the vote counting committee at the proposal of the meeting Chairperson;
- b. Duties of the Vote Counting Committee:
 - Disseminate principles, rules, and instructions on voting procedures.
 - Count and record voting ballots, prepare the vote counting minutes, announce the results; transfer the minutes to the Chairperson for approval of the voting results.
 - Promptly notify the secretary of the voting results.
 - Review and report to the General Meeting on cases of violation of voting rules or complaints regarding voting results.

4. Shareholder/Delegate Eligibility Verification Committee:

- a. The person convening the General Meeting of Shareholders as prescribed in Article 140 of the Law on Enterprises shall appoint one or more persons to the Shareholder/Delegate Eligibility Verification Committee to serve the meeting. The General Meeting's Eligibility Verification Committee consists of at least 02 people, including 01 Head of the Committee and several members.
- b. Duties of the Shareholder/Delegate Eligibility Verification Committee:
 - Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
 - The Head of the Eligibility Verification Committee reports to the General Meeting of Shareholders on the status of shareholders attending the meeting. If the

meeting has a sufficient number of shareholders and authorized representatives representing over 50% of the total voting shares, the Company's General Meeting of Shareholders shall be held.

- Participate in counting votes on other matters before the Vote Counting Committee is established.

Article 6. Prepare the list of shareholders eligible to attend the meeting and notify the closing of the list of shareholders eligible to attend the General Meeting of Shareholders

(Pursuant to the provisions of Point a, Clause 2, Article 18 of the Company Charter; Regulations on exercising rights of VSDC)

1. The Company must disclose information regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the record date.

2. The Company shall perform procedures for preparing the list of shareholders and related procedures in accordance with the Regulations on exercising rights of the Vietnam Securities Depository and Clearing Corporation (VSDC) or other provisions of law (applied when the Company has not registered securities at VSDC).

Article 7. Notice of convocation of the General Meeting of Shareholders

(Pursuant to the provisions of Article 143 of the Law on Enterprises No. 59/2020/QH14)

1. The person convening the General Meeting of Shareholders must send a meeting invitation notice to all shareholders on the list of shareholders eligible to attend the meeting no later than 21 days before the opening date. The meeting invitation must include the name, address of the head office, enterprise code; name, contact address of the shareholder, time, location of the meeting, and other requirements for attendees.

2. The meeting invitation notice shall be sent by a method that ensures it reaches the shareholder's contact address and is posted on the company's website.

3. The meeting invitation notice must be sent with the following documents:

- a. Meeting agenda, documents used in the meeting, and draft resolutions for each issue in the agenda;

b. Voting ballot/election ballot. Note: In case of inviting to the General Meeting of Shareholders via online form, the Voting/election ballot does not need to be sent with the meeting invitation notice.

4. In case the company has a website, the sending of meeting documents accompanying the meeting invitation notice as prescribed in Clause 3 of this Article may be replaced by posting them on the company's website. In this case, the meeting invitation notice must clearly state the location and method for downloading the documents.

Article 8. Agenda and content of the General Meeting of Shareholders

(Pursuant to the provisions of Article 142 of the Law on Enterprises and Article 18 of the Company Charter)

1. The person convening the General Meeting of Shareholders must prepare the agenda and content of the meeting in accordance with Article 18 of the Company Charter.

2. A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than 05 working days before the opening date of the meeting. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, contact address, nationality, number of Citizen Identity Card, People's Identity Card, Passport, or other legal personal identification for individual shareholders; name, enterprise code or decision on establishment number, head office address for institutional shareholders; the number and type of shares held by that shareholder, and the issue proposed to be included in the agenda.

3. In case the person convening the General Meeting of Shareholders refuses the proposal prescribed in Clause 2 of this Article, they must respond in writing and clearly state the reasons no later than 02 working days before the opening date of the General Meeting of Shareholders. In case the person convening the General Meeting of Shareholders or the proposer requests to discuss, the two parties must discuss before the convener responds in writing regarding the refusal. The person convening the General Meeting of Shareholders may only refuse the proposal if it falls into one of the following cases:

a. The proposal was not sent in accordance with the provisions of Clause 2 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold enough from 5% of ordinary shares or more as prescribed in Clause 2, Article 12 of the Company Charter;

c. The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;

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

4. The person convening the General Meeting of Shareholders must accept and include the proposal prescribed in Clause 2 of this Article into the expected agenda and content of the meeting, except for the cases prescribed in Clause 3 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 9. Methods of registration and authorization to attend the General Meeting of Shareholders

(Pursuant to the provisions of Article 144 of the Law on Enterprises; Article 16, Clause 1, 2, 5, Article 20 of the Company Charter)

1. Methods of registration to attend the General Meeting of Shareholders before the opening date of the General Meeting of Shareholders:

a. The method of registration to attend the General Meeting of Shareholders is clearly specified in the Notice of the General Meeting of Shareholders, including contacting the Company or sending the Registration Form to attend the General Meeting (attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Company.

b. Shareholders choose the method of registration to attend the General Meeting of Shareholders according to the method stated in the notice, including:

- Attend and vote/elect directly at the meeting;
- Authorize another representative to attend and vote/elect at the meeting and comply with the provisions of Clause 2 of this Article (in case more than one representative is appointed, the specific number of shares and number of votes/ballots authorized for each representative must be determined).

- Attend and vote/elect via online conference, electronic voting, or other electronic forms;
 - Send voting ballots/election ballots to the meeting via mail, fax, or email;
 - Other forms of registration to attend the General Meeting of Shareholders in accordance with the provisions of the Law.
- The Company shall make its best efforts to apply modern information technology so that shareholders can attend and express their opinions at the General Meeting of Shareholders in the best possible manner, including providing guidance to shareholders on voting through online General Meeting of Shareholders, electronic voting, or other electronic forms as prescribed in Article 144 of the Law on Enterprises and the Company Charter.

2. Regulations on authorization to attend the meeting:

- a. Shareholders and authorized representatives of shareholders shall perform authorization in accordance with Article 16 of the Company Charter;
- b. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the law on civil matters and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.
- c. The voting ballot/election ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following cases occurs:
 - The authorizer has died, has limited civil act capacity, or has lost civil act capacity;
 - The authorizer has revoked the appointment of authorization;
 - The authorizer has revoked the authority of the person performing the authorization.

This clause shall not apply in the event that the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 10. Conditions for conducting the General Meeting of Shareholders

(Pursuant to the provisions of Article 19 of the Company Charter)

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents more than 50% of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting shall be sent within 30 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the shareholders attending the meeting.

Article 11. Forms of passing resolutions of the General Meeting of Shareholders

(Pursuant to the provisions of Article 147 of the Law on Enterprises No. 59/2020/QH14; Article 22 of the Company Charter)

1. The General Meeting of Shareholders shall pass resolutions under its authority by voting at the meeting:

- a. In-person meeting
- b. Online conference
- c. Hybrid in-person and online conference

2. The General Meeting of Shareholders shall pass resolutions under its authority by collecting written opinions (as prescribed in Part II – This Chapter):

- a. Sending ballots by mail, fax, or email
- b. Sending ballots by electronic voting

c. Sending ballots by mail, fax, or email combined with electronic voting

Article 12. Matters to be approved at the General Meeting of Shareholders

(Pursuant to the provisions of Article 147 and Article 167 of the Law on Enterprises; Article 15 of the Company Charter)

1. Approving the Company's development orientation;
2. Reviewing and handling violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
3. Approving the list of approved auditing firms; deciding on the approved auditing firm to perform the inspection of the Company's operations; removing the approved auditor when deemed necessary;
4. The Company's annual business plan;
5. The audited annual financial statements;
6. The report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;
7. The report of the Board of Supervisors on the Company's business results and the performance results of the Board of Directors and the General Director;
8. The self-assessment report on the performance results of the Board of Supervisors and its members;
9. Dividend rate for each share of each type;
10. Number of members of the Board of Directors and the Board of Supervisors;
11. Electing, relieving of duty, and removing members of the Board of Directors and members of the Board of Supervisors;
12. Deciding on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
13. Amending and supplementing the Company Charter;

14. Types of shares and the number of new shares to be issued for each type of share, and the transfer of shares by founding shareholders within the first 03 years from the date of establishment;

15. Splitting, separating, consolidating, merging, or converting the Company;

16. Reorganizing and dissolving (liquidating) the Company and appointing a liquidator;

17. Deciding on the investment or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;

18. Deciding on the repurchase of more than 10% of the total sold shares of each type;

19. The Company entering into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the Company's total asset value recorded in the most recent financial statements;

20. Approving transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

21. Approving, supplementing, and amending the Internal Regulations on Corporate Governance, the Regulations on Operation of the Board of Directors, and the Regulations on Operation of the Board of Supervisors;

22. Other matters as prescribed by law and the Company Charter.

Article 13. Conditions for passing resolutions

(Pursuant to the provisions of Article 21 of the Company Charter)

1. A resolution on the following content shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

- a. Types of shares and the total number of shares of each type;
- b. Changing the business lines and fields;
- c. Changing the company's organizational management structure;

d. Investment projects or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statements;

e. Reorganizing or dissolving the company;

f. Extending the company's operation term;

2. Resolutions shall be passed when approved by shareholders owning more than 50% of the total voting shares of all shareholders attending and voting, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of members of the Board of Directors/Board of Supervisors may be conducted by the cumulative voting method as prescribed in Clause 3, Article 148 of the Law on Enterprises or by the voting method (approve, disapprove, no opinion). The voting ratio for approval under the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares shall be legal and effective even if the order and procedures for convening the meeting and passing such resolution violate the provisions of the Law on Enterprises and the Company Charter.

Article 14. Notification of vote counting results

The vote counting committee shall check, summarize, and report the counting results of each issue to the Chairperson. The vote counting results shall be announced by the Chairperson/vote counting committee immediately before the closing of the meeting.

Article 15. Methods for objecting to decisions of the General Meeting of Shareholders

(Pursuant to the provisions of Article 132, Article 151 of the Law on Enterprises)

1. Shareholders who have voted against a resolution on the reorganization of the company or the change of shareholders' rights and obligations as prescribed in

the Company Charter shall have the right to request the company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the company to repurchase. The request must be sent to the company within 10 days from the date the General Meeting of Shareholders passes the resolution on the matters specified in this Clause.

2. The company shall repurchase shares at the request of shareholders as prescribed in Clause 1 of this Article at the market price or a price calculated according to the principles prescribed in the Company Charter within 90 days from the date of receiving the request. In case an agreement on the price cannot be reached, the parties may request a valuation organization to determine the price. The company shall introduce at least 03 valuation organizations for the shareholder to choose from, and that choice shall be the final decision.

3. Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of this Law shall have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the resolution of the General Meeting of Shareholders in the following cases:

a. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of this Law and the Company Charter, except for the case specified in Clause 2, Article 152 of this Law;

b. The content of the resolution violates the law or the Company Charter.

Article 16. Preparation of the Minutes of the General Meeting of Shareholders

(Pursuant to the provisions of Article 23 of the Company Charter)

1. The meeting of 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 prepared in Vietnamese, may be prepared in a foreign language, and must contain the following principal contents:

a. Name, address of the head office, and enterprise identification number;

- b. Time and location of the General Meeting of Shareholders;
 - c. Meeting agenda and content;
 - d. Full name of the Chairperson and the secretary;
 - e. Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each issue on the meeting agenda;
 - f. Number of shareholders and total number of voting shares of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;
 - g. Total number of votes for each voting issue, clearly specifying the voting method, total number of valid, invalid, affirmative, negative, and abstention votes; the corresponding percentage of the total number of votes of shareholders attending the meeting; the corresponding percentage of the total number of votes of shareholders attending and voting;
 - h. Summary of the number of votes for each candidate (if any);
 - i. Issues that have been approved and the corresponding percentage of affirmative votes;
 - j. Full name and signature of the Chairperson and the secretary. In case the Chairperson or secretary refuses to sign the meeting minutes, such minutes shall be effective if they are signed by all other members of the Board of Directors attending the meeting and contain full information as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the Chairperson or secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and the secretary of the meeting or other persons signing the minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.
3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall prevail.

Article 17. Disclosure of the Resolution and Minutes of the General Meeting of Shareholders

(Pursuant to the provisions of Article 23 of the Company Charter)

1. The Resolution, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting, the written authorization for meeting attendance, all documents attached to the Minutes (if any), and related documents accompanying the meeting invitation notice must be kept at the head office of the Company.

2. The Resolution, 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.

Section 2

SPECIFIC PROVISIONS FOR EACH VOTING METHOD AT THE MEETING

Section 2.1

SPECIFIC PROVISIONS FOR THE VOTING METHOD AT THE IN-PERSON MEETING

Article 18. Procedures for registration to attend the in-person General Meeting of Shareholders

Before the opening of the meeting, the Company must conduct shareholder registration procedures and must continue registration until all shareholders entitled to attend the meeting have registered, following the sequence below:

a. Upon conducting shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by affirmative, negative, and abstention votes. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The General Meeting shall elect persons responsible for counting or supervising the vote counting as proposed by the Chairperson. The number of

members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting;

b. Shareholders or authorized representatives of institutional shareholders or authorized persons arriving after the meeting has opened shall have the right to register immediately and subsequently have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson is not responsible for pausing the meeting to allow late-arriving shareholders to register, and the validity of issues already voted/elected upon previously shall remain unchanged.

Article 19. Voting for approval of issues at the in-person General Meeting of Shareholders

(Pursuant to the provisions of the Working Regulations; Election Regulations at the General Meeting of Shareholders)

1. General principles:

a. All issues in the agenda and meeting content of the General Meeting must be discussed and voted upon publicly by the General Meeting of Shareholders.

b. Voting cards, Voting ballots, and Election ballots shall be printed, stamped with the Company's seal, and sent directly to delegates at the meeting (enclosed with the set of documents for attending the General Meeting of Shareholders). Each delegate shall be issued a Voting card, a Voting ballot, and an Election ballot. The Voting card, Voting ballot, and Election ballot shall clearly state the delegate's code, full name, number of shares owned, and authorized voting shares of that delegate.

2. Regulations on the validity of voting ballots and election ballots

a. Voting card:

- **Valid voting card:** is a card according to the pre-printed template issued by the Organizing Committee, bearing the Company's seal, without erasures, scraping, or tearing, and containing no content other than what is prescribed for this card.

- **Invalid voting card:** Content does not comply with the regulations for a valid voting card.

b. Voting ballot

- **Valid voting ballot:** is a ballot according to the pre-printed template issued by the Organizing Committee, bearing the Company's seal, without erasures,

scraping, or tearing, and containing no content other than what is prescribed for this ballot. In case of in-person voting/remote voting (via mail, fax, email, or other means as prescribed in the Company Charter), it must be signed and clearly state the full name (handwritten) of the attending delegate and be sent to the Vote Counting Committee before the time of vote counting. On the voting ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.

- **Invalid voting ballot:** Content does not comply with the regulations for a valid voting ballot.

c. Election ballot

- **Valid election ballot:** is an election ballot according to the pre-printed template issued by the Organizing Committee, without erasures, scraping, or writing any content other than what is prescribed for the election ballot. In case of in-person voting/remote voting (via mail, fax, email, or other means as prescribed in the Company Charter), it must be signed and clearly state the full name (handwritten) of the attending delegate and be sent to the Vote Counting Committee before the time of vote counting.

- **Invalid election ballot:**

- Content does not comply with the regulations for a valid election ballot
- The number of candidates the delegate votes for is greater than the number of candidates required to be elected;
- The ballot has a total number of votes for the candidates of the shareholder or representative greater than the total number of votes permitted to be cast;
- Other regulations as prescribed by the Election Regulations of the General Meeting of Shareholders and the Company Charter.

Article 20. Voting methods for resolutions at the in-person General Meeting of Shareholders

(Pursuant to the provisions of the Working Regulations at the General Meeting of Shareholders)

1. General principles:

- The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by raising cards, in-person voting, electronic voting, or other electronic forms.

- Delegates shall vote to Affirm, Negate, or Abstain on an issue put to a vote at the Meeting by raising their Voting card or filling in the selection options on the Voting ballot.

2. Voting methods

a. Voting by voting card: When voting by raising the Voting card, the front of the Voting card must be raised facing the Chairperson's podium. In case a delegate does not raise the Voting card during all three times of voting For, Against, or Abstain on an issue, it shall be deemed to have voted For that issue. In case a delegate raises the Voting card more than one (01) time when voting For, Against, or Abstain on an issue, it shall be considered an invalid vote. Under the voting method of raising the Voting card, a member of the Delegate Qualification Verification Committee/Vote Counting Committee shall mark the delegate code and the corresponding number of votes of each delegate for For, Against, Abstain, and Invalid.

b. Voting by voting ballot:

- When voting is conducted by in-person voting: for each content, the delegate shall choose one of the three options “For”, “Against”, “Abstain” pre-printed on the Voting ballot by marking an “X” or “√” in the chosen box. After completing all contents requiring voting at the Meeting, the delegate shall send the Voting ballot to the Vote Counting Committee before the time of vote counting according to the instructions of the Vote Counting Committee. The Voting ballot must be signed and clearly state the full name (handwritten) of the delegate.

- When voting is conducted by electronic voting or other electronic forms: for each content, the delegate shall choose one of the three options “For”, “Against”, “Abstain” put to a vote at the Meeting as set up in the electronic voting system. Thereafter, the delegate shall confirm the vote for the electronic voting system to record the result.

Article 21. Voting methods for elections at the in-person General Meeting of Shareholders

(Pursuant to the provisions of the Election Regulations at the General Meeting of Shareholders)

1. General principles

- Compliance with the provisions of the Law and the Company Charter;
- Voting shall be conducted by direct ballot, electronic ballot, or other electronic means.
- Members of the vote-counting committee shall not be included in the list of nominees or self-nominees for the BOD and the Board of Supervisors.

2. Methods of voting for elections

a. Election by cumulative voting

- Accordingly, each delegate has a total number of voting shares corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;
- Attending delegates have the right to aggregate their total voting shares for one or more candidates;
- In case of changing candidates on the day of the meeting, the delegate may contact the vote-counting committee to request a new election ballot and must return the old ballot (before casting it into the ballot box);
- In case of a mistake in selection, the delegate shall contact the vote-counting committee to be issued a new ballot and must return the old ballot;
- How to mark the election ballot: Each delegate shall be issued ballots. The method of marking the ballot is specifically guided in the Election Regulations approved at the General Meeting of Shareholders;
- Principles of election:
 - The elected person is determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

- In case two (02) or more candidates receive the same number of votes for the last member position, a re-election shall be conducted among the candidates with the same number of votes.

- If the results of the first election do not reach the required number, the election shall continue until the required number of members is elected.

b. Election by voting method: Conducted in accordance with the provisions of Point b, Clause 2, Article 20 of these Regulations.

Article 22. Vote counting procedures at the in-person General Meeting of Shareholders

(Pursuant to the provisions of the Working Regulations at the General Meeting of Shareholders)

The vote counting method is conducted by aggregating the ballots/voting cards of For, Against, and Abstain.

For sensitive issues and if shareholders so request, the Company must appoint an independent organization to perform the collection and counting of votes.

Section 2.2

SPECIFIC REGULATIONS ON VOTING METHODS AT ONLINE MEETINGS

Article 23. Registration procedures for attending the online General Meeting of Shareholders

The procedures for registering to attend the online General Meeting of Shareholders before the opening date of the GMS meeting are clearly stipulated in the GMS meeting notice, including:

1. Conditions for participation:

- Being named in the list of shareholders (LOS) eligible to attend the GMS, prepared according to the Company's notice of rights execution.

- Authorized representatives who are eligible to attend in accordance with the law and the Company Charter.

2. Technical requirements: Delegates must have electronic devices connected to the internet (e.g., computers, tablets, mobile phones, or other electronic devices with internet connection...).

3. Method of recording delegates attending the online GMS: A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with Article 24 of these Regulations and has confirmed their attendance at the online GMS on the electronic voting system.

Article 24. Providing login information and performing electronic voting

1. Information regarding the link to the electronic voting system, username, password, and other identification factors (if any) to attend the online GMS shall be provided in the meeting invitation notice (or the form of login information notification prescribed by the Board of Directors). The delegate is responsible for keeping the username, password, and other provided identification factors confidential to ensure that only the delegate has the right to vote on the electronic voting system and shall be fully responsible for this registered information.

2. When a delegate requests to be re-issued login information, the Meeting Organizing Committee may notify them via: in-person, mail, email, telephone, or other forms prescribed by the Board of Directors. The provision of login information is based on shareholder information from the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation according to the Company's notice of rights to attend the GMS.

3. The delegate uses the username, password, or other identification factors (if any) to access the electronic voting system to confirm attendance at the online GMS and perform electronic voting according to the content of the online GMS meeting agenda.

Article 25. Authorization for representatives to attend the online General Meeting of Shareholders

1. Shareholders shall perform authorization in accordance with the provisions of Clause 2, Article 9 of these Regulations.

2. Some regulations to note when performing online authorization:

- Shareholders need to ensure they provide full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, password, and other identification factors (if any) to the authorized party.

- Validity of online authorization: the authorization is only legally valid when the following conditions are met:

- When the shareholder fills in all information according to the online authorization form and completes the online authorization.

- The power of attorney to attend the online GMS must have full signatures, clearly written names (handwritten), and stamps (if an organization) of both the authorizing party and the authorized party.

- The original power of attorney must be sent before the official opening of the meeting. In case a shareholder has not yet attended the meeting and has performed online authorization, the authorization is valid once the Company receives the original power of attorney until the closing of the GMS.

- Cancellation of authorization for shareholders who have authorized online: the shareholder shall send an official written request to cancel the online authorization to the company before the official opening of the meeting. In case the authorized party has already attended the GMS, the time when the cancellation of authorization is recorded as valid is calculated based on the time the Company receives the official written request to cancel the online authorization; the validity of the contents already voted/elected before that time remains unchanged.

Article 26. Discussion at the online General Meeting of Shareholders

1. Principles:

- Discussion shall only be conducted within the prescribed time and within the scope of issues presented in the GMS meeting agenda;

- Only delegates are allowed to participate in the discussion;

- Delegates with opinions shall register the discussion content in the form specifically prescribed in the meeting's working regulations;

- The Secretariat shall arrange the delegates' discussion contents in the order of registration and submit them to the Chairperson.

2. Answering delegates' opinions:

- Based on the delegate's discussion content, the Chairperson or a member designated by the Chairperson shall answer the delegate's opinions;
- In case of time constraints, questions not answered directly at the GMS shall be answered by the Company later through other forms.

Article 27. Form of passing Resolutions of the online General Meeting of Shareholders

The General Meeting of Shareholders passes Resolutions under its authority by electronic voting.

Article 28. Online voting procedures

1. Voting method:

- The delegate selects one of the three voting options “For”, “Against”, or “Abstain” for each issue brought to a vote at the Meeting as set up on the electronic voting system.
- Thereafter, the delegate proceeds to confirm the vote so that the electronic voting system records the result.

2. Election voting procedures:

- Election by cumulative voting: If the Company Charter does not provide otherwise, the voting for members of the Board of Directors and the Board of Supervisors must be conducted by cumulative voting. Accordingly, the delegate performs the election according to the instructions in the Online Election Regulations approved at the General Meeting of Shareholders. Thereafter, the delegate proceeds to confirm the election so that the electronic voting system records the result.

- Election by voting method (if any): Conducted in accordance with the voting provisions stated in Clause 1 of this Article.

3. Some other regulations when performing electronic voting:

- In case a delegate does not complete the voting or election for all issues in the meeting agenda, the issues not yet voted or elected shall be considered as the delegate not having cast a vote or election for those issues.

- In case issues arise outside the sent meeting agenda, the delegate may vote or elect additionally. If the delegate does not perform voting or election for the arising issues, it shall be considered that the delegate did not cast a vote or election for those arising issues.

- The delegate may change the voting or election result (but cannot cancel the voting or election result); including the results of voting or election for additional issues arising outside the meeting agenda. The online system only records the vote count for the final voting or election result at the time of closing the electronic voting for each vote-counting round as prescribed in the meeting's working regulations.

- In the event that a Delegate casts a cumulative vote: An invalid ballot is one where the total number of votes cast for candidates differs (is greater or less) than the total number of votes of the Delegate as calculated at the time of vote counting.

- The electronic voting period is specified in the meeting working regulations. Delegates may access the electronic voting system and cast their votes 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. Upon the conclusion of the voting period, the system shall not record any further electronic voting results from the Delegate.

Article 29. Procedures for online vote counting

When a Delegate casts a vote/election ballot, the number of votes and ballots are recorded on the system based on the principle of the number of votes for, votes against, and abstains.

Article 30. Preparation of minutes for the online General Meeting of Shareholders

- Executed in accordance with the provisions of Article 16 of these Regulations.

- The venue for the meeting recorded in the minutes of the online General Meeting of Shareholders shall be the location where the Chairperson of the meeting is present to preside over the meeting. This location must be within the territory of Vietnam.

- The form of approval for the minutes of the General Meeting of Shareholders is specified in the Company's working regulations for the General Meeting of Shareholders session.

Section 2.3

SPECIFIC PROVISIONS ON VOTING METHODS AT HYBRID IN-PERSON AND ONLINE MEETINGS

Article 31. Procedures for registration to attend the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Clause 1, Article 9 and Article 23 of these Regulations.

Article 32. Authorization of representatives to attend the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Clause 2, Article 9 and Article 25 of these Regulations.

Article 33. Form of resolution approval at the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Article 11 and Article 27 of these Regulations.

Article 34. Voting procedures at the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Article 20, Article 21, and Article 28 of these Regulations.

Article 35. Vote counting procedures at the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Article 22 and Article 29 of these Regulations.

Article 36. Preparation of meeting minutes at the hybrid in-person and online General Meeting of Shareholders

Executed in accordance with the provisions of Article 16 and Article 30 of these Regulations.

II. PROVISIONS FOR THE GENERAL MEETING OF SHAREHOLDERS APPROVING RESOLUTIONS BY WRITTEN OPINION COLLECTION

Article 37. Cases where shareholder opinions may be collected in writing

(Pursuant to the provisions of Article 22 of the Company Charter)

The following matters may be approved by collecting shareholder opinions in writing:

- a. Amending and supplementing the contents of the Company Charter;
- b. Approving, supplementing, or adjusting the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;
- c. The Company's development orientation;
- d. Types of shares and the total number of shares of each type;
- e. Electing, relieving of duty, or removing members of the Board of Directors and the Board of Supervisors;
- f. Investment projects or the sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's most recent financial statements;
- g. Approving annual financial statements;
- h. Reorganization or dissolution of the Company.
- i. Changing business lines and sectors;
- j. Changing the Company's management organizational structure;
- k. Other matters as deemed necessary by the Board of Directors for the benefit of the Company.

Article 38. Cases where written opinion collection is not permitted

The Board of Directors may collect shareholder opinions in writing in all cases when deemed necessary, except for the organization of the Annual General Meeting of Shareholders.

Article 39. Sequence and procedures for the General Meeting of Shareholders to approve resolutions by written opinion collection

(Pursuant to the provisions of Point a, Clause 2, Article 18; Article 22, 24 of the Company Charter)

1. The Company shall disclose information regarding the preparation of the list of shareholders to be sent ballots for opinion collection at least ten (10) days prior to the record date.

2. The Board of Directors shall prepare the ballot for opinion collection, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution, and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be carried out in accordance with the provisions of Clause 3, Article 18 of the Company Charter.

3. Regulations on the Ballot for opinion collection

a. The ballot for opinion collection must contain the following essential information:

- Name, address of the head office, and enterprise identification number;
- Purpose of the opinion collection;
- Full name, contact address, nationality, and legal document number for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual representative for institutional shareholders; the number of shares of each type and the number of votes/election ballots of the shareholder;
- Matters requiring opinion collection for decision approval;
- Voting options including For, Against, and Abstain for each matter subject to opinion collection;
- Election options (if any);
- Deadline for returning the completed ballot to the Company;
- Full name and signature of the Chairperson of the Board of Directors.

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

- In the case of sending by mail, the completed ballot must bear the signature of the individual shareholder, or the authorized representative or legal representative of the institutional shareholder. The ballot sent to the Company must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting;

- In the case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting;

- Ballots sent to the Company after the deadline specified in the ballot, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Ballots not returned are considered as not participating in the vote.

4. Methods for sending written shareholder opinion ballots

a. Shareholders send their completed ballots to the Company by mail, fax, or email:

- The completed ballot must contain the full signature, full name (handwritten), and seal (if an organization) of the Delegate.

- In the case of sending by mail, the ballot sent to the Company must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting. In the case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting.

- Ballots sent to the Company after the deadline specified in the ballot, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Ballots not returned are considered as not participating in the vote.

b. Shareholders sending opinion ballots via electronic voting

i. Provision of access accounts

- Access account information shall be notified by the Company to the Delegate along with the Shareholder Opinion Ballot via registered mail.

- When a Delegate requests to be re-provided with access information, the Company may notify them via the following methods: in-person, by mail, email,

telephone, or other methods as prescribed by the Board of Directors. The provision of access information shall be based on information from the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the Company's notice of exercising the right to collect shareholder opinions in writing.

ii. Execution of electronic voting

- Principles of execution

- A Delegate may only cast their vote on the electronic voting system from the time they receive the Shareholder Opinion Ballot until the deadline for returning the ballot as notified by the Company.

- During the voting period notified by the Company, a Delegate may access the electronic voting system and cast their vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control.

- During the voting period notified by the Company, a Delegate may change their voting decision on the electronic voting system. Upon the conclusion of the voting period notified by the Company, a Delegate shall not be permitted to change their voting results, and these final results shall be counted and disclosed by the Company.

- Implementation methods

- A Delegate uses the access account provided by the Company to log in directly to the electronic voting system to view information related to the voting session posted on the system and to cast their vote on each matter requiring shareholder opinion.

- Shareholders send their completed ballots to the Company by mail, fax, or email, combined with sending ballots via electronic voting.

Executed in accordance with the provisions of Point a, b of Clause 3 of this Article.

5. Vote counting and preparation of the Vote Counting Minutes:

The Board of Directors shall organize the vote counting and prepare the vote counting minutes under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting minutes must contain the following key contents:

- Name, address of the head office, and enterprise identification number;
- Purpose and matters requiring opinions to be passed by resolution;
- Number of shareholders with the total number of voting/election ballots that have participated in the voting/election, distinguishing between the number of valid voting/election ballots and invalid voting/election ballots, and the method of sending voting/election ballots, accompanied by an appendix of the list of shareholders participating in the voting/election;
- Total number of votes for, against, and abstentions for each matter, and the total number of votes for each candidate (if any);
- Matters that have been passed and the corresponding approval voting ratio;
- Full name and signature of the Chairperson of the Board of Directors, the vote counters, and the vote counting supervisors.
- Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting minutes; and shall be jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. Resolution and Vote counting minutes:

a. The vote counting minutes and the resolution must be sent to shareholders within 15 days from the date of completion of the vote counting. The sending of the vote counting minutes and the resolution may be replaced by posting them on the Company's website within 24 hours from the time of completion of the vote counting.

b. A resolution passed by way of collecting shareholders' written opinions shall have the same validity as a resolution passed at a General Meeting of Shareholders.

7. Document storage: The answered opinion collection ballots, the vote counting minutes, the passed resolution, and related documents sent with the opinion collection ballots must all be kept at the Company's head office.

8. Request to cancel a Decision of the General Meeting of Shareholders passed by way of written opinion collection: Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

a. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders violate the provisions of the Law on Enterprises and the Company Charter, except for the case specified in Clause 3, Article 21 of the Company Charter.

b. The content of the resolution violates the law or the Company Charter.

Chapter III

BOARD OF DIRECTORS

Section 1

GENERAL PROVISIONS

Article 40. Role, Rights, and Obligations of the BOD

(Pursuant to the provisions of Article 278, 297 of Decree No. 155/2020/ND-CP)

The BOD shall fully comply with the responsibilities and obligations as prescribed by the Law on Enterprises and the Company Charter; in addition, the BOD has the following responsibilities and obligations:

1. To be responsible to shareholders for the company's operations;
2. To treat all shareholders equally and respect the interests of persons with interests related to the company;
3. To ensure that the company's operations comply with the provisions of the law, the Charter, and the company's internal regulations;
4. To develop the Operating Regulations of the Board of Directors to submit to the General Meeting of Shareholders for approval and publish on the company's website;

5. To supervise and prevent conflicts of interest of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers, including the misuse of company assets and abuse of transactions with related parties;

6. To develop Internal Regulations on corporate governance and submit them to the General Meeting of Shareholders for approval in accordance with Article 270 of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

7. To appoint a person in charge of corporate governance;

8. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, the person in charge of Corporate Governance, and other managers of the company;

9. To report on the activities of the BOD at the General Meeting of Shareholders in accordance with the provisions of current law.

10. To report on the corporate governance situation at the Annual General Meeting of Shareholders and disclose information in the company's Annual Report in accordance with the provisions of securities law on information disclosure.

11. Other rights and obligations as prescribed by the Company Charter and the Internal Regulations on corporate governance.

Article 41. Rights, obligations, and responsibilities of members of the BOD

(Pursuant to the provisions of Article 277 of Decree No. 155/2020/NĐ-CP)

1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the Internal Regulations on corporate governance, including the right to be provided with information and documents on the financial situation and business operations of the company and of units within the company. The procedure for providing information shall be in accordance with the Appendix to these Regulations. Persons provided with information shall be responsible for keeping the provided information confidential and using it for the correct purposes for the assigned work.

2. Members of the Board of Directors have obligations as prescribed by the Company Charter and the following obligations:

- a. To perform their duties honestly and carefully for the best interests of the shareholders and the company;
- b. To attend all meetings of the Board of Directors and provide opinions on matters brought up for discussion;
- c. To report promptly and fully to the Board of Directors on remuneration received from subsidiaries, associate companies, and other organizations;
- d. To report to the Board of Directors at the nearest meeting on transactions between the company, subsidiaries, companies controlled by the public company with 50% or more of the charter capital, and members of the Board of Directors and their related persons; and transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager within the 03 years immediately preceding the time of the transaction;
- e. To perform information disclosure when trading company shares in accordance with the provisions of the law.

Section 2

REGULATIONS ON NOMINATION, CANDIDACY, ELECTION, RELIEF OF DUTY, AND REMOVAL OF MEMBERS OF THE BOD

Article 42. Number, term, and structure of members of the Board of Directors (BOD)

(Pursuant to the provisions of Article 26 of the Company Charter)

1. The number of members of the Board of Directors is 05 persons.
2. The term of a member of the Board of Directors shall not exceed 05 years and they may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.
3. The structure of the BOD members is as follows:
 - a. The structure of the company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The company shall minimize the number of members of the Board of

Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

b. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are relieved of duty, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

c. Members of the Board of Directors shall still perform their full rights and obligations until the General Meeting of Shareholders approves the relief of duty of the Member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration of the member of the Board of Directors as soon as the Company receives notice of the following cases:

- The member of the Board of Directors has limited civil act capacity, has lost civil act capacity, or has difficulties in perception or controlling their behavior.

- The member of the Board of Directors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain work.

- The Board of Directors shall have a decision to approve the receipt of the resignation letter of a Member of the Board of Directors in accordance with Article 9 of the Operating Regulations of the Board of Directors.

d. The appointment of a member of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market.

e. A member of the Board of Directors does not necessarily have to be a shareholder of the Company.

Article 43. Standards and conditions for Members of the BOD

(Pursuant to the provisions of Clause 1, Clause 2, Article 155 of the Law on Enterprises, Article 275 of Decree No. 155/2020/NĐ-CP)

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

2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director of a public company.

3. A member of the Board of Directors of a public company may only concurrently be a member of the Board of Directors at a maximum of 05 other companies.

Article 44. Nomination and candidacy of members of the Board of Directors

(Pursuant to the provisions of Article 274 of Decree No. 155/2020/NĐ-CP; Clause 1, 2, 3, Article 25 of the Company Charter)

1. A shareholder or a group of shareholders holding 5% or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 5% to less than 10% of the total shares with voting rights shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right to nominate a maximum of four (04) candidates; and from 50% or more shall have the right to nominate the full number of candidates. The written nomination for candidates shall clearly state the name of the shareholder or group of shareholders, the quantity of each type of share held by the shareholder or group of shareholders at the time of nominating candidates for the Board of Directors, and information related to the candidates (candidate profile) as prescribed in Article 25 of the Company Charter.

Nomination of candidates for the form of General Meeting of Shareholders:

- In case a shareholder or group of shareholders sends a written request for the nomination of candidates for the Board of Directors at least 15 (fifteen) days before the opening of the General Meeting of Shareholders, the Board of Directors shall be responsible for reviewing and approving it within 5 (five) days from the date of receiving the nomination and candidacy request, and shall disclose information

related to the candidates at least 10 (ten) days before the opening date of the General Meeting of Shareholders. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 5 (five) days from the date of the Board's decision and must clearly state the reasons for the rejection.

- In case a shareholder or group of shareholders submits a nomination that does not meet the minimum 15-day requirement before the opening of the General Meeting of Shareholders, the Board of Directors shall send a notice regarding the review period for the candidate's profile to the shareholder or group of shareholders within 3 (three) days from the date of receiving the nomination and candidacy. During the aforementioned review period, the Board of Directors shall disclose the candidate's information as soon as the Board of Directors approves the candidate's profile. In case the Board of Directors does not have sufficient time for review as notified, the Board of Directors shall present this nomination and candidacy information at the General Meeting of Shareholders.

Nomination of candidates for the form of collecting shareholders' opinions in writing:

- The Board of Directors shall be responsible for disclosing the Regulations on nominating candidates for the Board of Directors (forms and information related to nomination and candidacy) as soon as the Board of Directors decides to collect shareholders' opinions in writing regarding the election.

- In case a shareholder or group of shareholders sends a written request for the nomination of candidates for the Board of Directors 5 (five) days before the Company must send the opinion collection ballots and accompanying documents to all shareholders with voting rights, the Board of Directors shall be responsible for reviewing and approving it within 5 (five) days from the date of receiving the nomination and candidacy request. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 5 (five) days from the date of the Board's decision and must clearly state the reasons for the rejection.

- In case a shareholder or group of shareholders submits a nomination that does not meet the minimum 5 (five) days before the Company must send the opinion collection ballots and accompanying documents to all shareholders with voting

rights, the Board of Directors shall not accept the nomination request and shall report it at the nearest General Meeting of Shareholders (if any).

2. In case the number of candidates for the Board of Directors through nomination and candidacy as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than 5 (five) days before the opening date of the GMS. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. In case the number of candidates nominated additionally by the incumbent Board of Directors pursuant to Clause 2 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than 5 (five) days before the opening date of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization by the incumbent Board of Directors for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

Article 45. Method of electing members of the Board of Directors

(Pursuant to the provisions of Clause 3, Article 148 of the Law on Enterprises, and Clause 2, Article 21 of the Company Charter)

1. Voting for members of the Board of Directors must be carried out using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to aggregate all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined by the number of votes

calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In case 2 or more candidates receive the same number of votes for the final member of the Board of Directors, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made based on criteria prescribed in the election regulations or the Company Charter.

2. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be carried out using the cumulative voting method prescribed in Clause 3, Article 148 of the Law on Enterprises or by the voting method (approve, disapprove, no opinion). The voting approval ratio for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

Article 46. Cases of relief of duty, removal, replacement, and supplementation of members of the Board of Directors

(Pursuant to Article 160 of the Law on Enterprises)

1. The General Meeting of Shareholders shall relieve a member of the Board of Directors of their duty in the following cases:

- a. Does not have sufficient standards and conditions as prescribed in Article 155 of the Law on Enterprises;
- b. Has submitted a resignation letter and it has been accepted;
- c. Other cases as prescribed in the Company Charter.

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

- a. Has not participated in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;
- b. Other cases as prescribed in the Company Charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors; or relieve or remove a member of the Board of Directors in cases other than those prescribed in Clause 1 and Clause 2 of this Article.

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

a. The number of members of the Board of Directors is reduced by more than one-third ($1/3$) compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b. Except for the case prescribed in Point a of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been relieved of duty or removed at the nearest meeting.

Article 47. Notice of election, relief of duty, and removal of members of the Board of Directors

After a decision is made to elect, relieve of duty, or remove a member of the Board of Directors, the Company shall be responsible for disclosing information internally within the Company and to relevant authorities, on mass media, and on the Company's website in accordance with the sequence and regulations of the current Law.

Article 48. Method of introducing candidates for members of the Board of Directors

In case candidates for the Board of Directors have been identified in accordance with Clause 1, Article 44 of these Regulations, the company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the company's website 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, carefully, and in the best interest of the company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a. Full name, date, month, and year of birth;
- b. Professional qualifications;
- c. Work history;

- d. Other management positions (including positions on the Board of Directors of other companies);
- e. Interests related to the company and related parties of the company;
- f. Other information (if any) as prescribed in the Company Charter.

The company shall be responsible for disclosing information about companies where the candidate currently holds the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).

Article 49. Election, removal, and relief of duty of the Chairperson of the Board of Directors

(Pursuant to the provisions of Article 29 of the Company Charter)

1. The Chairperson of the Board of Directors shall be elected, relieved of duty, and removed by the Board of Directors from among the members of the Board of Directors.

2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairperson of the Board of Directors shall have the following rights and obligations:

- a. Prepare the program and activity plan of the Board of Directors;
- b. Prepare the program, content, and documents for meetings; convene, preside over, and act as the chair of Board of Directors meetings;
- c. Organize the approval of resolutions and decisions of the Board of Directors;
- d. Supervise the implementation of resolutions and decisions of the Board of Directors;
- e. Act as the chair of the General Meeting of Shareholders;
- f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

4. In the event that the Chairperson of the Board of Directors submits a resignation letter or is relieved of duty or removed, the Board of Directors shall elect

a replacement within [10 days] from the date of receiving the resignation letter or the relief of duty or removal.

5. In the event that the Chairperson of the Board of Directors is absent or unable to perform their duties, they shall authorize in writing another member to perform the rights and obligations of the Chairperson of the Board of Directors. In the event that there is no authorized person, or the Chairperson of the Board of Directors is deceased, missing, in temporary detention, serving a prison sentence, serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, has fled their place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one among themselves to hold the position of Chairperson of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is issued by the Board of Directors.

Section 3

REMUNERATION, SALARY, BONUSES, AND OTHER BENEFITS OF MEMBERS OF THE BOARD OF DIRECTORS

Article 50. Remuneration, bonuses, and other benefits of members of the Board of Directors

(Pursuant to the provisions of Article 28 of the Company Charter)

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

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of the member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration level for each member based on the principle of consensus. The total remuneration and bonus amount for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on

corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in subcommittees of the Board of Directors or performing other tasks outside the scope of the normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee per occasion, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Company Charter.

Section 4

REGULATIONS ON ORDER AND PROCEDURES FOR ORGANIZING BOARD OF DIRECTORS MEETINGS

Article 51. Minimum number of meetings per month/quarter/year

(Pursuant to the provisions of Article 157 of the Law on Enterprises; Article 30 of the Company Charter)

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date the election of that Board of Directors concludes. This meeting shall be convened and presided over by the member with the highest number of votes or the highest percentage of votes. In the event that there is more than one member with the same highest number of votes or highest percentage of votes, the members shall elect one person among them to convene the Board of Directors meeting based on the principle of majority.

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

Article 52. Cases requiring the convening of an extraordinary Board of Directors meeting

(Pursuant to the provisions of Article 157 of the Law on Enterprises; Article 30 of the Company Charter)

1. The Chairperson of the Board of Directors shall convene a Board of Directors meeting in the following cases:

- a. Upon the request of the Board of Supervisors;
- b. Upon the request of the General Director or at least 05 other managers;
- c. Upon the request of at least 02 members of the Board of Directors;
- d. Other cases as prescribed by the Company Charter.

2. The request prescribed in Clause 1 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

3. The Chairperson of the Board of Directors shall send a meeting invitation notice to members of the Board of Directors within 07 working days from the date of receiving the request prescribed in Clause 3 of this Article and at the latest 05 working days before the meeting date. The Board of Directors meeting must be held no later than 12 working days from the date the Company receives the request. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting, with the convening procedure being similar to that of the Chairperson of the Board of Directors convening upon request.

Article 53. Board of Directors meeting notice and the right of Board of Supervisors members to attend Board of Directors meetings

(Pursuant to the provisions of Article 157 of the Law on Enterprises; Article 30 of the Company Charter)

1. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting shall send the meeting invitation notice at the latest 05 working days before the meeting date. The meeting invitation notice must specifically specify the time and location of the meeting, the form of the meeting, the program, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the voting ballots of the members.

2. The Board of Directors meeting invitation notice may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

3. The Chairperson of the Board of Directors or the convener shall send the meeting invitation notice and accompanying documents to members of the Board of Supervisors as they do for members of the Board of Directors.

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

Article 54. Conditions for organizing Board of Directors meetings

(Pursuant to the provisions of Article 157 of the Law on Enterprises; Article 30 of the Company Charter)

A Board of Directors meeting shall be conducted when 3/4 of the total number of members or more are present. In the event that a meeting convened in accordance with this Article does not have enough members present as prescribed, the Chairperson of the Board of Directors shall send a second meeting invitation notice to members of the Board of Directors within 07 days from the intended date of the first meeting and at the latest 05 working days before the meeting date. The second Board of Directors meeting must be held no later than 12 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

Article 55. Voting methods

(Pursuant to Article 30 of the Company Charter)

1. The Board of Directors approves resolutions and decisions by voting at meetings, collecting opinions in writing, or other forms as prescribed by the

Company Charter. Each member of the Board of Directors has one vote. A member of the Board of Directors is considered to be present and voting at a meeting in the following cases:

- a. Attending and voting directly at the meeting;
- b. Authorizing another person to attend and vote in accordance with Article 57 of these Regulations;
- c. Attending and voting via online conference, electronic voting, or other electronic forms;
- d. Sending voting ballots to the meeting via mail, fax, or email;
- e. Sending voting ballots by other means as prescribed by law (if any).

2. In the event of sending voting ballots to the meeting via mail, the voting ballot must be placed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors at the latest 01 hour before the opening. The voting ballot shall only be opened in the presence of all meeting attendees.

3. Voting:

a. Except for the provisions in Point b, Clause 3 of this Article, each member of the Board of Directors or a person authorized in accordance with Clause 1 of this Article who is directly present in their personal capacity at the Board of Directors meeting has one (01) vote;

b. A member of the Board of Directors shall not vote on transactions yielding benefits to that member or their related persons in accordance with the Law on Enterprises and Article 42 of the Company Charter;

c. Supervisors have the right to attend Board of Directors meetings, have the right to discuss but not to vote.

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

A resolution via written opinion shall be passed on the basis of the approving opinions of the majority of the Board of Directors members with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.

5. Meetings of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each participating member is able to:

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

b. Speak to all other attending members simultaneously. Discussions between members may be conducted directly via telephone or other means of communication, or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be deemed 'present' at that meeting. The location of a meeting organized under this provision shall be the location where the majority of the members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

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

6. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall serve as authentic evidence of the work conducted during the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of dispatch. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the chairperson and the minute-taker.

Article 56. Procedures for passing resolutions of the Board of Directors

(Pursuant to Article 30 of the Company Charter)

Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the meeting; in the event of a tie, the final decision shall belong to the side with the vote of the Chairperson of the Board of Directors.

A member of the Board of Directors shall not vote on any transaction that yields benefits to that member or their related persons in accordance with the Law on Enterprises and Article 42 of the Company Charter.

Article 57. Authorization of other persons to attend meetings by members of the Board of Directors

(Pursuant to Article 30 of the Company Charter)

Members must attend all meetings of the Board of Directors. A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors, if approved by a majority of the members of the Board of Directors) to attend and vote.

Article 58. Preparation of minutes of the Board of Directors meeting

(Pursuant to the provisions of Article 158 of the Law on Enterprises)

Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, and shall include the following principal contents:

- a. Name, address of the head office, and enterprise identification number;
- b. Time and location of the meeting;
- c. Purpose, agenda, and contents of the meeting;
- d. Full name of each member attending the meeting or the authorized representative, and the method of attendance; full names of members not attending and the reasons;
- e. Matters discussed and voted upon at the meeting;
- f. Summary of the opinions of each member attending the meeting in the order of the meeting's proceedings;
- g. Voting results, clearly stating the members who voted in favor, against, and those who abstained;
- h. Matters passed and the corresponding voting ratio for approval;
- i. Full name and signature of the chairperson and the minute-taker, except in cases stipulated in Article 59 of these Regulations.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the company's head office.

Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall prevail.

The chairperson, the minute-taker, and those who sign the minutes shall be responsible for the truthfulness and accuracy of the content of the minutes of the Board of Directors meeting.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the company's head office.

Article 59. In case the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting

(Pursuant to the provisions of Article 158 of the Law on Enterprises)

In case the chairperson or the minute-taker refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending the meeting and contain full details as stipulated in points a, b, c, d, dd, e, g, and h of Article 58 of these Regulations, such minutes shall be effective.

Article 60. Notification of resolutions and decisions of the Board of Directors

After issuing a Resolution/Decision of the Board of Directors, the Company is responsible for disclosing information internally and to relevant authorities, in the mass media, and on the Company's website in accordance with the sequence and regulations currently in effect.

Section 5

SUBCOMMITTEES UNDER THE BOARD OF DIRECTORS

Article 61. Subcommittees under the Board of Directors

(Pursuant to Article 31 of the Company Charter)

1. When deemed necessary, the Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall consist of at least 02 people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority of the subcommittee, and one of these members shall be appointed as the Head of the

Subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. A resolution of the subcommittee is only effective when approved by a majority of members attending and voting at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal regulations, the Company Charter, and the Internal Regulations on Corporate Governance.

Section 6

SELECTION, APPOINTMENT, RELIEF OF DUTY CORPORATE GOVERNANCE OFFICER AND COMPANY SECRETARY

Article 62. Standards for the Corporate Governance Officer

(Pursuant to Clause 2, Article 32 of the Company Charter)

The Corporate Governance Officer shall not concurrently work for an approved auditing organization that is currently auditing the Company's financial statements.

Article 63. Appointment of the Corporate Governance Officer and Company Secretary

(Pursuant to Clause 1, Article 32 of the Company Charter)

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

2. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary with a term of office as decided by the Board of Directors. The Board of Directors may remove the Company Secretary when necessary, provided that it is not contrary to current labor laws.

Article 64. Cases for relief of duty of the Corporate Governance Officer and Company Secretary

1. The Board of Directors may remove/relieve the Corporate Governance Officer and Company Secretary of their duties when necessary, provided that it is not contrary to current labor laws.

2. The Corporate Governance Officer may be removed by a resolution of the General Meeting of Shareholders.

Article 65. Notification of appointment and relief of duty of the Corporate Governance Officer and Company Secretary

After the decision to appoint or relieve the Corporate Governance Officer and Company Secretary of their duties is made, the Company is responsible for disclosing information internally and to relevant authorities, in the mass media, and on the Company's website in accordance with the sequence and regulations of current law.

Article 66. Rights and Obligations of the Corporate Governance Officer and Company Secretary

(Pursuant to Clause 3, Article 32 of the Company Charter)

1. The Corporate Governance Officer has the following rights and obligations:
 - a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders;
 - b. Preparing for meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
 - c. Advising on meeting procedures;
 - d. Attending meetings;
 - e. Advising on procedures for drafting resolutions of the Board of Directors in accordance with the provisions of the law;
 - f. Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
 - g. Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
 - h. Serving as the contact point with related parties;
 - i. Maintaining confidentiality of information in accordance with the provisions of the law and the Company Charter;

j. Other rights and obligations as prescribed by law.

2. The Company Secretary has the following rights and obligations:

a. Support the organization of the General Meeting of Shareholders and Board of Directors meetings; record meeting minutes;

b. Support members of the Board of Directors in exercising their assigned rights and obligations;

c. Support the Board of Directors in applying and implementing the Company's corporate governance principles;

d. Support the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensure compliance with obligations regarding information provision, information disclosure, and administrative procedures. Maintain confidentiality of information in accordance with the provisions of the law and the Company Charter;

e. Other rights and obligations as prescribed by law.

3. The person in charge of corporate governance and the Company Secretary shall be entitled to remuneration and bonuses. The total amount of remuneration and bonuses for the person in charge of corporate governance and the Company Secretary shall be decided by the General Meeting of Shareholders at the annual meeting. Remuneration for the person in charge of corporate governance and the Company Secretary shall be included in the Company's business expenses in accordance with the law on corporate income tax and must be reported to the General Meeting of Shareholders at the annual meeting.

Chapter IV

BOARD OF SUPERVISORS

Section 1

GENERAL PROVISIONS

Article 67. Role, rights, and obligations of the Board of Supervisors, and responsibilities of members of the Board of Supervisors

(Pursuant to Article 287 and Article 288 of Decree No. 155/2020/ND-CP)

1. Members of the Board of Supervisors shall have the rights as prescribed by the Law on Enterprises, relevant laws, the Company Charter, and the Operational Regulations of the Board of Supervisors, including the right to access information and documents related to the Company's operational status. Members of the Board of Directors, the General Director, and other managers of the enterprise are responsible for providing information in a timely and complete manner at the request of members of the Board of Supervisors.

2. Members of the Board of Supervisors are responsible for complying with the provisions of the law, the Company Charter, the Operational Regulations of the Board of Supervisors, and professional ethics in exercising their assigned rights and obligations.

3. The Board of Supervisors shall have the rights and obligations as prescribed in Article 170 of the Law on Enterprises, the Company Charter, and the following rights and obligations:

a. Propose and recommend the General Meeting of Shareholders to approve the list of audit organizations accepted to audit the Company's financial statements; decide on the audit organization accepted to inspect the Company's operations, and remove the accepted auditor when deemed necessary.

b. Be accountable to shareholders for their supervisory activities.

c. Supervise the Company's financial status and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.

d. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.

e. In case of discovering acts of violation of the law or the Company Charter by members of the Board of Directors, the General Director, or other managers of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and take measures to remedy the consequences.

f. Develop the Operational Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

g. Report to the General Meeting of Shareholders in accordance with the provisions of Article 290 of Decree 155/2020/NĐ-CP.

4. The Board of Supervisors is responsible for receiving requests for inspection of books and records from common shareholders as stipulated in Clause 1, Article 45 of the Company Charter and for fulfilling these requests for information provision from the Board of Directors, the General Director, or other managers. The procedure for requesting information provision is stipulated in the Appendix to these Regulations. The person provided with information is responsible for maintaining the confidentiality of the provided information and using it for the correct purposes for the assigned work.

Section 2

REGULATIONS ON TERM, QUANTITY, COMPOSITION STRUCTURE OF MEMBERS OF THE BOARD OF SUPERVISORS

Article 68. Quantity, term, composition, and structure of members of the Board of Supervisors

(Pursuant to the provisions of Article 168 of the Law on Enterprises, Clause 1, Article 37 of the Company Charter)

1. The number of members of the Company's Board of Supervisors is 03.
2. The term of a Supervisor shall not exceed 05 years and they may be re-elected for an unlimited number of terms.
3. Members of the Board of Supervisors are not required to be shareholders of the Company.
4. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the Supervisors; the election, relief of duty, and removal shall be conducted according to the majority principle. The rights and obligations of the Head of the Board of Supervisors shall be stipulated by the Company Charter. More than half of the Supervisors of the Board of Supervisors must be permanent residents in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a major related to the enterprise's business activities, unless the Company Charter provides for other higher standards.

5. In case the term of all Supervisors ends at the same time and the new Supervisors have not yet been elected, the outgoing Supervisors shall continue to exercise their rights and obligations until the new Supervisors are elected and assume their duties.

Article 69. Standards and conditions for members of the Board of Supervisors

(Pursuant to the provisions of Article 169 of the Law on Enterprises, Clause 2, Article 37 of the Company Charter)

1. Supervisors must meet the following standards and conditions:

- a. Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
- b. Trained in one of the fields of economics, finance, accounting, auditing, law, business administration, or a major suitable for the enterprise's business activities;
- c. Not being a person with a family relationship with members of the Board of Directors, the General Director, or other managers;
- d. Not being a manager of the company; not necessarily being a shareholder or employee of the company;
- e. Not being a person working in the accounting or finance department of the Company;
- f. Not being a member or employee of an independent audit firm that has audited the company's financial statements in the 03 preceding consecutive years.
- g. Other standards and conditions as prescribed by other relevant laws.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, the Company's Supervisors must ensure they meet all conditions stipulated in Clause 2, Article 169 of the Law on Enterprises.

3. The Head of the Board of Supervisors must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a major related to the enterprise's business activities.

Article 70. Nomination and candidacy of members of the Board of Supervisors

(Pursuant to the provisions of Article 285 of Decree No. 155/2020/NĐ-CP; Article 36 of the Company Charter)

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of the Company Charter. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% or more may nominate the full number of candidates.

2. In case the number of candidates for the Board of Supervisors through nomination and candidacy as stipulated in Clause 5, Article 115 of the Law on Enterprises is not sufficient, the incumbent Board of Supervisors may nominate additional candidates in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

3. In case the number of candidates nominated by the incumbent Board of Supervisors according to Clause 2 of this Article is still not sufficient, the Board of Supervisors shall disclose information regarding the insufficiency of candidates for the Board of Supervisors no later than five (05) days before the opening date of the General Meeting of Shareholders. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 71. Method of electing members of the Board of Supervisors

(Pursuant to the provisions of Clause 3, Article 148 of the Law on Enterprises No. 59/2020/QH14, Clause 2, Article 21 of the Company Charter)

1. The voting for members of the Board of Supervisors must be carried out using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and shareholders have the right to aggregate all or part of their total votes for one or more candidates. The elected members of the Board of Supervisors shall be determined by the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members stipulated in the Company Charter is reached. In case there are 02 or more candidates receiving the same number of votes for the final member of the Board of Supervisors, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made according to the criteria stipulated in the election regulations, the Operational Regulations of the Board of Supervisors, or the Company Charter.

2. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be carried out using the cumulative voting method as stipulated in Clause 3, Article 148 of the Law on Enterprises or by the voting method (in favor, against, abstain). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

Article 72. Cases for relief of duty and removal of members of the Board of Supervisors

(Pursuant to the provisions of Article 174 of the Law on Enterprises)

1. The General Meeting of Shareholders shall relieve a member of the Board of Supervisors of their duty in the following cases:

- a. No longer meets the standards and conditions to be a member of the Board of Supervisors as prescribed in Article 169 of the Law on Enterprises;
- b. Has submitted a resignation letter which has been accepted;
- c. Other cases as prescribed by the Company Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:

- a. Failing to complete assigned tasks and duties;

b. Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c. Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Company Charter;

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

3. A member of the Board of Supervisors shall continue to fully exercise their rights and obligations until the General Meeting of Shareholders approves their relief of duty, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:

- The member of the Board of Supervisors has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition or behavior control.

- The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.

- The Board of Supervisors has a decision approving the acceptance of the resignation letter of the member of the Board of Supervisors, implemented similarly to the provisions in Article 9 of the Operational Regulations of the Board of Directors.

Article 73. Notification of the election, relief of duty, and removal of members of the Board of Supervisors

After a decision on the election, relief of duty, or removal of a Supervisor is made, the Company is responsible for disclosing information internally within the Company, to relevant authorities, and on mass media and the Company's website in accordance with the procedures and provisions of current law.

Article 74. Remuneration and other benefits of members of the Board of Supervisors

(Pursuant to the provisions of Article 172 of the Law on Enterprises)

1. Members of the Board of Supervisors shall be paid salary, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors;

2. Members of the Board of Supervisors shall be reimbursed for reasonable food, accommodation, travel, and independent consulting service expenses. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders;

3. The salary and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant legal provisions, and must be recorded as a separate item in the Company's annual financial statements.

Chapter V

GENERAL DIRECTOR

Article 75. Role, responsibilities, rights, and obligations of the General Director

(Pursuant to Clauses 2, 4, Article 35 of the Company Charter)

1. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.

2. The General Director has the following rights and obligations:

a. Deciding on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;

b. Organizing the implementation of resolutions and decisions of the Board of Directors;

c. Organizing the implementation of the Company's business plans and investment schemes;

- d. Proposing the organizational structure and internal management regulations of the Company;
- e. Appointing, relieving of duty, and removing management positions in the Company, except for positions under the authority of the Board of Directors;
- f. Deciding on salary and other benefits for employees in the Company, including managers under the appointment authority of the General Director;
- g. Recruiting employees;
- h. Proposing plans for dividend payment or handling of business losses;
- i. Other rights and obligations as prescribed by law, the Company Charter, and resolutions and decisions of the Board of Directors.

Article 76. Term, standards, and conditions of the General Director

(Pursuant to the provisions of Clause 5, Article 162 of the Law on Enterprises; Clause 3, Article 35 of the Company Charter)

The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms. The General Director must meet the following standards and conditions:

- a. Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
- b. Not being a person with family relations to the managers of the enterprise, the Supervisor of the company and the parent company; the representative of state capital, or the representative of enterprise capital at the company and the parent company;
- c. Possessing professional qualifications and experience in corporate business management.

Article 77. Candidacy and nomination of the General Director

The Board of General Directors and members of the Board of Directors have the right to nominate candidates for the position of General Director in accordance with the standards and conditions prescribed in Article 76 of these Regulations and submit them to the Board of Directors for consideration when the Company has a need to find a General Director.

Article 78. Appointment, relief of duty, signing of contracts, and termination of contracts for the General Director

(Pursuant to Clause 1, Clause 5, Article 35 of the Company Charter)

The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to act as the General Director.

The Board of Directors may relieve the General Director of their duty when a majority of the voting members of the Board of Directors attending the meeting approve, and appoint a new General Director as a replacement.

The Board of Directors has the authority to sign/terminate contracts and decide on the terms of employment contracts as prescribed in Point i, Clause 2, Article 27 and Article 35 of the Company Charter.

Article 79. Notification of the appointment, relief of duty, signing of contracts, and termination of contracts for the General Director

After a decision on the election, relief of duty, or removal of the General Director is made, the Company is responsible for disclosing information internally within the Company, to relevant authorities, and on mass media and the Company's website in accordance with the procedures and provisions of current law.

Article 80. Remuneration and other benefits of the General Director

(Pursuant to Clause 2, Clause 4, Article 34 of the Company Charter)

1. The General Director shall be paid salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

2. The salary of the executive shall be included in the Company's business expenses in accordance with the law on corporate income tax, recorded 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.

Chapter VI

OTHER ACTIVITIES

Section 1

REGULATIONS ON COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND THE GENERAL DIRECTOR

Article 81. Procedures and sequence for convening, notifying, recording minutes, and announcing the results of meetings between the Board of Directors, the Board of Supervisors, and the General Director

The procedures and sequence for convening, notifying, recording minutes, and announcing the results of meetings between the Board of Directors, the Board of Supervisors, and the General Director shall be carried out in accordance with the procedures and sequence for convening Board of Directors meetings as prescribed in Section 4, Chapter 3 of these Regulations.

Article 82. Notification of Resolutions/Decisions of the Board of Directors to the Board of Supervisors

(Pursuant to the provisions of Clause 1, Article 171 of the Law on Enterprises)

Resolutions/Decisions and minutes of Board of Directors meetings, after being issued, must be sent to the Supervisors at the same time and in the same manner as for members of the Board of Directors.

Article 83. Notification of Resolutions/Decisions of the Board of Directors to the General Director

Resolutions/Decisions of the Board of Directors (with contents related to the responsibilities, powers, and obligations of the General Director), after being issued, must be sent to the General Director at the same time and in the same manner as for members of the Board of Directors.

Article 84. Cases in which the Board of Supervisors and the General Director request to convene a meeting of the Board of Directors and issues requiring the opinion of the Board of Directors

(Pursuant to the provisions of Point h, Clause 3, Article 162 of the Law on Enterprises, Article 288 of Decree No. 155/2020/NĐ-CP, Clause 4, Article 35, and Article 39 of the Company Charter)

1. Cases of requesting to convene a meeting of the Board of Directors

a. The Board of Supervisors may request to convene a meeting of the Board of Directors in the following cases:

- When there is a request from a shareholder/group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises.

- When it is determined that the Supervisor's right to access information and documents related to the company's operational status is not being fully exercised in accordance with current law and the Company Charter;

- When detecting acts of violation of the law or the Company Charter by members of the Board of Directors, the General Director, or other enterprise managers after having notified the Board of Directors in writing in accordance with Clause 5, Article 39 of the Company Charter, but the person committing the violation has not ceased the violation or has not provided solutions to remedy the consequences;

b. The General Director may request to convene a meeting of the Board of Directors in the following cases:

- When it is determined that the rights of the General Director as prescribed in Article 35 of the Company Charter are not being exercised;

- Upon discovering acts of violation of the law or the Company Charter by other business executives after having notified the BOD in writing, but the violating person has not ceased the violation or provided solutions to remedy the consequences;

2. Matters requiring the BOD's opinion:

- a. Proposing to the BOD regarding the organizational structure and internal management regulations of the Company;

- b. Proposing measures to improve the Company's operations and management;

- c. The General Director shall prepare a plan for the Board of Directors to approve matters related to the recruitment, dismissal, salary, social insurance, benefits, rewards, and discipline of employees and business executives.

- d. The General Director shall prepare a plan for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with best management standards, practices, and policies, as well as practices and policies stipulated in the Company Charter, the Company's regulations, and current applicable law.

- e. Seeking the BOD's opinion on the audited Financial Statements (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year, which must be submitted for the BOD's approval;

- f. Proposing plans for dividend payments or handling business losses;
- g. Seeking the BOD's approval for the detailed business plan for the next fiscal year;
- h. Other matters when deemed in the interest of the Company.

Article 85. The General Director's report to the BOD on the performance of assigned duties and powers

(Pursuant to the provisions in Appendix IV of Circular No. 96/2020/TT-BTC, Clause 4 Article 35 of the Company Charter)

1. Reporting on the implementation status of resolutions of the BOD and the GMS, and the Company's business and investment plans already approved by the BOD and the GMS;
2. Periodically reporting on a quarterly and annual basis on the financial situation and the Company's production and business performance;
3. Reporting on improvements to organizational structure, policies, and management;
4. Reporting annually on the implementation of obligations toward the environment, the community, and employees;
5. Reporting on the implementation status of other matters authorized by the BOD and the GMS;
6. Reporting on other matters as requested by the BOD.

Article 86. Reviewing the implementation of resolutions and other matters authorized by the BOD to the General Director

Based on the General Director's report on the performance of assigned duties and powers as stipulated in Article 75 of these Regulations, the BOD shall review the results of the implementation of resolutions and other matters authorized by the BOD to the General Director.

Article 87. Matters the General Director must report, provide information on, and the method of notification to the BOD and the BOS

(Pursuant to the provisions in Clause 3 Article 291 of Decree No. 155/2020/NĐ-CP, Article 35, Clause 3 Article 42, and Article 44 of the Company Charter)

1. Matters the General Director must report, provide information on, and the method of notification to the BOD.

2. Matters according to Article 84 of these Regulations;

3. The General Director has the obligation to notify the BOD of transactions between the Company, its subsidiaries, or other companies controlled by the Company with 50% or more of the charter capital, with that same entity or with persons related to that entity in accordance with the law.

4. Other matters requiring the BOD's opinion or report must be sent at least seven (07) working days in advance, and the BOD shall respond within seven (07) working days.

5. Specifically, in the case of approving contracts or transactions as stipulated in Clause 1 Article 167 of the Law on Enterprises and having a value smaller than 35% of the total value of the enterprise's assets recorded in the most recent financial statement, or another smaller ratio or value as stipulated in the Company Charter, the company representative signing the contract or transaction must notify the members of the Board of Directors and the Supervisor regarding the related parties of that contract or transaction and attach the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notice, unless the Company Charter stipulates a different time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction do not have the right to vote.

6. Matters the General Director must report, provide information on, and the method of notification to the BOS.

a. The General Director's report submitted to the BOD or other documents issued by the company shall be sent to the Supervisors at the same time and in the same manner as for members of the BOD.

b. The General Director and other business executives must provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the company upon the request of the Supervisor or the Board of Supervisors, except for information related to the Company's trade secrets.

c. The method of notification to the BOS shall be carried out in the same manner as for the Board of Directors.

Article 88. Coordinating control, management, and supervision activities among members of the BOD, Supervisors, and the General Director according to the specific duties of the aforementioned members

1. Coordination of activities between the BOS and the BOD:

The BOS plays a role in supervision, coordination, consultation, and providing full, timely, and accurate information. Specifically as follows:

a. Regularly notifying the BOD of operational results and consulting the BOD before submitting reports, conclusions, and recommendations to the GMS;

b. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and answer matters that need clarification;

c. Periodic and ad-hoc inspections by the BOS must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the BOD to provide additional basis for the BOD in managing the Company. Depending on the level and results of the aforementioned inspection, the BOS shall discuss and reach a consensus with the BOD and the General Director before reporting to the GMS. In case of disagreement, the right to reserve opinions to be recorded in the minutes is granted, and the Head of the BOS is responsible for reporting to the nearest GMS;

d. In the event that the Board of Supervisors discovers acts of violation of the law or the Company Charter by members of the BOD, the Board of Supervisors shall notify the BOD in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and provide solutions to remedy the consequences;

e. The Supervisor has the obligation to notify the BOD of transactions between the Company, its subsidiaries, or other companies controlled by the Company with 50% or more of the charter capital, with that same entity or with persons related to that entity in accordance with the law;

f. For recommendations related to the Company's operational and financial situation, the BOS must send a document along with related materials at least fifteen (15) days prior to the intended date of receiving a response;

g. Matters recommended to the BOD must be sent at least seven (07) working days in advance, and the BOD shall respond within seven (07) working days;

h. The BOD shall create favorable conditions for the BOS to exercise its rights and obligations.

2. Coordination of activities between the BOS and the General Director:

The BOS has the function of inspection and supervision.

a. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request the General Director (simultaneously requesting members of the Board of Directors, the General Director, and representatives of the approved auditing organization) to attend and answer matters that need clarification regarding issues of concern to the Supervisors;

b. Periodic and ad-hoc inspections by the BOS must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the General Director to provide additional basis for the General Director in managing the Company. Depending on the level and results of the aforementioned inspection, the BOS shall discuss and reach a consensus with the General Director before reporting to the GMS. In case of disagreement, the right to reserve opinions to be recorded in the minutes is granted, and the Head of the BOS is responsible for reporting to the nearest GMS;

c. The Supervisor has the right to request the General Director to facilitate access to records and documents related to the Company's business operations at the Head Office or the place where records are stored, for the purpose of performing the assigned duties of the member of the Board of Supervisors if approved by the Board of Supervisors. The procedure for requesting information is stipulated in the Appendix to these Regulations. The person provided with information is responsible for maintaining the confidentiality of the information provided and using it for the assigned work for the intended purpose;

d. Regarding information and documents on management, business administration, business performance reports, and financial statements, the BOS's

written request for provision must be sent to the Company at least forty-eight (48) working hours prior to the intended time of receiving a response. The BOS shall not use information that has not been permitted for disclosure by the company or disclose it to others to conduct related transactions;

e. Matters recommended regarding measures to amend, supplement, or improve the organizational structure, management, supervision, and administration of the company's business operations by the BOS must be sent to the General Director at least seven (07) working days prior to the intended date of receiving a response;

f. The General Director shall create favorable conditions for the BOS to exercise its rights and obligations.

3. Coordination of activities between the General Director and the BOD: The General Director is the person who, on behalf of the Company, manages the Company's operations, ensuring that the Company operates continuously and effectively.

a. When proposing organizational structure plans or internal management regulations of the Company, the General Director shall submit them to the BOD as soon as possible, but no later than seven (07) days before the date such content needs to be decided.

b. The General Director shall prepare plans for the BOD to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and discipline for employees and managers.

c. The General Director shall prepare plans for the BOD to approve matters related to the Company's relations with trade unions in accordance with best management standards, practices, and policies, as well as the practices and policies stipulated in the Company Charter, the Company's regulations, and current applicable law.

d. The General Director is obligated to notify the BOD of transactions between the Company, its subsidiaries, or other companies controlled by the Company with 50% or more of the charter capital, with the entities themselves or with related persons of those entities in accordance with the law.

e. Other contents requiring consultation as stipulated in Clause 2, Article 84 of these Regulations must be sent to the BOD at least seven (07) working days prior to the date the BOD's response is expected.

Section 2

REGULATIONS ON ANNUAL PERFORMANCE EVALUATION, REWARDS, AND DISCIPLINE FOR MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, THE GENERAL DIRECTOR, AND OTHER BUSINESS MANAGERS

Article 89. Regulations on the performance evaluation of members of the BOD, Supervisors, the General Director, and other executives

1. The BOD is responsible for developing performance evaluation criteria for all members of the BOD, the General Director, and other executives.

2. Performance evaluation criteria must harmonize the interests of Business Managers with the long-term interests of the Company and shareholders. Financial and non-financial indicators used in evaluations shall be carefully considered and decided by the BOD from time to time. In particular, non-financial indicators may include: interests of stakeholders, operational efficiency, progress and improvements achieved, etc.

3. Annually, based on assigned functions and duties and established evaluation criteria/achieved results, the BOD shall organize the performance evaluation of BOD members.

4. The performance evaluation of Supervisors shall be organized and implemented according to the methods mentioned in the organizational and operational structure of the BOS.

5. The performance evaluation of other executives shall be carried out in accordance with internal regulations or may be based on the self-evaluation reports of these executives.

Article 90. Rewards

1. The BOD or the Remuneration Committee (if any) is responsible for developing reward policies. Rewards shall be granted based on the performance evaluation results under Article 89 of these Regulations.

2. Forms of rewards: in cash, in shares (issuing shares under an employee stock option plan), or other forms developed by the BOD or the Remuneration Committee. The General Director shall prepare plans for these reward forms and submit them to the BOD for approval; in cases exceeding their authority, they shall be submitted to the GMS for approval.

3. The reward scheme for members of the BOD and Supervisors shall be decided by the GMS.

4. For Business Managers: the source of reward funds shall be deducted from the Company's Reward and Welfare Fund and other legal sources. The reward level shall be based on actual annual business results; the General Director shall propose it to the BOD for approval, and in cases exceeding their authority, it shall be submitted to the GMS for approval.

Article 91. Discipline

1. The BOD is responsible for developing disciplinary measures based on the nature and severity of the violation. The highest form of discipline shall be removal or dismissal.

2. Members of the BOD, Supervisors, and Business Managers who fail to fulfill their duties with honesty, diligence, and prudence shall be held personally liable for damages caused by them.

3. Members of the BOD, Supervisors, and Business Managers who, while performing their duties, commit acts in violation of the law or the Company's regulations shall be subject to disciplinary action, administrative penalties, or criminal prosecution depending on the severity of the violation, in accordance with the law and the Company Charter. In case of causing damage to the interests of the Company, shareholders, or others, they shall be liable for compensation in accordance with the law.

Chapter VII

AMENDMENTS TO CORPORATE GOVERNANCE REGULATIONS

Article 92. Supplementing and amending the Corporate Governance Regulations

1. The supplementation or amendment of these Regulations must be considered and decided by the Company's GMS.
2. In the event that legal provisions related to the Company's operations are not mentioned in these Regulations, or in the event that new legal provisions differ from the terms in these Regulations, such legal provisions shall automatically apply and govern the Company's operations.

Chapter VIII EFFECTIVE DATE

Article 93. Effective date

1. These Regulations consist of 08 Chapters and 93 Articles, unanimously approved by the GMS of Ben Tre Water Supply Joint Stock Company on **June 26, 2026**, and the full text of these regulations is hereby accepted as effective.
2. These Regulations are the sole and official regulations of the Company.
3. Copies or extracts of the Corporate Governance Regulations must be signed by the Chairperson of the BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON**

TRAN HUNG

SUMMARY OF KEY POINTS IN THE AMENDMENT AND SUPPLEMENTATION OF INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 17 June 2020 (Law on Enterprises 2020), as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 26 November 2019 (Law on Securities 2019), as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies.

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
1.	Clause 18 Article 2. Explanation of terms and abbreviations 18) VSD is the Vietnam Securities Depository	Clause 18 Article 2. Explanation of terms and abbreviations 18) VSDC is the Vietnam Securities Depository and Clearing Corporation	Consistent with reality
2.	<u>(Not regulated)</u>	Supplement Clause 24, Article 2. Explanation of terms and abbreviations <u>24) Contact address is the registered head office address for organizations; or the permanent residence, workplace, or other address of an individual registered with the enterprise</u>	Clarify the terms to avoid conflicts and protect the common interests of shareholders

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>as their contact address;</u>	
3.	<u>(Not regulated)</u>	<p>Supplement Clause 25, 26 Article 2. Explanation of terms and abbreviations</p> <p><u>25) Trade secret is information regarding inventory quantities, costs and profits, finance, and technological solutions and business techniques</u></p> <p><u>26) Business secret is information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business</u></p>	Clarify the terms to avoid conflicts and protect the common interests of shareholders
4.	<p>Clause 1 Article 4. Authority to convene the General Meeting of Shareholders</p> <p>1. The Board of Directors shall convene the Annual and Extraordinary General Meeting of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the interests of the Company;</p> <p>b. The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number</p>	<p>Clause 1 Article 4. Authority to convene the General Meeting of Shareholders</p> <p>1. The Board of Directors shall convene the Annual and Extraordinary General Meeting of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the interests of the Company;</p> <p>b. The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number</p>	Clarify the requirements for the meeting convocation dossier to avoid conflicts

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>of members as stipulated by the Law;</p> <p>c. At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of this Law;</p>	<p>of members as stipulated by the Law;</p> <p>c. At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of this Law; <u>The request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must bear the signatures of all relevant shareholders, or the written request may be made in multiple counterparts which together gather sufficient signatures of the relevant shareholders;</u></p>	
5.	<p>Clause 2 Article 4. Authority to convene the General Meeting of Shareholders</p> <p>2. The BOD <u>must convene</u> of the General Meeting of Shareholders within sixty (60) days from the date the number of remaining BOD members or Supervisors is as stipulated in Point b, Clause 3, Article 14 of the Company Charter, or from the date of receiving the request stipulated in Point c and Point d, Clause 3, Article 14 of the Company Charter;</p>	<p>Clause 2 Article 4. Authority to convene the General Meeting of Shareholders</p> <p>2. The BOD shall <u>determine the opening date</u> of the General Meeting of Shareholders within sixty (60) days from the date the number of remaining BOD members or Supervisors is as stipulated in Point b, Clause 3, Article 14 of the Company Charter, or from the date of receiving the request stipulated in Point c and Point d, Clause 3, Article 14 of the Company Charter;</p>	<p>Clause 2, Article 140 of the Law on Enterprises 2020. Clarify the word “convene” to be consistent with the process of organizing the General Meeting of Shareholders</p>
6.	<p>Clause 2 Article 7. Notice of convocation of the General Meeting of Shareholders</p> <p>2. The meeting invitation notice shall be sent by a method that ensures it reaches the shareholder's contact address and is posted on the company's website; <u>in case the company deems it necessary, an announcement shall be published in a</u></p>	<p>Clause 2 Article 7. Notice of convocation of the General Meeting of Shareholders</p> <p>2. The meeting invitation notice shall be sent by a method that ensures it reaches the shareholder's contact address and is posted on the company's website;</p>	<p>This content is not mandatory and should be omitted to comply with current regulations.</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<u>central or local daily newspaper in accordance with the provisions of the company's Charter.</u>		
7.	<p>Clause 3 Article 8. Agenda and content of the General Meeting of Shareholders</p> <p>3. In case the person convening the General Meeting of Shareholders refuses the proposal prescribed in Clause 2 of this Article, they must respond in writing and clearly state the reasons no later than 02 working days before the opening date of the General Meeting of Shareholders. The person convening the General Meeting of Shareholders may only refuse the proposal if it falls into one of the following cases:</p>	<p>Clause 3 Article 8. Agenda and content of the General Meeting of Shareholders</p> <p>3. In case the person convening the General Meeting of Shareholders refuses the proposal prescribed in Clause 2 of this Article, they must respond in writing and clearly state the reasons no later than 02 working days before the opening date of the General Meeting of Shareholders. <u>In case the person convening the General Meeting of Shareholders or the proposer requests to discuss, the two parties must discuss before the convener responds in writing regarding the refusal.</u> The person convening the General Meeting of Shareholders may only refuse the proposal if it falls into one of the following cases:</p>	Supplement to clarify the requirements for exchanging details regarding the proposing shareholder's dossier
8.	<p>Clause 2 Article 11. Forms of passing resolutions of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders shall pass resolutions under its authority by collecting written opinions (as prescribed in Part II – This Chapter).</p>	<p>Clause 2 Article 11. Forms of passing resolutions of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders shall pass resolutions under its authority by collecting written opinions (as prescribed in Part II – This Chapter).</p> <p><u>a. Sending ballots by mail, fax, or email</u></p> <p><u>b. Sending ballots by electronic voting</u></p> <p><u>c. Sending ballots by mail, fax, or email combined with</u></p>	Supplement to clarify the forms of collecting written opinions in accordance with the provisions of the Law on Enterprises

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>electronic voting</u>	
9.	<p>Clause 1, Clause 2 Article 13. Conditions for passing resolutions</p> <p>1. A resolution on the following content shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all <u>attending</u> shareholders , except for cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions shall be passed when approved by shareholders owning more than 50% of the total voting shares of all <u>attending</u> shareholders, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p>	<p>Clause 1, Clause 2 Article 13. Conditions for passing resolutions</p> <p>1. A resolution on the following content shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>attending and voting</u> at the meeting, except for cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions shall be passed when approved by shareholders owning more than 50% of the total voting shares of all shareholders <u>attending and voting</u>, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p>	<p>Pursuant to Clause 2, Article 148 of the Law on Enterprises 2020; Article 7 of Law No. 03/2022/QH15.</p> <p>Pursuant to Clause 2, Article 148 of the Law on Enterprises 2020; Article 7 of Law No. 03/2022/QH15.</p>
10.	<p>Point g Clause 1 Article 16. Preparation of the Minutes of the General Meeting of Shareholders</p> <p>1. The meeting of 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 prepared in Vietnamese, may be prepared in a foreign language, and must contain the following principal contents:</p> <p>g. Total number of votes for each voting issue, clearly</p>	<p>Point g Clause 1 Article 16. Preparation of the Minutes of the General Meeting of Shareholders</p> <p>1. The meeting of 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 prepared in Vietnamese, may be prepared in a foreign language, and must contain the following principal contents:</p> <p>g. Total number of votes for each voting issue, clearly</p>	<p>In accordance with the provisions of Clause 1 and Clause 2, Article 21. Conditions for a Resolution of the General Meeting of Shareholders to be passed</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	specifying the voting method, total number of valid, invalid, affirmative, negative, and abstention votes; the corresponding percentage of the total number of votes of shareholders attending the meeting;	specifying the voting method, total number of valid, invalid, affirmative, negative, and abstention votes; the corresponding percentage of the total number of votes of shareholders attending the meeting; <u>the corresponding percentage of the total number of votes of shareholders attending and voting;</u>	(New Charter)
11.	<p>Clause 2 Article 19. Voting for approval of issues at the in-person General Meeting of Shareholders</p> <p>2. Regulations on the validity of voting ballots and election ballots</p> <p>....</p> <p><u>(Not regulated)</u></p> <p>a. Voting ballot</p> <p>- Valid voting ballot: is a ballot according to the pre-printed template issued by the Organizing Committee, without erasures, scraping, or tearing, and containing no content other than what is prescribed for this ballot and must bear the signature, below which the full name of the attending delegate must be written by hand, and be sent to the Vote Counting</p>	<p>Clause 2 Article 19. Voting for approval of issues at the in-person General Meeting of Shareholders</p> <p>2. Regulations on the validity of voting ballots and election ballots</p> <p><u>a. Voting card:</u></p> <p>- <u>Valid voting card: is a card according to the pre-printed template issued by the Organizing Committee, bearing the Company's seal, without erasures, scraping, or tearing, and containing no content other than what is prescribed for this card.</u></p> <p>- <u>Invalid voting card: Content does not comply with the regulations for a valid voting card;</u></p> <p>b. Voting ballot</p> <p>- Valid voting ballot: is a ballot according to the pre-printed template issued by the Organizing Committee, <u>bearing the Company's seal</u>, without erasures, scraping, or tearing, and containing no content other than what is prescribed for this ballot. <u>In case of in-person voting/remote voting (via mail,</u></p>	Clarify the forms of voting to minimize disputes

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>Committee <u>before the time of unsealing the ballot box</u>. On the voting ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.</p> <p>- Invalid voting ballot: Content does not comply with the regulations for a valid voting ballot.</p> <p>b. Election ballot</p> <p>- Valid election ballot: is an election ballot according to the pre-printed template issued by the Organizing Committee, without erasures, scraping, or writing any content other than what is prescribed for the election ballot; it must be signed and clearly state the full name and be sent to the Vote Counting Committee <u>before the time of unsealing the ballot box</u>.</p>	<p><u>fax, email, or other means as prescribed in the Company Charter</u>), it must be signed and clearly state the full name <u>(handwritten)</u> of the attending delegate and be sent to the Vote Counting Committee <u>before the time of vote counting</u>. On the voting ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.</p> <p>- Invalid voting ballot: Content does not comply with the regulations for a valid voting ballot.</p> <p>c. Election ballot</p> <p>- Valid election ballot: is an election ballot according to the pre-printed template issued by the Organizing Committee, without erasures, scraping, or writing any content other than what is prescribed for the election ballot. <u>In case of in-person voting/remote voting (via mail, fax, email, or other means as prescribed in the Company Charter)</u>, it must be signed and <u>clearly state the full name (handwritten)</u> of the attending delegate and be sent to the Vote Counting Committee <u>before the time of vote counting</u>.</p>	
12.	<p>Point b Clause 2 Article 20 Voting methods for resolutions at the in-person General Meeting of Shareholders</p> <p>b. Voting by voting ballot:</p> <p>- When voting is conducted by in-person voting: for each content, the delegate shall choose one of the three options “For”, “Against”, “Abstain” pre-printed on the Voting ballot by marking an “X” or “√” in the chosen box. After completing all</p>	<p>Point b Clause 2 Article 20 Voting methods for resolutions at the in-person General Meeting of Shareholders</p> <p>b. Voting by voting ballot:</p> <p>- When voting is conducted by in-person voting: for each content, the delegate shall choose one of the three options “For”, “Against”, “Abstain” pre-printed on the Voting ballot by marking an “X” or “√” in the chosen box. After completing all</p>	<p>Clarify the forms of voting to minimize disputes</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>contents requiring voting at the Meeting, delegates shall send their voting ballot <u>into the sealed secret ballot box at the General Meeting</u> according to the instructions of the Vote Counting Committee. The Voting ballot must be signed and clearly state the full name of the delegate.</p>	<p>contents requiring voting at the Meeting, the delegate shall send the Voting ballot to the Vote Counting Committee <u>before the time of vote counting</u> according to the instructions of the Vote Counting Committee. The Voting ballot must be signed and clearly state the full name <u>(handwritten)</u> of the delegate</p> <p><u>- When voting is conducted by electronic voting or other electronic forms: for each content, the delegate shall choose one of the three options “For”, “Against”, “Abstain” put to a vote at the Meeting as set up in the electronic voting system. Thereafter, the delegate shall confirm the vote for the electronic voting system to record the result.</u></p>	
13.	<p>Clause 1 Article 21. Voting methods for elections at the in-person General Meeting of Shareholders</p> <p>1. General principles</p> <p>- Compliance with the provisions of the Law and the Company Charter;</p>	<p>Clause 1 Article 21. Voting methods for elections at the in-person General Meeting of Shareholders</p> <p>1. General principles</p> <p>- Compliance with the provisions of the Law and the Company Charter;</p> <p><u>- Voting shall be conducted by direct ballot, electronic ballot, or other electronic means.</u></p>	Supplement electronic voting methods
14.	<p>Clause 2 Article 21. Voting methods for elections at the in-person General Meeting of Shareholders</p> <p>1. Methods of voting for elections</p> <p>a. Election by cumulative voting</p>	<p>Clause 2 Article 21. Voting methods for elections at the in-person General Meeting of Shareholders</p> <p>1. Methods of voting for elections</p> <p>a. Election by cumulative voting</p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<ul style="list-style-type: none"> - Accordingly, each delegate has a total number of voting shares corresponding to the total number of shares owned or represented multiplied by the number of members to be elected; - Attending delegates have the right to aggregate their total voting shares for one or more candidates; - In case <u>additional</u> candidates on the day of the meeting, the delegate may contact the vote-counting committee to request a new election ballot and must return the old ballot (before casting it into the ballot box); - In case of a mistake in selection, the delegate shall contact the vote-counting committee to be issued a new ballot and must return the old ballot; - How to mark the election ballot: Each delegate shall be issued ballots. The method of marking the ballot is specifically guided as follows: <ul style="list-style-type: none"> • Delegates shall vote for a maximum number of candidates equal to the number of candidates to be elected; 	<ul style="list-style-type: none"> - Accordingly, each delegate has a total number of voting shares corresponding to the total number of shares owned or represented multiplied by the number of members to be elected; - Attending delegates have the right to aggregate their total voting shares for one or more candidates; - In case of <u>changing</u> candidates on the day of the meeting, the delegate may contact the vote-counting committee to request a new election ballot and must return the old ballot (before casting it into the ballot box); - In case of a mistake in selection, the delegate shall contact the vote-counting committee to be issued a new ballot and must return the old ballot; - How to mark the election ballot: Each delegate shall be issued ballots. The method of marking the ballot is specifically guided in the <u>Election Regulations approved at the General Meeting of Shareholders;</u> • Đại biểu bầu số ứng viên tối đa bằng số ứng viên cần bầu; 	<p>Adjust to accommodate situations where candidates change without increasing the number of candidates to be elected.</p> <p>Omit detailed and specific methods based on the Election Regulations at the Meeting to ensure flexibility in various situations.</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<ul style="list-style-type: none"> If fully accumulating all votes for one or more candidates, the delegate ticks the "Cumulative Voting" box of the corresponding candidates; If distributing unequal numbers of votes among multiple candidates, the delegate shall clearly write the number of votes in the "Number of Votes" box of the corresponding candidates. <p>Note: In case a delegate both ticks the "Cumulative Voting" box and writes a quantity in the "Number of Votes" box, the result shall be based on the number of votes in the "Number of Votes" box.</p>	<p>• Nếu bầu dồn toàn bộ số phiếu cho một hoặc nhiều ứng viên, đại biểu đánh dấu vào ô “Bầu dồn phiếu” của các ứng viên tương ứng;</p> <p>• Nếu bầu số phiếu không đều nhau cho nhiều ứng viên, đại biểu ghi rõ số phiếu bầu vào ô “Số phiếu bầu” của các ứng viên tương ứng.</p> <p>Lưu ý: Trong trường hợp đại biểu vừa đánh dấu vào ô “Bầu dồn phiếu” vừa ghi số lượng ở ô “Số phiếu bầu” thì kết quả lấy theo số lượng phiếu ở ô “Số phiếu bầu”.</p>	
15.	<p>Clause 3 Article 23. Registration procedures for attending the online General Meeting of Shareholders</p> <p>3. Method of recording delegates attending the online GMS: A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with Article 24 of these Regulations and and has performed on the electronic voting system <u>with respect to any matters of the online General Meeting of Shareholders' Agenda</u>.</p>	<p>Clause 3 Article 23. Registration procedures for attending the online General Meeting of Shareholders</p> <p>3. Method of recording delegates attending the online GMS: A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with Article 24 of these Regulations and <u>has confirmed their attendance at the online GMS</u> on the electronic voting system.</p>	Adjust to fit the situations of organizing the online General Meeting of Shareholders
16.	<p>Clause 2, 3 Article 24. Providing login information and</p>	<p>Clause 2, 3 Article 24. Providing login information and</p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>performing electronic voting</p> <p>1. When a delegate requests to be re-issued login information, the Meeting Organizing Committee may notify them via: in-person or email/telephone. Other forms prescribed by the Board of Directors. The provision of login information is based on shareholder information from the list of shareholders prepared by the Vietnam Securities Depository prepared based on the Company's notice on the exercise of covered rights.</p> <p>2. The delegate uses the username, password, or other identification factors (if any) to access the electronic voting system and perform electronic voting according to the content of the online GMS meeting agenda.</p>	<p>performing electronic voting</p> <p>1. When a delegate requests to be re-issued login information, the Meeting Organizing Committee may notify them via: <u>in-person, mail, email, telephone</u>, or other forms prescribed by the Board of Directors. The provision of login information is based on shareholder information from the list of shareholders prepared by the <u>Vietnam Securities Depository and Clearing Corporation</u> according to the Company's notice of rights to attend the GMS.</p> <p>2. The delegate uses the username, password, or other identification factors (if any) to access the electronic voting system to <u>confirm attendance at the online GMS</u> and perform electronic voting according to the content of the online GMS meeting agenda.</p>	<p>Adjust to fit the situations of organizing the online General Meeting of Shareholders</p>
17.	<p>Clause 2 Article 25. Authorization for representatives to attend the online General Meeting of Shareholders</p> <p>2. Some regulations to note when performing online authorization:</p>	<p>Clause 2 Article 25. Authorization for representatives to attend the online General Meeting of Shareholders</p> <p>2. Some regulations to note when performing online authorization:</p>	<p>Adjust to fit the situations of organizing the online General Meeting of Shareholders</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<ul style="list-style-type: none"> - Shareholders need to ensure they provide full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, password, and other identification factors (if any) to the authorized party. - Validity of online authorization: the authorization is only legally valid when the following conditions are met: <ul style="list-style-type: none"> • When the shareholder fills in all information according to the online authorization form and completes the online authorization. • The power of attorney <u>is printed from the online authorization form</u> full signatures, clearly written names and stamps (if an organization) of both the authorizing party and the authorized party. • The Company receives the original Power of Attorney sent <u>before the official opening of the general meeting</u>. - Cancellation of authorization for shareholders who have authorized online: the shareholder shall send an official written 	<ul style="list-style-type: none"> - Shareholders need to ensure they provide full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, password, and other identification factors (if any) to the authorized party. - Validity of online authorization: the authorization is only legally valid when the following conditions are met: <ul style="list-style-type: none"> • When the shareholder fills in all information according to the online authorization form and completes the online authorization. • The power of attorney to <u>attend the online GMS</u> must have full signatures, clearly written names (<u>handwritten</u>), and stamps (if an organization) of both the authorizing party and the authorized party. • <u>The original power of attorney must be sent before the official opening of the meeting. In case a shareholder has not yet attended the meeting and has performed online authorization, the authorization is valid</u> once the Company receives the original power of attorney <u>until the closing of the GMS</u>. - Cancellation of authorization for shareholders who have authorized online: the shareholder shall send an official written 	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>request to cancel the online authorization to the company before the official opening of the meeting. In case the authorized party has already attended the GMS, the time when the cancellation of authorization is recorded as valid is calculated based on the time the Company receives the official written request to cancel the online authorization.</p> <p>- The revocation of authorization shall be void if the authorized representative has already cast a vote for any matter on the online General Meeting of Shareholders' Agenda</p>	<p>request to cancel the online authorization to the company before the official opening of the meeting. In case the authorized party has already attended the GMS, the time when the cancellation of authorization is recorded as valid is calculated based on the time the Company receives the official written request to cancel the online authorization; <u>the validity of the contents already voted/elected before that time remains unchanged.</u></p> <p>Hủy bỏ ủy quyền sẽ bị vô hiệu lực nếu đại diện ủy quyền đã tiến hành bỏ phiếu biểu quyết/bầu cử với bất kỳ vấn đề nào của nội dung Chương trình cuộc họp đại hội đồng cổ đông trực tuyến.</p>	
18.	<p>Clause 2 Article 28 Online voting procedures</p> <p>2. Election voting procedures:</p> <p>- Election by cumulative voting: If the Company Charter does not provide otherwise, the voting for members of the Board of Directors and the Board of Supervisors must be conducted by cumulative voting <u>(equally distributed voting or customized vote entry). Accordingly, the Delegate shall conduct the voting by ticking the "Cumulative Voting" box or clearly writing the number of votes in the "Number of Votes" box of the corresponding candidates on the Election Ballot set up in the electronic voting system.</u> Thereafter, the delegate</p>	<p>Clause 2 Article 28 Online voting procedures</p> <p>2. Election voting procedures:</p> <p>- Election by cumulative voting: If the Company Charter does not provide otherwise, the voting for members of the Board of Directors and the Board of Supervisors must be conducted by cumulative voting. Accordingly, the delegate performs the election according to the <u>instructions in the Online Election Regulations approved at the General Meeting of Shareholders.</u> Thereafter, the delegate proceeds to confirm the election so that the electronic voting system records the result.</p>	<p>Adjust to fit the situations of organizing the online General Meeting of Shareholders</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	proceeds to confirm the election so that the electronic voting system records the result.		
19.	<p>Article 39. Sequence and procedures for the General Meeting of Shareholders to approve resolutions by written opinion collection</p> <p>1. The Company shall disclose information regarding the preparation of the <u>list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days</u> prior to the record date.</p> <p><u>(Not regulated)</u></p>	<p>Article 39. Sequence and procedures for the General Meeting of Shareholders to approve resolutions by written opinion collection</p> <p>1. The Company shall disclose information regarding the preparation of <u>the list of shareholders to be sent ballots for opinion collection at least ten (10) days</u> prior to the record date.</p> <p><u>4. Methods for sending written shareholder opinion ballots</u></p> <p><u>a. Shareholders send their completed ballots to the Company by mail, fax, or email:</u></p> <p><u>- The completed ballot must contain the full signature, full name (handwritten), and seal (if an organization) of the Delegate.</u></p> <p><u>- In the case of sending by mail, the ballot sent to the Company must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting. In the case of sending by fax or email, the ballot sent to the</u></p>	Adjust to fit the Procedure for collecting shareholders' opinions in writing

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>Company must be kept confidential until the time of vote counting.</u></p> <p><u>- Ballots sent to the Company after the deadline specified in the ballot, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Ballots not returned are considered as not participating in the vote.</u></p> <p><u>b. Shareholders sending opinion ballots via electronic voting</u></p> <p><u>i. Provision of access accounts</u></p> <p><u>- Access account information shall be notified by the Company to the Delegate along with the Shareholder Opinion Ballot via registered mail.</u></p> <p><u>- When a Delegate requests to be re-provided with access information, the Company may notify them via the following methods: in-person, by mail, email, telephone, or other methods as prescribed by the Board of Directors. The provision of access information shall be based on information from the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the Company's notice of exercising the right to collect shareholder opinions in</u></p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>writing.</u></p> <p><u>ii. Execution of electronic voting</u></p> <p><u>· Principles of execution</u></p> <p><u>- A Delegate may only cast their vote on the electronic voting system from the time they receive the Shareholder Opinion Ballot until the deadline for returning the ballot as notified by the Company.</u></p> <p><u>- During the voting period notified by the Company, a Delegate may access the electronic voting system and cast their vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control.</u></p> <p><u>- During the voting period notified by the Company, a Delegate may change their voting decision on the electronic voting system. Upon the conclusion of the voting period notified by the Company, a Delegate shall not be permitted to change their voting results, and these final results shall be counted and disclosed by the Company.</u></p> <p><u>· Implementation methods</u></p> <p><u>- A Delegate uses the access account provided by the Company to log in directly to the electronic voting system</u></p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>to view information related to the voting session posted on the system and to cast their vote on each matter requiring shareholder opinion.</u></p> <p><u>· Shareholders send their completed ballots to the Company by mail, fax, or email, combined with sending ballots via electronic voting.</u></p> <p><u>Executed in accordance with the provisions of Point a, b of Clause 3 of this Article.</u></p>	
20.	<p>Article 40. Role, Rights, and Obligations of the BOD</p> <p>8. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the company;</p>	<p>Article 40. Role, Rights, and Obligations of the BOD</p> <p>8. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, <u>the person in charge of Corporate Governance</u>, and other managers of the company;</p>	Supplemented in accordance with the provisions of Decree No. 245/2025/NĐ-CP
21.	<p>Article 41. Rights, obligations, and responsibilities of members of the BOD</p> <p>1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the Internal Regulations on corporate governance, including the right to be provided with information and documents on the financial situation and business operations of the company and of units within the company.</p>	<p>Article 41. Rights, obligations, and responsibilities of members of the BOD</p> <p>1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the Internal Regulations on corporate governance, including the right to be provided with information and documents on the financial situation and business operations of the company and of units within the company. <u>The procedure for providing information shall be in accordance with the Appendix to these Regulations.</u></p>	Supplement the information provision process

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>Persons provided with information shall be responsible for keeping the provided information confidential and using it for the correct purposes for the assigned work.</u>	
22.	<p>Article 41. Rights, obligations, and responsibilities of members of the BOD</p> <p>2. The term of a member of the Board of Directors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.</p>	<p>Article 41. Rights, obligations, and responsibilities of members of the BOD</p> <p>2. The term of a member of the Board of Directors shall not exceed 05 years and they may be re-elected for an unlimited number of terms. <u>In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.</u></p> <p>3. The structure of the BOD members is as follows:</p> <p>a. The structure of the company's Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> <p>b. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are relieved of duty, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on</p>	<p>Supplement the case where a BOD member continues their term upon concurrent expiration</p> <p>Supplement provisions for cases of BOD member</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p>Enterprises.</p> <p><u>c. Members of the Board of Directors shall still perform their full rights and obligations until the General Meeting of Shareholders approves the relief of duty of the Member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration of the member of the Board of Directors as soon as the Company receives notice of the following cases:</u></p> <p><u>- The member of the Board of Directors has limited civil act capacity, has lost civil act capacity, or has difficulties in perception or controlling their behavior.</u></p> <p><u>- The member of the Board of Directors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain work.</u></p> <p><u>- The Board of Directors shall have a decision to approve the receipt of the resignation letter of a Member of the Board of Directors in accordance with Article 9 of the Operating Regulations of the Board of Directors.</u></p>	resignation

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
23.	<p>Article 44. Nomination and candidacy of members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders holding 5% or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. A shareholder or a group of shareholders holding from 5% to less than 10% of the total shares with voting rights shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right to nominate a maximum of four (04) candidates; <u>from 50% to under 60% or more may nominate a maximum of five (05); from 60% to under 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to under 90% may nominate a maximum of eight (08) information items related to the candidates.</u></p> <p><u>(Not regulated)</u></p>	<p>Article 44. Nomination and candidacy of members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders holding 5% or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. <u>Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors.</u> A shareholder or a group of shareholders holding from 5% to less than 10% of the total shares with voting rights shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right to nominate a maximum of four (04) candidates; and <u>from 50% or more shall have the right to nominate the full number of candidates. The written nomination for candidates shall clearly state the name of the shareholder or group of shareholders, the quantity of each type of share held by the shareholder or group of shareholders at the time of nominating candidates for the Board of Directors, and information related to the candidates (candidate profile) as prescribed in Article 25 of the Company Charter</u></p>	<p>Supplement details on the process and application files for nomination and election</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>Nomination of candidates for the form of General Meeting of Shareholders:</u></p> <p>- <u>In case a shareholder or group of shareholders sends a written request for the nomination of candidates for the Board of Directors at least 15 (fifteen) days before the opening of the General Meeting of Shareholders, the Board of Directors shall be responsible for reviewing and approving it within 5 (five) days from the date of receiving the nomination and candidacy request, and shall disclose information related to the candidates at least 10 (ten) days before the opening date of the General Meeting of Shareholders. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 5 (five) days from the date of the Board's decision and must clearly state the reasons for the rejection.</u></p> <p>- <u>In case a shareholder or group of shareholders submits a nomination that does not meet the minimum 15-day requirement before the opening of the General Meeting of Shareholders, the Board of Directors shall send a notice regarding the review period for the candidate's profile to the shareholder or group of shareholders within 3 (three) days from the date of receiving the nomination and candidacy. During the aforementioned review period, the Board of Directors shall disclose the candidate's</u></p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>information as soon as the Board of Directors approves the candidate's profile. In case the Board of Directors does not have sufficient time for review as notified, the Board of Directors shall present this nomination and candidacy information at the General Meeting of Shareholders.</u></p> <p><u>Nomination of candidates for the form of collecting shareholders' opinions in writing:</u></p> <p><u>- The Board of Directors shall be responsible for disclosing the Regulations on nominating candidates for the Board of Directors (forms and information related to nomination and candidacy) as soon as the Board of Directors decides to collect shareholders' opinions in writing regarding the election.</u></p> <p><u>- In case a shareholder or group of shareholders sends a written request for the nomination of candidates for the Board of Directors 5 (five) days before the Company must send the opinion collection ballots and accompanying documents to all shareholders with voting rights, the Board of Directors shall be responsible for reviewing and approving it within 5 (five) days from the date of receiving the nomination and candidacy request. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 5 (five) days from the date of the Board's</u></p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>2. In case the number of candidates for the Board of Directors through nomination and candidacy as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, <u>the incumbent Board of Directors shall nominate additional candidates</u> in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. . The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p> <p>3. In case the number of candidates nominated additionally by the incumbent Board of Directors pursuant to Clause 2 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than 5 (five) days before the opening date of the General Meeting of</p>	<p><u>decision and must clearly state the reasons for the rejection.</u></p> <p><u>- In case a shareholder or group of shareholders submits a nomination that does not meet the minimum 5 (five) days before the Company must send the opinion collection ballots and accompanying documents to all shareholders with voting rights, the Board of Directors shall not accept the nomination request and shall report it at the nearest General Meeting of Shareholders (if any).</u></p> <p>2. In case the number of candidates for the Board of Directors through nomination and candidacy as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, <u>the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than 5 (five) days before the opening date of the GMS. The Board of Directors shall organize for other shareholders to nominate</u> in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p> <p>3. In case the number of candidates nominated additionally by the incumbent Board of Directors pursuant to Clause 2 of this Article is still insufficient, the Board of Directors shall disclose</p>	

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>Shareholders. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization by the incumbent Board of Directors for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p>	<p>information regarding the insufficiency of the number of candidates for the Board of Directors no later than 5 (five) days before the opening date of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization by the incumbent Board of Directors for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p>	
24.	<p>Clause 3 Article 52 Cases requiring the convening of an extraordinary Board of Directors meeting</p> <p>3. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request specified in Clause 3 of this Article. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.</p>	<p>Clause 3 Article 52 Cases requiring the convening of an extraordinary Board of Directors meeting</p> <p>3. The Chairperson of the Board of Directors shall <u>send a meeting invitation notice</u> to members of the Board of Directors within 07 working days from the date of receiving the request prescribed in Clause 3 of this Article and at <u>the latest 05 working days before the meeting date. The Board of Directors meeting must be held no later than 12 working days from the date the Company receives the request</u>. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting, with</p>	<p>Clarify the concept of convening a meeting</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>the convening procedure being similar to that of the Chairperson of the Board of Directors convening upon request.</u>	
25.	<p>Article 54. Conditions for organizing Board of Directors meetings</p> <p>A Board of Directors meeting shall be conducted when 3/4 of the total number of members or more are present. In the event that a meeting convened in accordance with this Article does not have enough members present as prescribed then it shall be convened for the second time within 05 days from the originally intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.</p>	<p>Article 54. Conditions for organizing Board of Directors meetings</p> <p>A Board of Directors meeting shall be conducted when 3/4 of the total number of members or more are present. In the event that a meeting convened in accordance with this Article does not have enough members present as prescribed, <u>the Chairperson of the Board of Directors shall send a second meeting invitation notice to members of the Board of Directors within 07 days from the intended date of the first meeting and at the latest 05 working days before the meeting date. The second Board of Directors meeting must be held no later than 12 days</u> from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.</p>	Clarify the procedures for organizing the second Board of Directors' meeting
26.	<p>Clause 1 Article 55. Voting methods</p> <p>1. A member of the Board of Directors is considered to be present and voting at a meeting in the following cases:</p>	<p>Clause 1 Article 55. Voting methods</p> <p>1. <u>The Board of Directors approves resolutions and decisions by voting at meetings, collecting opinions in writing, or other forms as prescribed by the Company Charter. Each member of the Board of Directors has one</u></p>	Clarify the methods of collecting votes at the Board of Directors' meeting

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>vote</u> . A member of the Board of Directors is considered to be present and voting at a meeting in the following cases:	
27.	<p>Article 56. Procedures for passing resolutions of the Board of Directors</p> <p>Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the meeting; in the event of a tie, the final decision shall belong to the side with the vote of the Chairperson of the Board of Directors.</p>	<p>Article 56. Procedures for passing resolutions of the Board of Directors</p> <p>Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the meeting; in the event of a tie, the final decision shall belong to the side with the vote of the Chairperson of the Board of Directors.</p> <p><u>A member of the Board of Directors shall not vote on any transaction that yields benefits to that member or their related persons in accordance with the Law on Enterprises and Article 42 of the Company Charter.</u></p>	Clarify the voting rights when voting on matters related to the Board of Directors
28.	<p>Article 57. Authorization of other persons to attend meetings by members of the Board of Directors</p> <p>Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the Board of Directors' members.</p>	<p>Article 57. Authorization of other persons to attend meetings by members of the Board of Directors</p> <p>Members must attend all meetings of the Board of Directors. A member may authorize <u>another member of the Board of Directors or another person (who is not a member of the Board of Directors, if approved by a majority of the members of the Board of Directors) to attend and vote.</u></p>	Clarify the authorized parties in the Board of Directors' meeting

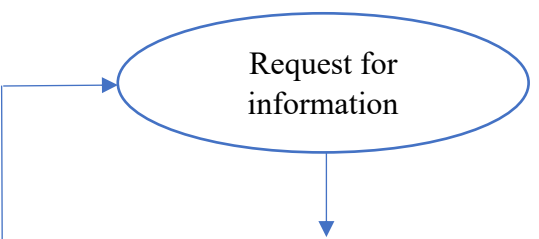
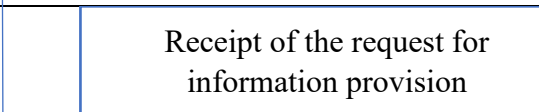
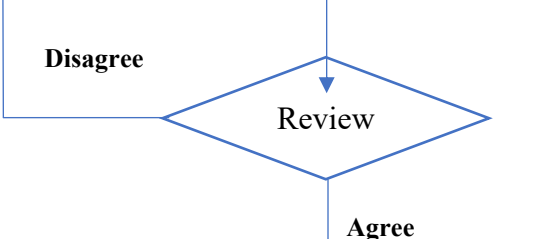
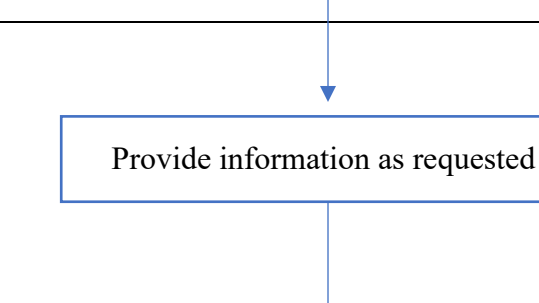
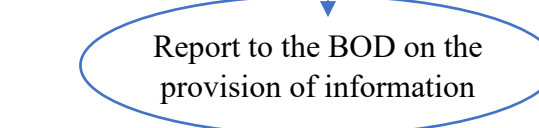
NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
29.	<p>Clause 4 Article 67. Role, rights, and obligations of the Board of Supervisors, and responsibilities of members of the Board of Supervisors</p> <p><u>(Not regulated)</u></p>	<p>Clause 4 Article 67. Role, rights, and obligations of the Board of Supervisors, and responsibilities of members of the Board of Supervisors</p> <p><u>4. The Board of Supervisors is responsible for receiving requests for inspection of books and records from common shareholders as stipulated in Clause 1, Article 45 of the Company Charter and for fulfilling these requests for information provision from the Board of Directors, the General Director, or other managers. The procedure for requesting information provision is stipulated in the Appendix to these Regulations. The person provided with information is responsible for maintaining the confidentiality of the provided information and using it for the correct purposes for the assigned work.</u></p>	<p>Supplement and clarify the responsibility for receiving and executing requests for information provision</p>
30.	<p>Article 70. Nomination and candidacy of members of the Board of Supervisors</p> <p>1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of the Company Charter. A shareholder or group of shareholders <u>holding from 5% to less than 30% of the total voting shares has the right to nominate one (01) candidate; from 30% to less than 50% may nominate up to two (02) candidates; from 50% or more may nominate up to three (03) candidates.</u></p>	<p>Article 70. Nomination and candidacy of members of the Board of Supervisors</p> <p>1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of the Company Charter. A shareholder or group of shareholders <u>holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% or more may nominate the full number of candidates.</u></p>	<p>Revise for greater stringency</p> <p>Clarify the information disclosure regarding nominations by the</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>..</p> <p>3. In case the number of candidates nominated by the incumbent Board of Supervisors according to Clause 2 of this Article is still not sufficient. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	<p>3. In case the number of candidates nominated by the incumbent Board of Supervisors according to Clause 2 of this Article is still not sufficient, <u>the Board of Supervisors shall disclose information regarding the insufficiency of candidates for the Board of Supervisors no later than five (05) days before the opening date of the General Meeting of Shareholders</u>. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	incumbent BOS
31.	<p>Clause 3 Article 72 Cases for relief of duty and removal of members of the Board of Supervisors</p> <p><u>(Not regulated)</u></p>	<p>Clause 3 Article 72 Cases for relief of duty and removal of members of the Board of Supervisors</p> <p><u>3. A member of the Board of Supervisors shall continue to fully exercise their rights and obligations until the General Meeting of Shareholders approves their relief of duty, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the</u></p>	Supplement provisions for cases of Board of Supervisors member resignation

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>following cases:</u></p> <p><u>- The member of the Board of Supervisors has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition or behavior control.</u></p> <p><u>- The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.</u></p> <p><u>- The Board of Supervisors has a decision approving the acceptance of the resignation letter of the member of the Board of Supervisors, implemented similarly to the provisions in Article 9 of the Operational Regulations of the Board of Directors.</u></p>	
32.	<p>Point c Clause 2 Article 88. Coordinating control, management, and supervision activities among members of the BOD, Supervisors, and the General Director according to the specific duties of the aforementioned members</p> <p>c. The Supervisor has the right to request the General Director to facilitate access to records and documents related to the</p>	<p>Point c Clause 2 Article 88. Coordinating control, management, and supervision activities among members of the BOD, Supervisors, and the General Director according to the specific duties of the aforementioned members</p> <p>c. The Supervisor has the right to request the General Director to facilitate access to records and documents related to the</p>	<p>Clarify requests for information provision by the Supervisors</p>

NO.	CURRENT INTERNAL REGULATIONS CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	Company's business operations at the Head Office or the place where records are stored.	Company's business operations at the Head Office or the place where records are stored, <u>for the purpose of performing the assigned duties of the member of the Board of Supervisors if approved by the Board of Supervisors. The procedure for requesting information is stipulated in the Appendix to these Regulations. The person provided with information is responsible for maintaining the confidentiality of the information provided and using it for the assigned work for the intended purpose;</u>	

INFORMATION PROVISION PROCEDURE

Step	Flowchart	Person in charge	Guidelines / Forms
Step 1	 <pre> graph TD A([Request for information]) --> B[Receipt of the request for information provision] </pre>	<ul style="list-style-type: none"> - Shareholder or group of shareholders⁽¹⁾ - Board of Supervisors⁽²⁾ - Member of the Board of Directors⁽³⁾ - Member of the Board of Supervisors⁽⁴⁾ - Executive officer⁽⁵⁾ 	<ul style="list-style-type: none"> - Request for information provision in writing (Form 01). - In case the authorized representative of a shareholder or group of shareholders requests information provision, the request must be accompanied by the original or notarized copy of the power of attorney in accordance with the provisions of Law.
Step 2	 <pre> graph TD B[Receipt of the request for information provision] --> C{Review} </pre>	Company	
Step 3	 <pre> graph TD C{Review} -- Disagree --> B C -- Agree --> D[Provide information as requested] </pre>	Board of Directors	<ul style="list-style-type: none"> - The review period shall be a maximum of 10 working days from the date of receipt of the request for information provision. - The response period for disagreeing with the request for information provision shall be a maximum of 02 working days from the date the BOD decides to refuse the provision of information.
Step 4	 <pre> graph TD D[Provide information as requested] --> E([Report to the BOD on the provision of information]) </pre>	Manager	<ul style="list-style-type: none"> - The period for the manager to provide information shall be a maximum of 7 working days from the date the BOD agrees to provide the information. - Information shall be provided at the Company's head office/representative office/branch. - Any costs arising from certified copying of documents, if any, in connection with the provision of information shall be borne by the requester of the information.
Step 5	 <pre> graph TD E([Report to the BOD on the provision of information]) </pre>	Manager	

(1) Shareholder or group of shareholders: in accordance with Article 12 and Article 44 of the Company's Charter.

(2) Board of Supervisors: in accordance with Article 39 of the Company's Charter.

(3), (4), (5) Member of the Board of Directors, Member of the Board of Supervisors, Executive Officer: in accordance with Article 44 of the Company's Charter.

FORM 01
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

WRITTEN REQUEST FOR INFORMATION PROVISION

To: Ben Tre Water Supply and Sewerage Joint Stock Company

I. INFORMATION OF THE PERSON REQUESTING INFORMATION PROVISION:

1. Requesting person:.....

Legal representative (*For institutional shareholders*):.....

2. Subject requesting information provision:

☐ Shareholder / group of shareholders

☐ Board of Supervisors

☐ Member of the Board of Directors

☐ Member of the Board of Supervisors

☐ Executive Officer

3. Contact address/Head office:

4. Nationality:

5. Citizen ID Card/ID Card passport /Enterprise Registration Certificate No.:

Date of issue:..... Place of issue:

6. Telephone:.....Email:

7. Number of shares owned/represented:..... shares, as of

II. CONTENT OF THE REQUEST FOR INFORMATION PROVISION:

Purpose of the request for information provision:

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By this document, I/We request the Company to provide the following information

:.....
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I/We undertake the following commitments:

- To keep confidential the information provided by the Company in accordance with the Company's Charter and the law;
- To use the provided information only for the proper purpose of performing assigned work / protecting my/our lawful rights and interests;
- Not to disseminate, copy, or send the information provided by the Company to other organizations or individuals, in accordance with the provisions of law;
- To fully pay all costs arising from certified copying of documents, if any, in connection with this provision of information;
- To take full responsibility before the law in case of using the information for improper purposes.

Sincerely thank you!

....., *day* *month* *year* 20..

**PERSON REQUESTING INFORMATION
PROVISION**

(Signature, seal and full name)

(1) Shareholder or group of shareholders: in accordance with Article 12 and Article 44 of the Company's Charter.

(2) Board of Supervisors: in accordance with Article 39 of the Company's Charter.

(3), (4), (5) Member of the Board of Directors, Member of the Board of Supervisors, Executive Officer: in accordance with Article 44 of the Company's Charter.

GROUP MEETING MINUTES

ATTACHED TO THE REQUEST FOR PROVISION OF INFORMATION

Today, dated/...../20..., at, we, the shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, collectively holding shares, accounting for% of the total voting shares of the Company, whose names are listed below:

No.	Shareholder's Name	ID Card / Citizen ID / Passport / Enterprise Registration Certificate No.	Contact Address	Number of Shares Owned	Shareholder's Signature / Signature and Seal (if organization)
1					
2					
...					
Total					

We have unanimously agreed to appoint:

- Full name:
- Citizen ID / ID Card / Passport / Enterprise Registration Certificate No.:
- Date of issue:..... Place of issue:

To act as the group representative to carry out the procedures for requesting the provision of information from Ben Tre Water Supply and Sewerage Joint Stock Company, with the specific details as follows:

Purpose of the request for provision of information:

.....

.....

By this document, we request the Company to provide the following information:

.....

.....

.....

.....

.....

We commit to the following terms:

- To maintain the confidentiality of the information provided by the Company in accordance with the Company's Charter and the law;
- To use the provided information solely for the purpose of protecting our legitimate rights and interests;
- Not to disseminate, copy, or send the information provided by the Company to other organizations or individuals in accordance with the law;
- To fully pay all incurred costs for document duplication (if any) arising from this provision of information;

- To bear full legal responsibility in the event that the information is used for incorrect purposes.
- Thank you very much!

....., *date* *month* *year* 20..

**THE NOMINATED GROUP
REPRESENTATIVE**

(Signature, seal, and full name)

*(1) Shareholder or group of shareholders: in accordance with Article 12 and Article 44 of the Company's Charter.
(2) Board of Supervisors: in accordance with Article 39 of the Company's Charter.
(3), (4), (5) Member of the Board of Directors, Member of the Board of Supervisors, Executive Officer: in accordance with Article 44 of the Company's Charter.*

SOCIALIST REPUBLIC OF VIETNAM
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**OPERATING REGULATIONS
OF THE BOARD OF DIRECTORS**

**BEN TRE WATER SUPPLY AND SEWERAGE
JOINT STOCK COMPANY**



*(Issued pursuant to the Resolution of the Extraordinary General Meeting of
Shareholders*

Ben Tre Water Supply and Sewerage Joint Stock Company)

Vinh Long, June 26, 2026

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Chapter I

GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

1. Scope: The Operating Regulations of the Board of Directors stipulate the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and its members in order to operate in accordance with the Law on Enterprises, the Company Charter, **the Internal Regulations on Corporate Governance**, and other relevant legal provisions.

2. Subjects of application: These Regulations apply to the Board of Directors, members of the Board of Directors, and related persons mentioned in these Regulations.

Article 2. Operating Principles of the Board of Directors

1. The Board of Directors shall work on a collective basis. Members of the Board of Directors shall be individually responsible for their assigned tasks and collectively responsible before the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors regarding the development of the Company.

2. The Board of Directors shall assign the General Director the responsibility to organize and execute the resolutions and decisions of the Board of Directors.

Article 3. Definitions and Terms

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

a) *Charter capital* is the total par value of shares sold or registered for purchase upon the establishment of the joint stock company and in accordance with Article 6 of the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

b) *Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

c) *Law on Securities* is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

d) *Enterprise manager* is a person who manages the Company, including the Chairperson of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management positions appointed by the General Meeting of Shareholders or the Board of Directors;

e) *Related person* is an individual or organization as prescribed in Clause 46, Article 4 of the Law on Securities;

f) *Shareholder* is an individual or organization owning at least one share of the joint stock company;

g) *Member of the Board of Supervisors* is a Supervisor;

h) *Non-executive member of the Board of Directors* is a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other executives as prescribed by the Company Charter.

i) *Trade secret* is information regarding inventory levels, cost and profit, finance, and technological solutions and business techniques.

j) *Business secret* is information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.

2. In these Regulations, references to one or more other provisions or documents shall include any amendments, supplements, or replacements thereof.

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

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

Article 4. Rights and Obligations of Members of the Board of Directors

1. Members of the Board of Directors shall have full rights and responsibilities in accordance with the Law on Enterprises, the Law on Securities, relevant laws, and

the Company Charter, including the right to be provided with information and documents regarding the financial status and business operations of the Company and its units.

2. Members of the Board of Directors shall have obligations in accordance with the Law on Enterprises, the Company Charter, and the following obligations:

a) To perform their duties honestly and carefully for the best interests of the shareholders and the Company;

b) To attend all meetings of the Board of Directors and provide opinions on matters discussed;

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

d) To report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, other companies over which the Company holds control of 50% or more of the charter capital, and the member of the Board of Directors and their related persons; and transactions between the Company and companies in which the member of the Board of Directors is a founding member or an enterprise manager within the 03 years immediately preceding the transaction;

đ) To disclose information when conducting transactions involving Company shares in accordance with the law.

Article 5. Right of Board Members to be Provided with Information

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other managers within the Company to provide information and documents regarding the financial status and business operations of the Company and its units, provided that such information relates to the assigned tasks of the Board member and is approved by the Board of Directors, and provided that such information does not fall within the scope of the Company's trade secrets. The person receiving such information shall be responsible for maintaining the confidentiality of the provided information and using it for the intended purpose of their assigned work.

2. The requested enterprise manager shall provide information and documents promptly, fully, and accurately as requested by the member of the Board of

Directors. The sequence and procedures for requesting and providing information shall be detailed in the Internal Regulations on Corporate Governance.

Article 6. Number, Term, and Structure of the Board of Directors

1. The number of members of the Board of Directors shall be 05.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms.

3. In the event that the terms of all members of the Board of Directors expire simultaneously, such members shall continue to serve as members of the Board of Directors until new members are elected to replace and take over the work.

4. Structure of the Board of Directors:

The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions within the Company to ensure the independence of the Board of Directors.

Article 7. Standards and Conditions for Members of the Board of Directors

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

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

b) Possess professional qualifications and experience in business administration or in the Company's business lines and industries, and are not required to be shareholders of the Company;

c) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company;

d) For state-owned enterprises as prescribed in Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as prescribed in Clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors shall not be persons with family relationships with the General Director and other managers of the Company, or with the managers or persons authorized to appoint managers of the parent company.

Article 8. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among its members.

2. The Chairperson of the Board of Directors shall not concurrently serve as the General Director.

3. The Chairperson of the Board of Directors shall have the following rights and obligations:

- a) To develop the operating programs and plans of the Board of Directors;
- b) To prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
- c) To organize the approval of resolutions and decisions of the Board of Directors;
- d) To supervise the implementation of the resolutions and decisions of the Board of Directors;
- dd) To chair meetings of the General Meeting of Shareholders;
- e) Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

4. In the event that the Chairperson of the Board of Directors submits their resignation or is dismissed or removed, the Board of Directors shall elect a replacement within 10 days from the date of receiving the resignation letter or the date of dismissal or removal.

5. In the event that the Chairperson of the Board of Directors is absent or unable to perform their duties, they shall authorize in writing another member of the Board of Directors to exercise the rights and perform the obligations of the Chairperson of the Board of Directors in accordance with the principles stipulated in the Company Charter. In the event that there is no authorized person, or the Chairperson of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification facility or compulsory education facility, absconds from their place of residence, has their civil act capacity limited or lost, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing certain

professions, or performing certain jobs, the remaining members shall elect one among themselves to hold the position of Chairperson of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

6. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary with a term of office as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, provided that such dismissal is not contrary to current labor laws. The Company Secretary shall have the following rights and obligations:

a) To assist in organizing the convening of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;

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

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

d) To assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; to ensure compliance with obligations regarding information provision, information disclosure, and administrative procedures;

dd) Other rights and obligations as prescribed in the Company Charter and Internal Regulations on Corporate Governance.

Article 9. Removal, dismissal, replacement, and supplementation of members of the Board of Directors

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

a) They do not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

b) They have submitted a resignation letter and it has been accepted;

c) Other cases as prescribed by the Law on Enterprises and the Company Charter.

2. A member of the Board of Directors shall continue to fully exercise their rights and perform their obligations until the General Meeting of Shareholders approves their removal, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration, which shall cease immediately upon the Company receiving notification of the following cases:

- The member of the Board of Directors has their civil act capacity limited, loses their civil act capacity, or has difficulty in cognition or behavior control.
- The member of the Board of Directors is being prosecuted for criminal liability, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification facility or compulsory education facility, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.
- The Board of Directors has issued a decision to accept the resignation letter of the member of the Board of Directors in accordance with Clause 3 of this Article.

3. In the event that a member of the Board of Directors submits a resignation letter, the specific sequence and procedures for acceptance shall be as follows:

a) To notify of their resignation, the resigning member of the Board of Directors must submit a Resignation Letter to the Board of Directors, which includes the following key contents:

- The position being resigned from;
- Reason for resignation;
- Effective date (clearly stating the start date);
- Signature and full name (handwritten) of the member of the Board of Directors.

b) The process for handling the resignation letter of a member of the Board of Directors as prescribed in Point a of this Clause shall be as follows:

- The Company shall disclose extraordinary information within 24 hours from the time of receiving the resignation letter.
- The Chairperson of the Board of Directors or the person convening the Board

of Directors meeting must send a notice of the meeting to members of the Board of Directors within 07 (seven) working days from the date the Company receives the resignation letter and no later than 03 (three) working days before the meeting date.

- The Board of Directors meeting must be held no later than 10 (ten) working days from the date the Company receives the resignation letter.
 - + In the event that the Board of Directors approves the acceptance of the resignation letter, the resigning member of the Board of Directors shall continue to exercise their rights and perform their obligations until the General Meeting of Shareholders approves the decision to remove the member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration.
 - + In the event that the Board of Directors does not approve the acceptance of the resignation letter, the resigning member of the Board of Directors shall continue to exercise their rights and perform their obligations until the General Meeting of Shareholders approves the decision to remove the member of the Board of Directors. The Board of Directors must notify the resigning member of the Board of Directors in writing, clearly stating the reasons for refusing to accept the resignation letter, no later than 02 (two) working days after the date of the decision.
- The Resolution of the Board of Directors regarding the acceptance of the resignation letter must be disclosed as extraordinary information within 24 hours from the time of the decision.

c) A member of the Board of Directors may not withdraw their resignation letter, except in cases where the Board of Directors has decided not to accept the resignation letter.

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

- a) Failure to participate in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;
- b) Other cases as prescribed in the Company Charter.

5. When deemed necessary, the General Meeting of Shareholders may decide to replace a member of the Board of Directors; or remove or dismiss a member of the Board of Directors in cases other than those prescribed in Clause 1 and Clause 2 of this Article.

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

a) The number of members of the Board of Directors is reduced by more than one-third compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) Except for the case prescribed in Point a of this Clause, the General Meeting of Shareholders shall elect new members to replace the members of the Board of Directors who have been removed or dismissed at the nearest meeting.

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

1. A shareholder or a group of shareholders holding 5% or more of the total common shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. The nomination of persons to the Board of Directors shall be carried out as follows:

a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right to nominate a maximum of four (04) candidates; and 50% or more shall have the right to nominate the full number of candidates. The nomination and self-nomination of members of the Board of Directors are detailed in Clause 1, Article 44 of the Internal Regulations on Corporate Governance.

b) Based on the number of members of the Board of Directors prescribed in Clause 1, Article 26 of the Company Charter and Clause 1, Article 6 of these

Regulations, the shareholder or group of shareholders prescribed in Point a, Clause 1 of this Article shall have the right to nominate one or more persons as candidates for the Board of Directors as decided by the General Meeting of Shareholders.

3. In the event that the number of candidates for the Board of Directors through nomination and self-nomination as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, the incumbent Board of Directors shall nominate additional candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. In the event that the number of candidates nominated by the incumbent Board of Directors pursuant to Clause 3 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than five (05) days before the opening date of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

5. The voting for election of members of the Board of Directors shall be conducted by cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to aggregate all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the final position on the Board of Directors, a re-election shall be conducted among those candidates with the same number of votes, or selection shall be made according to the criteria of the election regulations or the Company Charter.

6. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted by cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises or by a voting method (in favor, against, abstention). The passing rate for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

7. The removal or dismissal of members of the Board of Directors by the General Meeting of Shareholders shall be conducted by a voting method (in favor, against, abstention). The passing rate for the voting method is prescribed in Clause 2, Article 21 of the Company Charter.

Article 11. Notification of election, removal, and dismissal of members of the Board of Directors

1. In the event that candidates for the Board of Directors have been identified in accordance with Clause 1, Article 44 of the Internal Regulations on Corporate Governance, the Company shall disclose information related to the candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may research these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other management positions (including positions on the Board of Directors of other companies);
- đ) Interests related to the Company and the Company's related persons;
- e) Other information (if any) as prescribed in the Company Charter;
- g) The Company shall be responsible for disclosing information regarding the companies where the candidate currently holds the position of member of the Board

of Directors, other management positions, and the candidate's interests related to the Company (if any).

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

Chapter III

BOARD OF DIRECTORS

Article 12. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations under the authority of the General Meeting of Shareholders.

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

a) Deciding on the strategy, medium-term development plans, and annual business plans of the Company;

b) Recommending the classes of shares and the total number of shares of each class authorized to be offered;

c) Deciding on the sale of unsold shares within the scope of the number of shares of each class authorized to be offered; deciding on raising additional capital in other forms;

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

đ) Deciding on the share buyback in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

e) Deciding on investment plans and investment projects within its authority and limits as prescribed by law;

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

h) Approving contracts for purchase, sale, borrowing, lending, 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, unless the Company Charter provides for a different ratio or value, and except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i) Electing, removing, and dismissing the Chairperson of the Board of Directors; appointing, removing, signing contracts with, and terminating contracts with the General Director and other key managers as prescribed by the Company Charter; deciding on the salaries, remuneration, bonuses, and other benefits of such managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of such persons;

k) Supervising and directing the General Director and other managers in the daily business operations of the Company;

l) Deciding on the organizational structure and internal management regulations of the Company; deciding on the establishment of subsidiaries, branches, and representative offices, and on capital contributions and the purchase of shares in other enterprises;

m) Approving the program and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting written opinions for the General Meeting of Shareholders to pass resolutions;

n) Submitting the audited annual financial statements to the General Meeting of Shareholders;

o) Recommending the dividend payout level; deciding on the time limit and procedures for dividend payment or handling losses incurred during business operations;

p) Recommending the reorganization or dissolution of the Company; requesting the bankruptcy of the Company;

q) Deciding on the issuance of the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after they are

approved by the General Meeting of Shareholders; and the Company's Information Disclosure Regulations;

r) Requesting the General Director, Deputy General Directors, and other managers in the Company to provide information and documents regarding the financial status and business operations of the Company and its units.

s) The requested managers shall provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors. The order and procedures for requesting and providing information are specifically prescribed in the Internal Regulations on Corporate Governance.

t) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, the Company Charter, and the Internal Regulations on Corporate Governance.

3. The Board of Directors shall report to the General Meeting of Shareholders on the results of the Board's activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.

4. The Board of Directors shall pass resolutions and decisions by voting at meetings, by soliciting written opinions, or by other forms as prescribed by the Company Charter. Each member of the Board of Directors has one vote.

5. In the event that a resolution or decision passed by the Board of Directors is contrary to the provisions of law, the resolutions of the General Meeting of Shareholders, or the Company Charter, causing damage to the Company, the members who voted in favor of such resolution or decision shall be jointly and personally liable for such resolution or decision and shall compensate the Company for the damage; members who opposed the aforementioned resolution or decision shall be exempt from liability. In this case, shareholders of the Company have the right to request the Court to suspend the implementation of or cancel the aforementioned resolution or decision.

Article 13. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. The Board of Directors shall approve contracts and transactions with a value of less than 35% or transactions resulting in a total transaction value arising within

12 months from the date of the first transaction of less than 35% of the total asset value recorded in the most recent financial statement, or another lower ratio or value as prescribed in the Company Charter, between the Company and one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related persons of these subjects;
- Shareholders and authorized representatives of shareholders owning more than 10% of the total common shares of the Company and their related persons;
- Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors shall approve contracts and transactions for borrowing, lending, or selling assets with a value less than or equal to 10% of the total asset value of the enterprise recorded in the most recent financial statement between the Company and a shareholder owning 51% or more of the total voting shares or a related person of such shareholder.

3. The representative of the Company signing the contract or transaction shall notify the members of the Board of Directors and members of the Board of Supervisors of the related parties involved in such contract or transaction and attach the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Company Charter provides for a different time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction shall not have the right to vote.

Article 14. Responsibility of the Board of Directors in convening extraordinary General Meetings of Shareholders

1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) The remaining number of members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed by law;

c) At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must bear the full signatures of the relevant shareholders, or the written request may be prepared in multiple copies and compiled with sufficient signatures of the relevant shareholders;

d) At the request of the Board of Supervisors;

đ) Other cases as prescribed by law and the Company Charter.

2. Convening an extraordinary General Meeting of Shareholders

The Board of Directors shall determine the opening date of the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed in the Company Charter, or from the date of receiving the request as stipulated in Point c and Point d, Clause 1 of this Article;

3. The person convening the General Meeting of Shareholders shall perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of the General Meeting of Shareholders, unless the Company Charter provides for a shorter period. The Company shall disclose information regarding 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 agenda and content of the meeting;

c) Prepare documents for the meeting;

d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

đ) Determine the time and venue for the meeting;

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

g) Other tasks serving the meeting.

Article 15. Sub-committees assisting the Board of Directors.

1. When deemed necessary, the Board of Directors may establish sub-committees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and shall consist of at least 02 people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee by decision of the Board of Directors. The activities of the sub-committee shall comply with the regulations of the Board of Directors. A resolution of the sub-committee shall only be effective when approved by a majority of members attending and voting at the sub-committee meeting.

2. The implementation of decisions of the Board of Directors, or of sub-committees under the Board of Directors, shall be in accordance with current legal regulations and the provisions of the Company Charter and Internal Regulations on Corporate Governance.

Chapter IV

BOARD OF DIRECTORS MEETINGS

Article 16. Board of Directors meeting

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion 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 same highest number of votes or percentage of votes, the members shall elect by majority rule to select 01 person among them to convene the Board of Directors meeting.

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

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

a) At the request of the Board of Supervisors;

- b) At the request of the General Director or at least 05 other managers;
- c) At the request of at least 02 members of the Board of Directors;
- d) Other cases as prescribed by the Company Charter.

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

5. The Chairperson of the Board of Directors shall send the meeting invitation notice to members of the Board of Directors within 07 working days from the date of receiving the request stipulated in Clause 3 of this Article and no later than 05 working days prior to the meeting date. The Board of Directors' meeting must be held no later than 12 working days from the date the Company receives the request. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages caused to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.

6. The Chairperson of the Board of Directors or the person convening the Board of Directors meeting shall send the meeting invitation notice no later than 05 working days before the meeting date, unless the Company Charter provides otherwise. The meeting invitation notice must specify the time and venue of the meeting, the form of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the member's voting ballot.

The Board of Directors meeting invitation notice may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairperson of the Board of Directors or the convener shall send the meeting invitation notice and accompanying documents to members of the Board of Supervisors in the same manner as to members of the Board of Directors.

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

8. A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed, the Chairperson of the Board of Directors shall send a second meeting invitation notice to members of the Board of Directors within 07 days from the intended date of the first meeting and no later than 05 working days before the meeting date. The second Board of Directors meeting shall be held no later than 12 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance.

9. A member of the Board of Directors is considered to have attended and voted at the meeting in the following cases:

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c) Attending and voting via virtual meeting, electronic voting, or other electronic forms;
- d) Sending a voting ballot to the meeting via mail, fax, or email;
- đ) Sending a voting ballot by other means as prescribed in the Company Charter.

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than 01 hour before the opening of the meeting. The voting ballot shall only be opened in the presence of all meeting attendees.

11. Members shall attend all Board of Directors meetings in full. A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors if approved by a majority of the Board of Directors members) to attend and vote.

12. Voting

a) Except as provided in Point b, Clause 11, Article 16 of these Regulations, each member of the Board of Directors or an authorized person in accordance with Clause 9 of this Article who is personally present at the Board of Directors meeting

shall have one (01) vote; Resolutions and decisions of the Board of Directors shall be passed if approved by a majority (more than 1/2) of the members in attendance; in the event of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the Board of Directors.

b) A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related persons in accordance with the Law on Enterprises and Article 42 of the Company Charter;

c) A supervisor has the right to attend the Board of Directors meeting, has the right to discuss but not to vote.

13. The Board of Directors has the right to solicit the opinions of Board members in writing to pass a Resolution of the Board of Directors when approving matters under the authority of the Board of Directors as per Clause 2, Article 27 of the Company Charter. Each member of the Board of Directors has one vote.

A resolution in the form of written opinion solicitation shall be passed based on the approval of a majority of the Board of Directors members with voting rights. This resolution shall have the same effect and validity as a resolution passed at a meeting.

13. A Board of Directors meeting may be held in the form of a virtual meeting between members of the Board of Directors when all or some members are at different locations, provided that each member participating in the meeting is able to:

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

b) Speak with all other attending members simultaneously. Discussion among members may be conducted directly via telephone or other means of communication or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be considered 'present' at that meeting. The location of the meeting held in accordance with this provision shall be the location where the majority of the members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

c) Decisions adopted in a meeting via telephone that is organized and conducted in a lawful manner shall be effective immediately upon the conclusion of the meeting

but must be confirmed by the signatures in the minutes of all members of the Board of Directors who attended this meeting.

14. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall serve as authentic evidence of the work conducted during the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the chairperson and the minute-taker.

Article 17. Minutes of the Board of Directors Meeting

1. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following principal contents:

- a) Name, address of the head office, and enterprise identification number;
- b) Time and location of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) Full name of each member attending the meeting or the authorized representative attending the meeting and the method of attendance; full names of members not attending and the reasons therefor;
- dd) Issues discussed and voted upon at the meeting;
- e) Summary of the opinions of each attending member in the order of the meeting's proceedings;
- g) Voting results, clearly stating the members who voted in favor, against, and those who abstained;
- h) Issues that have been passed and the corresponding voting ratios;
- i) Full name and signature of the chairperson and the minute-taker, except in the case specified in Clause 2 of this Article.

2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors

who attended the meeting and contain full information as prescribed in points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, such minutes shall be effective.

3. The chairperson, the minute-taker, and those who sign the minutes shall be responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese version and the foreign language version, the content in the Vietnamese version shall prevail.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 18. Submission of Annual Reports

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

- a) Report on the Company's business results;
- b) Financial statements;
- c) Report evaluating the management and administration of the Company;
- d) Appraisal report of the Board of Supervisors.

2. The reports specified in points a, b, and c of Clause 1 of this Article must be sent to the Board of Supervisors for appraisal at least 30 days prior to the opening date of the Annual General Meeting of Shareholders.

3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Board of Supervisors, and the audit report must be kept at the Company's head office at least 21 days prior to the opening date of the Annual General Meeting of Shareholders. Shareholders who have held shares of the Company continuously for at least 01 year have the right to personally, or together with a lawyer, accountant, or auditor holding a practicing certificate, directly examine the reports specified in this Article.

Article 19. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors

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

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration shall be calculated based on the number of working days required to complete the tasks of the Board member and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

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

4. A member of the Board of Directors holding an executive position or a member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of the normal duties of a Board member may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include coverage for the liabilities of Board members related to violations of the law and the Company Charter.

Article 20. Disclosure of Related Interests

In case the Company Charter does not have stricter provisions, the disclosure of interests and related persons of the Company shall be carried out in accordance with the following regulations:

1. Members of the Board of Directors of the Company must declare to the Company their related interests, including:

a) Name, enterprise identification number, address of the head office, and business lines of the enterprises in which they own capital contributions or shares; the ratio and time of ownership of such capital contributions or shares;

b) Name, enterprise identification number, address of the head office, and business lines of the enterprises in which their related persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Directors acting on their own behalf or on behalf of others to perform work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and may only perform it when approved by a majority of the remaining members of the Board of Directors; if performed without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.

Chapter VI**RELATIONSHIPS OF THE BOARD OF DIRECTORS****Article 21. Relationship between Members of the Board of Directors**

1. The relationship between members of the Board of Directors is a cooperative relationship; members of the Board of Directors have the responsibility to inform each other about related issues during the process of handling assigned tasks.

2. During the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling if there are

issues related to areas under the charge of other Board members. In case there are still differing opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairperson of the Board of Directors for consideration and decision according to their authority, or organize a meeting or solicit opinions from the members of the Board of Directors in accordance with the law, the Company Charter, and these Regulations.

3. In case of reallocation of tasks among members of the Board of Directors, the members of the Board of Directors must hand over the work, files, and related documents. This handover must be made in writing and reported to the Chairperson of the Board of Directors regarding such handover.

Article 22. Relationship with the Board of Management

In its governance role, the Board of Directors issues resolutions for the General Director and the executive apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of these resolutions.

Article 23. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is a cooperative relationship. The working relationship between the Board of Directors and the Board of Supervisors follows the principle of equality and independence, while simultaneously coordinating closely and supporting each other in the process of performing their duties.

2. Upon receiving inspection minutes or summary reports from the Board of Supervisors, the Board of Directors has the responsibility to study and direct relevant departments to develop plans and implement timely corrective measures.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 24. Effectiveness

The Operating Regulations of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company consist of 7 Chapters, 24 Articles, and shall be effective from June 26, 2026.

ON BEHALF OF THE BOARD OF

**DIRECTORS
CHAIRPERSON**

TRAN HUNG

SUMMARY OF KEY POINTS IN THE AMENDMENT AND SUPPLEMENTATION OF OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 17 June 2020 (Law on Enterprises 2020), as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 26 November 2019 (Law on Securities 2019), as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
1.	<p>Clause 1, Article 1. Scope and Subjects of Application</p> <p>1. Scope: The Operating Regulations of the Board of Directors stipulate the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and its members in order to operate in accordance with the Law on Enterprises, the Company Charter, and other relevant legal provisions.</p>	<p>Clause 1, Article 1. Scope and Subjects of Application</p> <p>1. Scope: The Operating Regulations of the Board of Directors stipulate the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and its members in order to operate in accordance with the Law on Enterprises, the Company Charter, <u>the Internal Regulations on Corporate Governance</u>, and other relevant legal provisions.</p>	Applicable entities
2.	<u>(Not specified)</u>	<p>Supplement Point i and Point j, Article 3 – Definitions and Terms</p> <p><u>i) Trade secret is information regarding inventory levels, cost and profit, finance, and technological solutions and business techniques.</u></p>	Clarify terminology to avoid conflicts and impacts on the common interests of shareholders.

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		j) Business secret is information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.	
3.	<p>Article 5. Right of Board Members to be Provided with Information</p> <p>1. 1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other managers within the Company to provide information and documents regarding the financial status and business operations of the Company and its units.</p> <p>2. The requested enterprise manager shall provide information and documents promptly, fully, and accurately as requested by the member of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated at Point q, Clause 2, Article 27 of the Company Charter.</p>	<p>Article 5. Right of Board Members to be Provided with Information</p> <p>1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other managers within the Company to provide information and documents regarding the financial status and business operations of the Company and its units, <u>provided that such information relates to the assigned tasks of the Board member and is approved by the Board of Directors, and provided that such information does not fall within the scope of the Company's trade secrets. The person receiving such information shall be responsible for maintaining the confidentiality of the provided information and using it for the intended purpose of their assigned work.</u></p> <p>2. The requested enterprise manager shall provide information and documents promptly, fully, and accurately as requested by the member of the Board of Directors. The sequence and procedures for requesting and providing information <u>shall be detailed in the Internal Regulations on Corporate Governance.</u></p>	Supplement the right to access and provide information

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
4.	<p>Article 9. Removal, dismissal, replacement, and supplementation of members of the Board of Directors</p> <p>1. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:</p> <p>a) They do not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;</p> <p>b) They have submitted a resignation letter and it has been accepted;</p> <p>c) Other cases as prescribed by the the Company Charter.</p>	<p>1. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:</p> <p>a) They do not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;</p> <p>b) They have submitted a resignation letter and it has been accepted;</p> <p>c) Other cases as prescribed by the <u>Law on Enterprises</u> and the Company Charter.</p> <p><u>2. A member of the Board of Directors shall continue to fully exercise their rights and perform their obligations until the General Meeting of Shareholders approves their removal, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration, which shall cease immediately upon the Company receiving notification of the following cases:</u></p> <p>- <u>The member of the Board of Directors has their civil act capacity limited, loses their</u></p>	<p>Clarify the rights and obligations of members of the Board of Directors after submitting a resignation letter, as well as the procedures for handling and processing such resignation upon receipt</p>

		<p><u>civil act capacity, or has difficulty in cognition or behavior control.</u></p> <ul style="list-style-type: none"> - <u>The member of the Board of Directors is being prosecuted for criminal liability, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification facility or compulsory education facility, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.</u> - <u>The Board of Directors has issued a decision to accept the resignation letter of the member of the Board of Directors in accordance with Clause 3 of this Article.</u> <p><u>3. In the event that a member of the Board of Directors submits a resignation letter, the specific sequence and procedures for acceptance shall be as follows:</u></p> <p><u>a) To notify of their resignation, the resigning member of the Board of Directors must submit a Resignation Letter to the Board of Directors, which includes the following key contents:</u></p> <ul style="list-style-type: none"> - <u>The position being resigned from;</u> 	
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		<ul style="list-style-type: none"> - <u>Reason for resignation;</u> - <u>Effective date (clearly stating the start date);</u> - <u>Signature and full name (handwritten) of the member of the Board of Directors.</u> <p><u>b) The process for handling the resignation letter of a member of the Board of Directors as prescribed in Point a of this Clause shall be as follows:</u></p> <ul style="list-style-type: none"> - <u>The Company shall disclose extraordinary information within 24 hours from the time of receiving the resignation letter.</u> - <u>The Chairperson of the Board of Directors or the person convening the Board of Directors meeting must send a notice of the meeting to members of the Board of Directors within 07 (seven) working days from the date the Company receives the resignation letter and no later than 03 (three) working days before the meeting date.</u> - <u>The Board of Directors meeting must be held no later than 10 (ten) working days from the date the Company receives the resignation letter.</u> <p>+ <u>In the event that the Board of Directors</u></p>	
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		<p><u>approves the acceptance of the resignation letter, the resigning member of the Board of Directors shall continue to exercise their rights and perform their obligations until the General Meeting of Shareholders approves the decision to remove the member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors and the right to receive remuneration.</u></p> <p>+ <u>In the event that the Board of Directors does not approve the acceptance of the resignation letter, the resigning member of the Board of Directors shall continue to exercise their rights and perform their obligations until the General Meeting of Shareholders approves the decision to remove the member of the Board of Directors. The Board of Directors must notify the resigning member of the Board of Directors in writing, clearly stating the reasons for refusing to accept the resignation letter, no later than 02 (two) working days after the date of the decision.</u></p> <p>- <u>The Resolution of the Board of Directors regarding the acceptance of the resignation</u></p>	
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NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<p><u>letter must be disclosed as extraordinary information within 24 hours from the time of the decision.</u></p> <p><u>c) A member of the Board of Directors may not withdraw their resignation letter, except in cases where the Board of Directors has decided not to accept the resignation letter.</u></p>	
5.	<p>Point 1, Clause 4 Article 10. Methods of election, removal, and dismissal of members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders holding 5% or more of the total common shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. The nomination of persons to the Board of Directors shall be carried out as follows:</p> <p>a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right</p>	<p>Point 1, Clause 4 Article 10. Methods of election, removal, and dismissal of members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders holding 5% or more of the total common shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. The nomination of persons to the Board of Directors shall be carried out as follows:</p> <p>a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares shall have the right to nominate one (01) candidate; from 10% to less than 30% shall have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% shall have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% shall have the right to nominate a maximum of four (04) candidates; and <u>50% or</u></p>	<p>Bổ sung quy trình đề cử ứng cử của Hội đồng quản trị</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>to nominate a maximum of four (04) candidates; <u>from 50% to under 60% shall be entitled to nominate a maximum of five (05) candidates; from 60% to under 70% shall be entitled to nominate a maximum of six (06) candidates; from 70% to under 80% shall be entitled to nominate a maximum of seven (07) candidates; and from 80% to under 90% shall be entitled to nominate a maximum of eight (08) candidates.</u></p> <p>4. In the event that the number of candidates nominated by the incumbent Board of Directors pursuant to Clause 3 of this Article is still insufficient. The Board of Directors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p>	<p><u>more shall have the right to nominate the full number of candidates. The nomination and self-nomination of members of the Board of Directors are detailed in Clause 1, Article 44 of the Internal Regulations on Corporate Governance.</u></p> <p>4. In the event that the number of candidates nominated by the incumbent Board of Directors pursuant to Clause 3 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficiency of the number of candidates for the Board of Directors no later than five (05) days before the opening date of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization of additional nominations by the incumbent Board of Directors for other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p>	
6.	<p>Clause 2 Article 14. Responsibility of the Board of Directors in convening extraordinary General Meetings of Shareholders</p> <p>2. Convening an extraordinary General Meeting of Shareholders</p>	<p>Clause 2 Article 14. Responsibility of the Board of Directors in convening extraordinary General Meetings of Shareholders</p> <p>2. Convening an extraordinary General Meeting of Shareholders</p>	<p>Làm rõ từ triệu tập</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>The Board of Directors must <u>convene a meeting</u> the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed in the Company Charter, or from the date of receiving the request as stipulated in Point c and Point d, Clause 1 of this Article;</p>	<p>The Board of Directors shall <u>determine the opening date of the General Meeting of Shareholders</u> within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed in the Company Charter, or from the date of receiving the request as stipulated in Point c and Point d, Clause 1 of this Article;</p>	
7.	<p>Article 16. Board of Directors meeting</p> <p>5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request stipulated in Clause 3 of this Article. In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages caused to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.</p> <p>...</p> <p>8A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed shall be convened for the second time within 05 days from the</p>	<p>Article 16. Board of Directors meeting</p> <p>5. The Chairperson of the Board of Directors <u>shall send the meeting invitation notice to members</u> of the Board of Directors within 07 working days from the date of receiving the request stipulated in Clause 3 of this Article and <u>and no later than 05 working days prior to the meeting date. The Board of Directors' meeting must be held no later than 12 working days from the date the Company receives the request.</u> In the event that the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages caused to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the Board of Directors meeting.</p> <p>...</p> <p>8. A Board of Directors meeting shall be conducted when 3/4 or more of the total number of members are in attendance. In the event that a meeting convened in accordance with this Clause does not have enough members in attendance as prescribed, <u>the Chairperson of the Board of Directors shall send a second meeting invitation notice to members of the</u></p>	<p>Clarify the procedures for Board of Directors meetings and voting methods.</p>

NO.	CURRENT CHARTER CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>date of the first scheduled meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance..</p> <p>....</p> <p><u>(Not specified)</u></p> <p>....</p> <p>12. Voting</p> <p>a) Except as provided in Point b, Clause 11, Article 16 of these Regulations, each member of the Board of Directors or an authorized person in accordance with Clause 9 of this Article who is personally present at the Board of Directors meeting shall have one (01) vote;</p>	<p><u>Board of Directors within 07 days from the intended date of the first meeting and no later than 05 working days before the meeting date. The second Board of Directors meeting shall be held no later than 12 days from the intended date of the first meeting.</u> In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are in attendance.</p> <p>....</p> <p><u>11. Members shall attend all Board of Directors meetings in full. A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors if approved by a majority of the Board of Directors members) to attend and vote.</u></p> <p>....</p> <p>12. Voting</p> <p>a) Except as provided in Point b, Clause 11, Article 16 of these Regulations, each member of the Board of Directors or an authorized person in accordance with Clause 9 of this Article who is personally present at the Board of Directors meeting shall have one (01) vote; <u>Resolutions and decisions of the Board of Directors shall be passed if approved by a majority (more than 1/2) of the members in attendance; in the event of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the Board of Directors.</u></p>	

SOCIALIST REPUBLIC OF VIETNAM
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**OPERATING REGULATIONS
OF THE BOARD OF SUPERVISORS**

**BEN TRE WATER SUPPLY AND SEWERAGE
JOINT STOCK COMPANY**



*(Issued pursuant to the Resolution of the Extraordinary General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company)*

Vinh Long, June 26, 2026

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Chapter I

GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

1. Scope: The Operating Regulations of the Board of Supervisors stipulate the organizational structure, personnel, standards, conditions, rights, and obligations of the Board of Supervisors and its members in accordance with the Law on Enterprises, the Company Charter, the Internal Regulations on Corporate Governance, and other relevant regulations.

2. Subjects of application: The Operating Regulations of the Board of Supervisors apply to the Board of Supervisors and its members.

Article 2. Operating Principles of the Board of Supervisors

The Board of Supervisors works on a collective basis. Members of the Board of Supervisors are individually responsible for their assigned tasks and are collectively responsible to the General Meeting of Shareholders and before the law for the work and decisions of the Board of Supervisors.

Article 3. Definitions and Terms

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

a) Charter capital is the total par value of shares sold or registered for purchase upon the establishment of the Joint Stock Company and in accordance with Article 6 of the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

b) Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

c) Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

d) Corporate executives include the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors;

e) Corporate managers are managers of the Company, including the Chair of the Board of Directors, members of the Board of Directors, the General Director,

and individuals holding other management titles appointed by the General Meeting of Shareholders or the Board of Directors;

f) Related person is an individual or organization as stipulated in Clause 46, Article 4 of the Law on Securities;

g) Shareholder is an individual or organization owning at least one share of the Joint Stock Company;

h) Member of the Board of Supervisors is a Supervisor;

i) Trade secret refers to information regarding inventory levels, costs and profits, finance, and technological and business technical solutions;

j) Business secret refers to information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.

2. In these Regulations, references to one or more regulations or other documents shall include any amendments, supplements, or replacement documents.

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.

Chapter II

MEMBERS OF THE BOARD OF SUPERVISORS

Article 4. Rights, Obligations, and Responsibilities of Board of Supervisors Members

1. Comply with the law, the Company Charter, resolutions of the General Meeting of Shareholders, and professional ethics in the performance of assigned rights and obligations.

2. Exercise assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Company.

3. To be loyal to the interests of the Company and its shareholders; not to abuse their position or authority, and not to use information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as prescribed by the Law on Enterprises and the Company Charter; including the right to access information and documents related to the Company's operational status. Members of the Board of Directors, the General Director, and other corporate executives are responsible for providing information in a timely and complete manner upon the request of a member of the Board of Supervisors.

5. In case of violation of the provisions in Clauses 1, 2, 3, and 4 of this Article that causes damage to the Company or others, the member of the Board of Supervisors shall be personally or jointly liable to compensate for such damage. Income and other benefits obtained by the member of the Board of Supervisors due to the violation shall be returned to the Company.

6. In case a member of the Board of Supervisors is found to have committed a violation in the performance of assigned rights and obligations, they shall notify the Board of Supervisors in writing, requesting the person committing the violation to cease the violation and remedy the consequences.

Article 5. Term and Number of Board of Supervisors Members

1. The number of members of the Company's Board of Supervisors is 03. The term of a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. A member of the Board of Supervisors is not required to be a shareholder of the Company.

3. More than half of the members of the Board of Supervisors shall be permanent residents in Vietnam.

4. In case the term of members of the Board of Supervisors ends at the same time but new members have not yet been elected, the members whose term has expired shall continue to perform their rights and obligations until new members are elected and take office.

Article 6. Standards and Conditions for Board of Supervisors Members

1. Members of the Board of Supervisors must meet the following standards and conditions:

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

b) Have been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's business activities;

c) Not be a family member of any member of the Board of Directors, the General Director, or other managers;

d) Shall not be a manager of the Company, and is not required to be a shareholder or employee of the Company;

d) Shall not work in the accounting or finance department of the Company;

e) Shall not be a member or employee of an independent audit firm that has audited the Company's financial statements in the 03 preceding years.

2. In addition to the standards and conditions specified in Clause 1 of this Article, members of the Board of Supervisors must ensure they meet all conditions as prescribed in Clause 2, Article 169 of the Law on Enterprises.

Article 7. Head of the Board of Supervisors

1. The Head of the Board of Supervisors must hold a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

2. The Head of the Board of Supervisors is elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle.

3. The rights and obligations of the Head of the Board of Supervisors shall be stipulated by the Company Charter.

Article 8. Candidacy and Nomination of Board of Supervisors Members

1. A shareholder or group of shareholders holding 5% or more of the total common shares has the right to nominate candidates to the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% may nominate the full number of candidates. The nomination and candidacy of Board of Supervisors members are detailed in Clause 1, Article 70 of the Internal Regulations on Corporate Governance.

2. In case the number of candidates for the Board of Supervisors through nomination and candidacy under Clause 5, Article 115 of the Law on Enterprises is insufficient, the incumbent Board of Supervisors may nominate additional candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

3. In case the number of candidates nominated by the incumbent Board of Supervisors under Clause 2 of this Article is still insufficient, the Board of Supervisors shall disclose information regarding the insufficient number of candidates at least five (05) days before the opening date of the General Meeting of Shareholders. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 9. Method of Election, Dismissal, and Removal of Board of Supervisors Members

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

2. The voting to elect members of the Board of Supervisors must be conducted using the cumulative voting method, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and the shareholder has the right to accumulate all or part of their total votes for one or more candidates. The elected Supervisors are determined by the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In case there are 02 or more candidates receiving the same number of votes for the final member of the Board of Supervisors, a re-election shall be conducted among the candidates

with the same number of votes or selection shall be made based on criteria specified in the election regulations or the Company Charter.

3. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted via cumulative voting as stipulated in Clause 3, Article 148 of the Law on Enterprises or via a voting method (approve, disapprove, no opinion). The approval ratio for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.

Article 10. Cases for dismissal and removal of members of the Board of Supervisors

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

a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;

b) Submitting a resignation letter which is then accepted;

c) Other cases as stipulated by law and the Company Charter.

2. A member of the Board of Supervisors shall continue to perform their full rights and obligations until the General Meeting of Shareholders approves the dismissal of such member, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:

- The member of the Board of Supervisors is restricted in civil act capacity, has lost civil act capacity, or has difficulty in perception and control of their behavior.
- The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.
- The Board of Supervisors has a decision approving the receipt of the resignation letter of a member of the Board of Supervisors, implemented

similarly to the provisions in Article 9 of the Operating Regulations of the Board of Directors.

2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:

- a) Failing to complete assigned tasks and duties;
- b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
- c) Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and the Company Charter;
- d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 11. Notification of election, dismissal, and removal of members of the Board of Supervisors

1. In the event that candidates for the Board of Supervisors have been identified in accordance with Clause 1, Article 70 of the Internal Regulations on Corporate Governance, the Company shall disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may research these candidates before voting. Candidates for the Board of Supervisors shall provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and shall commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Supervisors. Information related to candidates for the Board of Supervisors to be disclosed includes:

- a) Full name, date, month, and year of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other management positions held;
- d) Related interests in the Company and related parties of the Company;
- e) Other information (if any) as stipulated in the Company Charter;

g) The Company shall be responsible for disclosing information regarding companies where the candidate currently holds management positions and the candidate's related interests in the Company (if any).

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

Chapter III

BOARD OF SUPERVISORS

Article 12. Rights, obligations, and responsibilities of the Board of Supervisors

1. The Board of Supervisors shall supervise the Board of Directors and the General Director in the management and administration of the Company.

2. Inspect the reasonableness, legality, truthfulness, and level of caution in the management and administration of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial statement preparation.

3. Appraise the completeness, legality, and truthfulness of the business performance reports, annual financial statements of the Company, and reports evaluating the management work of the Board of Directors, and submit the appraisal report at the Annual General Meeting of Shareholders. Review contracts and transactions with related persons 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, inspect, and evaluate the effectiveness and efficiency of the internal control, internal audit, risk management, and early warning systems of the Company.

5. Upon the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Board of Supervisors shall 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

Board of Supervisors as stipulated in this clause shall not hinder the normal operations of the Board of Directors or disrupt the administration of the Company's business activities.

6. The Board of Supervisors shall be responsible for receiving requests for access to books and records from common shareholders as stipulated in Clause 1, Article 45 of the Company Charter and shall fulfill requests for information provision from the Board of Directors, the General Director, or other managers. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance. The person provided with the information shall be responsible for keeping the information confidential and using it for the correct purpose for which it was assigned.

7. Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, or improve the organizational structure of management, supervision, and administration of the Company's business activities.

8. Upon discovering that a member of the Board of Directors or the General Director has violated the provisions of Article 165 of the Law on Enterprises, the Board of Supervisors shall immediately notify the Board of Directors in writing, requiring the violating party to cease the violation and implement solutions to remedy the consequences.

9. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company.

10. Utilize independent consultants and the Company's internal audit department to perform assigned tasks.

11. The Board of Supervisors may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

12. Inspect specific issues related to the management and administration of the Company's activities at the request of shareholders.

13. Require the Board of Directors to convene an extraordinary General Meeting of Shareholders.

14. Replace the Board of Directors to convene the General Meeting of Shareholders within 30 days in the event that the Board of Directors fails to convene the General Meeting of Shareholders as stipulated in Clause 3, Article 140 of the Law on Enterprises.

15. Request the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

16. Review, extract, and copy part or all of the content of the declared List of related persons and related interests as stipulated in Clause 1 and Clause 2, Article 164 of the Law on Enterprises. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.

17. Propose and recommend that the General Meeting of Shareholders approve the list of audit organizations accepted to audit the Company's Financial Statements; and audit organizations accepted to inspect the Company's activities when deemed necessary.

18. Be responsible to shareholders for its supervisory activities.

19. Supervise the Company's financial situation and the compliance with the law by members of the Board of Directors, the General Director, and other managers in their activities.

20. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.

21. In the event of discovering acts of violation of the law or the Company Charter by members of the Board of Directors, the General Director, or other corporate executives, the Board of Supervisors shall notify the Board of Directors in writing within 48 hours, requiring the violating party to cease the violation and implement solutions to remedy the consequences.

22. Develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

23. Witness the Board of Directors organizing the vote counting and preparing the vote counting minutes if requested by the Board of Directors in the case of collecting shareholders' opinions in writing to pass a resolution of the General Meeting of Shareholders.

24. The Head of the Board of Supervisors shall preside over the election of a meeting chairperson by the General Meeting of Shareholders in cases where the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall preside over the meeting.

25. Perform other rights and obligations as stipulated by the Law on Enterprises, the Company Charter, and Resolutions of the General Meeting of Shareholders.

Article 13. Right of the Board of Supervisors to be provided with information

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

a) Meeting invitations, opinion collection ballots for members of the Board of Directors, and accompanying documents;

b) Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

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

2. Members of the Board of Supervisors have the right to access records and documents of the Company kept at the head office, branches, and other locations related to the performance of their assigned tasks if approved by the Board of Supervisors, provided that such information is not within the scope of the Company's business secrets. The person provided with the information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work; they have the right to access the workplaces of the Company's managers and employees during working hours. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.

3. The Board of Directors, members of the Board of Directors, the General Director, and other managers shall provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company at the request of a member of the Board of Supervisors or the Board

of Supervisors. The sequence and procedures for requesting and providing information are stipulated in the Internal Regulations on Corporate Governance.

Article 14. Responsibility of the Board of Supervisors in convening an extraordinary General Meeting of Shareholders

1. The Board of Supervisors is responsible for replacing the Board of Directors to convene a General Meeting of Shareholders within 30 days in the event that the Board of Directors fails to convene a General Meeting of Shareholders in the following cases:

a) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the number required by law;

b) At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises;

c) When there is a request to convene an extraordinary General Meeting of Shareholders from the Board of Supervisors but the Board of Directors fails to do so, unless the Company Charter provides otherwise.

2. In the event that the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors shall compensate the Company for any damages incurred.

3. Expenses for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be reimbursed by the Company.

Chapter IV

BOARD OF SUPERVISORS MEETINGS

Article 15. Meetings of the Board of Supervisors

1. The Board of Supervisors shall meet at least two (02) times per year, and the number of members attending the meeting shall be at least two-thirds (2/3) of the members of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and answer issues that need clarification.

Article 16. Minutes of the Board of Supervisors meeting

The minutes of the Board of Supervisors meeting shall be prepared in a detailed and clear manner. The minute-taker and the members of the Board of Supervisors attending the meeting shall sign the meeting minutes. The meeting minutes of the Board of Supervisors shall be kept to determine the responsibility of each member of the Board of Supervisors.

Chapter V**REPORTING AND DISCLOSURE OF INTERESTS****Article 17. Submission of annual reports**

The reports of the Board of Supervisors at the annual General Meeting of Shareholders include the following contents:

1. Report on the business results of the Company and on the performance of the Board of Directors and the General Director to be submitted to the General Meeting of Shareholders for approval at the annual General Meeting of Shareholders.

2. Self-assessment report on the performance of the Board of Supervisors and its members.

3. Remuneration, operating expenses, and other benefits of the Board of Supervisors and each member of the Board of Supervisors.

4. Summary of the meetings of the Board of Supervisors and the conclusions and recommendations of the Board of Supervisors; results of the supervision of the Company's operational and financial situation.

5. Assessment report on transactions between the Company, its subsidiaries, and other companies controlled by the Company with over fifty percent (50%) or more of the charter capital with members of the Board of Directors, the General Director, and their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager within the 03 most recent years prior to the time of the transaction.

6. Results of supervision over the Board of Directors, the General Director, and other corporate executives.

7. Results of the assessment of the coordination between the Board of Supervisors and the Board of Directors, the General Director, and shareholders.

8. Proposals and recommendations to the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the Company's financial statements; auditing organizations approved to inspect the Company's activities when deemed necessary.

Article 18. Salary and other benefits

The salary, remuneration, bonuses, and other benefits of members of the Board of Supervisors shall be implemented in accordance with the following regulations:

1. Members of the Board of Supervisors 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 salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

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

3. The salary and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the laws on corporate income tax, other relevant legal regulations, and must be recorded as a separate item in the Company's annual financial statements.

Article 19. Disclosure of related interests

1. Members of the Board of Supervisors of the Company must declare to the Company their related interests, including:

a) Name, enterprise identification number, head office address, and business lines of the enterprise in which they own or hold capital contributions or shares; the ratio and time of owning or holding such capital contributions or shares;

b) Name, enterprise identification number, head office address, and business lines of the enterprise in which their related persons own, jointly own, or separately own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration as prescribed in Clause 1 of this Article shall be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Supervisors and their related persons shall only use information obtained through their positions to serve the interests of the Company.

4. Members of the Board of Supervisors have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries, and other companies controlled by the Company with over fifty percent (50%) or more of the charter capital with the member of the Board of Supervisors or their related persons in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company shall disclose information about these resolutions in accordance with the securities laws on information disclosure.

5. Members of the Board of Supervisors and their related persons shall not use or disclose to others internal information to carry out related transactions.

Chapter VI

RELATIONSHIP OF THE BOARD OF SUPERVISORS

Article 20. Relationship between members of the Board of Supervisors

The members of the Board of Supervisors have an independent relationship, not dependent on each other, but have coordination and collaboration in common work to ensure the effective performance of the responsibilities, rights, and duties of the Board of Supervisors in accordance with the law and the Company Charter. The Head of the Board of Supervisors is the coordinator of the common work of the Board of Supervisors but does not have the right to dominate the members of the Board of Supervisors.

Article 21. Relationship with the executive board

The Board of Supervisors has an independent relationship with the Company's executive board and is the unit that performs the function of supervising the activities of the executive board.

Article 22. Relationship with the Board of Directors

The Board of Supervisors has an independent relationship with the Company's Board of Directors and is the unit that performs the function of supervising the activities of the Board of Directors.

**Chapter VII
IMPLEMENTATION PROVISIONS****Article 23. Effectiveness**

The Operation Regulation of the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company consists of 7 chapters, 23 articles, and takes effect from June 26, 2026.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD**

SUMMARY OF KEY POINTS IN THE AMENDMENT AND SUPPLEMENTATION OF OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 17 June 2020 (Law on Enterprises 2020), as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam, 14th Legislature on 26 November 2019 (Law on Securities 2019), as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies.

NO.	CURRENT REGULATION CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
1.	<u>(Not regulated)</u>	<p>Supplement Point o, Point p Article 1. Definitions and Terms</p> <p><u>i) Trade secret refers to information regarding inventory levels, costs and profits, finance, and technological and business technical solutions;</u></p> <p><u>j) Business secret refers to information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business.</u></p>	Clarify terms to avoid conflicts and protect the common interests of shareholders

NO.	CURRENT REGULATION CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
2.	<p>Article 8. Candidacy and Nomination of Board of Supervisors Members</p> <p>1. A shareholder or group of shareholders holding 5% or more of the total common shares has the right to nominate candidates to the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% may nominate the full number of candidates..</p> <p>...</p> <p>3. In case the number of candidates nominated by the incumbent Board of Supervisors under Clause 2 of this Article is still insufficient. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	<p>Article 8. Candidacy and Nomination of Board of Supervisors Members</p> <p>1. A shareholder or group of shareholders holding 5% or more of the total common shares has the right to nominate candidates to the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% may nominate the full number of candidates. <u>The nomination and candidacy of Board of Supervisors members are detailed in Clause 1, Article 70 of the Internal Regulations on Corporate Governance.</u></p> <p>...</p> <p>3. In case the number of candidates nominated by the incumbent Board of Supervisors under Clause 2 of this Article is still insufficient, <u>the Board of Supervisors shall disclose information regarding the insufficient number of candidates at least five (05) days before the opening date of the General Meeting of Shareholders.</u> The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	<p>Supplementing the nomination process for the Board of Supervisors</p>

NO.	CURRENT REGULATION CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
3.	<p>Clause 2 Article 10. Cases for dismissal and removal of members of the Board of Supervisors</p> <p>1. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following cases:</p> <p>a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;</p> <p>b) Submitting a resignation letter which is then accepted;</p> <p>c) Other cases as stipulated by law and the Company Charter.</p>	<p>Clause 2 Article 10. Cases for dismissal and removal of members of the Board of Supervisors</p> <p>1. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following cases:</p> <p>a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;</p> <p>b) Submitting a resignation letter which is then accepted;</p> <p>c) Other cases as stipulated by law and the Company Charter</p> <p><u>2. A member of the Board of Supervisors shall continue to perform their full rights and obligations until the General Meeting of Shareholders approves the dismissal of such member, except for the right to attend and vote at meetings of the Board of Supervisors and the right to receive remuneration as a member of the Board of Supervisors immediately upon the Company's receipt of notification regarding the following cases:</u></p> <ul style="list-style-type: none"> - <u>The member of the Board of Supervisors is restricted in civil act capacity, has lost civil act capacity, or has difficulty in perception and control of their behavior.</u> - <u>The member of the Board of Supervisors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding</u> 	<p>Rights and obligations of Board of Supervisors members after resigning, and the implementation process upon receipt of the resignation letter.</p>

NO.	CURRENT REGULATION CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
		<u>certain positions, practicing certain professions, or performing certain jobs.</u> - <u>The Board of Supervisors has a decision approving the receipt of the resignation letter of a member of the Board of Supervisors, implemented similarly to the provisions in Article 9 of the Operating Regulations of the Board of Directors.</u>	
4.	Article 12. Rights, obligations, and responsibilities of the Board of Supervisors <u>(Not regulated)</u>	Article 12. Rights, obligations, and responsibilities of the Board of Supervisors <u>6. The Board of Supervisors shall be responsible for receiving requests for access to books and records from common shareholders as stipulated in Clause 1, Article 45 of the Company Charter and shall fulfill requests for information provision from the Board of Directors, the General Director, or other managers. The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance. The person provided with the information shall be responsible for keeping the information confidential and using it for the correct purpose for which it was assigned.</u>	Clarifying the requests for information by the Supervisors
5.	Clause 2, Clause 3 Article 13. Right of the Board of Supervisors to be provided with information 2. Members of the Board of Supervisors have the right to access records and documents of the Company kept at the head office,	Clause 2, Clause 3 Article 13. Right of the Board of Supervisors to be provided with information 2. Members of the Board of Supervisors have the right to access records and documents of the Company kept at the head office,	Clarifying the requests for

NO.	CURRENT REGULATION CONTENT	PROPOSED AMENDMENTS AND SUPPLEMENTS	NOTES
	<p>branches, and other locations; they have the right to access the workplaces of the Company's managers and employees during working hours.</p> <p>3. The Board of Directors, members of the Board of Directors, the General Director, and other managers shall provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company at the request of a member of the Board of Supervisors or the Board of Supervisors.</p>	<p>branches, and other locations <u>related to the performance of their assigned tasks if approved by the Board of Supervisors, provided that such information is not within the scope of the Company's business secrets. The person provided with the information is responsible for keeping the provided information confidential and using it for the correct purpose for the assigned work; they have the right to access the workplaces of the Company's managers and employees during working hours;</u> they have the right to access the workplaces of the Company's managers and employees during working hours. <u>The procedure for requesting information is stipulated in the Internal Regulations on Corporate Governance.</u></p> <p>3. The Board of Directors, members of the Board of Directors, the General Director, and other managers shall provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company at the request of a member of the Board of Supervisors or the Board of Supervisors. <u>The sequence and procedures for requesting and providing information are stipulated in the Internal Regulations on Corporate Governance</u></p>	<p>information by the Supervisors</p>



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: 02753.825727 Website: www.capnuocbentre.vn

**NOMINATION RECOMMENDATION PAPER
MEMBERS OF THE BOARD OF DIRECTORS TERM 2025 – 2030**

(Applies to shareholders)

To: Ben Tre Water Supply and Sewerage Joint Stock Company

Full name of shareholder:

ID Card/National ID/Passport/BRC No.:Date of issue:

Place of issue:

Legal representative *(if any)*:

Number of shares owned:.....share (s).

Corresponding total value according to face value:(VND)

Please suggest that Ben Tre Water Supply and Sewerage Joint Stock Company let me nominate:

1. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

4. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

5. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

Candidating to join the Board of Directors of Ben Tre Water Supply and Sewerage
Joint Stock Company term 2025 – 2030

Best regards!

Attached documents:

- Copy ID Card/National ID/Passport.
- Candidate's curriculum vitae.
- Certificates of educational and professional qualifications (if any).

....., day..... month year

Nominee

(Sign, stamp your full name)



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COM

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: 02753.825727 Website: www.capnuocbentre.vn

NOMINATION RECOMMENDATION PAPER

MEMBERS OF THE BOARD OF DIRECTORS TERM TERM 2025 – 2030

(Applies to shareholders groups)

To: **Ben Tre Water Supply and Sewerage Joint Stock Company**

Representative of shareholder group:

ID Card/National ID/Passport/BRC No.:Date of issue:

Place of issue:

(Enclosed with List of group shareholder)

Legal representative *(if any)*:

Number of shares owned:.....share (s).

Corresponding total value according to face value:(VND)

Please suggest that **Ben Tre Water Supply and Sewerage Joint Stock Company** let our nominate:

1. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

4. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

5. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

Candidating to join the Board of Directors of Ben Tre Water Supply and Sewerage
Joint Stock Company term 2025 – 2030

Best regards!

Attached documents:

- Copy ID Card/National ID/Passport.
- Candidate's curriculum vitae.
- Certificates of educational and professional qualifications (if any).

....., day..... month year

Nominee of shareholder group

(Sign, stamp your full name)

**LIST OF GROUP SHAREHOLDER LIST OF GROUP
SHAREHOLDER
ENCLOSED WITH LIST OF GROUP SHAREHOLDER
(Sample)**

No.	Full name	ID card/Passport	Permanent address	Share ownership	Shareholder's signature/signature and stamp if it is an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

MEETING MINUTES
NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY
TERM 2025 – 2030

- Pursuant to the Charter of Organization and Operation of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to the Regulations on nominating members for the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company Term 2025 – 2030;

Today, on/...../20.., at, we, the shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, collectively holding ... shares (in words: shares), accounting for% of the total voting shares of the Company, are listed as follows:

No.	Full name	ID Card/National ID/Passport/BRC No.	Address	Share ownership	Shareholder's signature/signature and stamp if it is an organization
1					
2					
3					
4					
5					
	Total				

We unanimously nominate:

Mr./Ms.: \

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

To represent the group in carrying out the nomination procedures in accordance with the Regulations on Nominating Members for the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company term 2025 – 2030. And unanimously nominate the following candidates for the Board of Directors:

1. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

4. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

5. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

This document was prepared at hours, on /.... /.....
at:.....

....., day month year.....

Nominated Group Representative

*(Sign, stamp, and clearly print full
name)*



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK CO

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: 02753.825727 Website: www.capnuocbentre.vn

**SELF-NOMINATION PAPER
MEMBERS OF THE BOARD OF DIRECTORS TERM 2025 – 2030**

To: Ben Tre Water Supply and Sewerage Joint Stock Company

- Full Name:
- ID Card/National ID/Passport/BRC No.:Date of issue:
- Place of issue:.....
- Number of shares owned:..... share (s)
- Corresponding total value according to face value: (VND)

I request that the Ben Tre Water Supply and Sewerage Joint Stock Company allow me to nominate myself to the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company term 2025 – 2030.

If the shareholders trust me to be elected as a member of the Board of Directors, I would like to use all my abilities and enthusiasm to contribute to the development of the Ben Tre Water Supply and Sewerage Joint Stock Company.

Best Regard!

Attached documents:

- Copy ID Card/National ID/Passport.
- Candidate's curriculum vitae.
- Certificates of educational and professional qualifications (if any).

....., day..... month year

Self-nominated person
(Sign, stamp your full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----o0o-----

RESUME

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID card/Citizen Identity Card/Passport:	Date of issue:
6/ Nationality:	
7/ Ethnic group:	
8/ Permanent address:	
9/ Company phone number::	Mobile phone number:
10/ Email address:	
11/ Professional qualifications:	
12/ Work process: + From ... to ... : + From ... to ... :	
13/ Current job positions:	
14/ Total number of shares held (closed date.../.../...) shares, accounting for% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other): shares, accounting for% of charter capital
+ Individual owns: shares, accounting for% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company: - Relationship:; Holding: CP, accounting for charter capital
 - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	
18/ Conflicting interests with the Company:	

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

....., *date* *month* *year*....

Writer

(Sign, full name)



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COM

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: 02753.825727 Website: www.capnuocbentre.vn

**NOMINATION RECOMMENDATION PAPER
MEMBERS OF THE BOARD OF SUPERVISORS TERM 2025 – 2030**

(Applies to shareholders)

To: Ben Tre Water Supply and Sewerage Joint Stock Company

Full name of shareholder:

ID Card/National ID/Passport/BRC No.:Date of issue:

Place of issue:

Legal representative *(if any)*:

Number of shares owned:.....share (s).

Corresponding total value according to face value:(VND)

Please suggest that Ben Tre Water Supply and Sewerage Joint Stock Company let me nominate:

1. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

Candidating to join the Board of Supervisors of Ben Tre Water Supply and
Sewerage Joint Stock Company term 2025 – 2030.

Best regards!

Attached documents:

- Copy ID Card/National ID/Passport.
- Candidate's curriculum vitae.
- Certificates of educational and professional qualifications (if any).

....., day..... month year

Nominee

(Sign, stamp your full name)



BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: 02753.825727 Website: www.capnuocbentre.vn

NOMINATION RECOMMENDATION PAPER

MEMBERS OF THE BOARD OF SUPERVISORS TERM 2025 – 2030

(Applies to shareholders groups)

To: Ben Tre Water Supply and Sewerage Joint Stock Company

- Representative of shareholder group:
- ID Card/National ID/Passport/BRC No.:..... Date of issue:.....
Place of issue:.....
(Enclosed with List of group shareholder)
- Legal representative (if any):.....
- Number of shares owned:.....share (s)
- Corresponding total value according to face value:..... (VND)

Please suggest that Ben Tre Water Supply and Sewerage Joint Stock Company let our nominate:

1. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr/Mrs:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

Candidating to join the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company term 2025 – 2030

Best regards!

Attached documents:

- Copy ID Card/National ID/Passport.
- Candidate's curriculum vitae.
- Certificates of educational and professional qualifications (if any).

....., day..... month year

Nominee of shareholder group

(Sign, stamp your full name)

**LIST OF GROUP SHAREHOLDER LIST OF GROUP
SHAREHOLDER
ENCLOSED WITH LIST OF GROUP SHAREHOLDER**

No.	Full name	ID card/Passport	Permanent address	Share ownership	Shareholder's signature/signature and stamp if it is an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

MEETING MINUTES
NOMINATION OF CANDIDATES FOR THE BOARD OF SUPERVISORS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY
TERM 2025 – 2030

- Pursuant to the Charter of Organization and Operation of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to the Regulations on nominating members for the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company Term 2025 – 2030;

Today, on/...../20.., at, we, the shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, collectively holding ... shares (in words: shares), accounting for% of the total voting shares of the Company, are listed as follows:

No.	Full name	ID Card/National ID/Passport/BRC No.	Address	Share ownership	Shareholder's signature/signature and stamp if it is an organization
1					
2					
3					
4					
5					
	Total				

We unanimously nominate:

Mr./Ms.: \

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

To represent the group in carrying out the nomination procedures in accordance with the Regulations on Nominating Members for the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company term 2025 – 2030. And unanimously nominate the following candidates for the Board of Directors:

1. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

2. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

3. Mr./Ms.:

ID Card/National ID/Passport:..... Date of issue:.....

Place of issue:.....

Permanent address:

Education level:..... Major:

Share ownership: (share(s))

Corresponding total value according to face value:..... (VND)

This document was prepared at hours, on /.../.....
at:.....

....., day month year.....

Nominated Group Representative

*(Sign, stamp, and clearly print full
name)*



Self-nominated person
(Sigh, stamp your full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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RESUME

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID card/Citizen Identity Card/Passport:	Date of issue:
6/ Nationality:	
7/ Ethnic group:	
8/ Permanent address:	
9/ Company phone number::	Mobile phone number:
10/ Email address:	
11/ Professional qualifications:	
12/ Work process: + From ... to ... : + From ... to ... :	
13/ Current job positions:	
14/ Total number of shares held (closed date.../.../...) shares, accounting for% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other): shares, accounting for% of charter capital
+ Individual owns: shares, accounting for% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company: - Relationship:; Holding: CP, accounting for charter capital
 - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	
18/ Conflicting interests with the Company:	

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

....., *date* *month* *year*....

Writer

(Sign, full name)