

VINACONEX 39 JOINT STOCK COMPANY

REGULATIONS
ORGANIZATION AND OPERATION
VINACONEX 39 JOINT STOCK COMPANY

Hanoi, May 2026



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- *Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam Namon June 17, 2020;*
- *Based on the Labor Code No. 45 / 2019/QH14 November 20, 2019, Resolution of the National Assembly of the Socialist Republic of Vietnam and a number of related implementing guidelines;*
- *Based on the Civil Code No. 91/2015/QH13 dated November 24, 2015, of the National Assembly of the Socialist Republic of Vietnam.*
- *Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;*
- *Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;*
- *Based on the model regulations issued together with Circular 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance;*

The provisions of this Charter constitute the legal basis for the operation of VINACONEX 39 JOINT STOCK COMPANY (hereinafter referred to as the "Company").

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INTRODUCTION

Articles of Association of VINACONEX 39 JOINT STOCK COMPANY This is amended and approved by the Company's shareholders and the Company in accordance with: a valid resolution of the General Meeting of Shareholders held on April 24, 2026; and Business Registration Certificate No. 0102141289, Registration of the 16th Change, dated September 15, 2025, issued by the Hanoi Department of Finance.

I. DEFINITION OF TERMS IN THE BYLAWS

Điều 1. Explanation of terms

1. In these Regulations, the following terms are understood as follows:
- a) *Charter capital* is the total par value of shares sold or subscribed for when a joint-stock company is established, as stipulated in Article 5 of these Charters;
 - b) *Voting capital* is share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;
 - c) *The Enterprise Law* is Law No. 59/2020/QH14 on Enterprises, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - d) *The Securities Law* is Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
 - d) *Vietnam* is the Socialist Republic of Vietnam;
 - e) *The date of establishment* is the date the Company was first granted its Business Registration Certificate on January 15, 2007 ;
 - g) *Business executives* include the Director (General Director), Deputy Director (Deputy General Director), Chief Accountant, and other executives as stipulated in the company's charter;
 - h) *Business managers* are those who manage the company, including the Chairman of the Board of Directors, members of the Board of Directors, Directors (General Managers), and individuals holding other managerial positions as stipulated in the company's charter;
 - i) *Related parties* are individuals and organizations as stipulated in Clause 46, Article 4 of the Securities Law;
 - k) *Shareholders* are individuals or organizations that own at least one share of a joint-stock company;
 - l) *Founding shareholders* are shareholders who own at least one common share and sign the list of founding shareholders of the joint-stock company;
 - m) *Major shareholders* are those defined in Clause 18, Article 4 of the Securities Law;
 - n) *The operating period* is the period of operation of the Company as stipulated in Article 2 of these Charters and any extension period (if any) approved by the General Meeting of Shareholders of the Company;
 - o) *The stock exchange* refers to the Vietnam Stock Exchange and its subsidiaries.

2. In these Statutes, references to one or more other regulations or documents, including amendments, supplements, or replacements, are prohibited.

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

4. Words or terms defined in the Enterprise Law (unless they conflict with the subject matter or context) shall have the same meaning in these Charters.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES AND TERM OF OPERATION OF THE COMPANY

Điều 2. Name, logo, registered office, and period of operation of the Company

1. Company Name

- Vietnamese name:

VINACONEX 39 JOINT STOCK COMPANY

- English name:

VINACONEX 39 JOINT STOCK COMPANY

- Abbreviation: **VINACONEX 39**

2. The company is a joint-stock company with legal personality in accordance with current Vietnamese law Nam.

3. The company's registered office is:

- Address : 1st Floor, CT2A Building, Co Nhue New Urban Area, Nghia Do Ward, Hanoi City.

- Phone : (84.4).37875938

- Fax : (84.4).37875937

- E-mail : vinaconex.pvc@pvv.com.vn

- Website : www.pvv.com.vn

4. The Board of Directors is the body that directly represents the owner of the Company. The General Director is the legal representative of the Company.

5. The company may establish branches and representative offices in its business area to pursue its operational objectives in accordance with the resolutions of the Board of Directors and within the limits permitted by law.

6. Unless the Company ceases operations prematurely under Article 63 or extends its operations under Article 64 of these Charters, its operating period shall commence from the date of establishment and shall be indefinite.

III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS

Điều 3. Company's operational objectives

1. The company's operational objectives are:

- The company continues to invest in depth, innovate production and business operations, operate profitably, preserve and develop investment capital in the company and other businesses; maximize profits, develop production and business activities, bring optimal benefits to shareholders, contribute to the State budget through taxes from production and business activities, and at the same time create jobs and generate income for employees;
- Maximize the overall operational efficiency of the entire company;
- Diversifying business sectors, expanding domestic and international markets, and enhancing the company's competitiveness are key to developing a strong economic foundation.

2. The company's business areas are:

- Construction of civil, industrial, transportation, and irrigation works; electrical works up to 35KV; interior and exterior decoration of buildings;
- Leveling the ground and preparing the foundation for the construction project;
- Manufacturing, assembling, buying and selling automobiles and machinery, equipment and spare parts;
- Manufacturing and trading of tools, equipment, and devices for rescue and support operations;
- Freight transport, passenger transport by car, car rental;
- Planting and providing trees;
- Automotive repair and maintenance services;
- Manufacturing, buying, selling, and leasing of machinery, equipment, supplies, and materials for the construction industry, and interior and exterior decoration items;
- Insurance agent;
- Import and export of goods traded by the company;
- Buying agent, selling agent, consignment of goods;
- Exploitation, production, processing, and trading of various types of construction components and materials, including: stone, sand, gravel, bricks, tiles, cement, roofing sheets, asphalt, various types of concrete components, artificial stone, and other construction materials;
- Extraction and processing of minerals (excluding minerals prohibited by the State);

- Business activities include hotels, guesthouses, supermarkets, and other tourism-related businesses (excluding karaoke rooms, discos, and bars).
- Managing and operating shopping malls, supermarkets, urban areas, high-tech zones, and export processing zones;
- Manufacturing and trading of machinery, equipment and spare parts, automated production lines, transport vehicles, motorcycles, handicrafts, agricultural, forestry and aquatic products; business in freight forwarding and transportation services, and oversized and overweight components;
- Business activities include food and beverage services, buying and selling alcoholic beverages, beer, soft drinks, confectionery, technological products, and cosmetics (excluding karaoke rooms, nightclubs, and bars).
- Undertaking construction contracts for various types of projects abroad;
- Airline ticket agent;
- Planting, caring for, restoring, and preserving forests; cultivating industrial crops; and raising livestock and poultry.
- Business activities include operating and managing wharves, loading and unloading goods by water and land, and leasing warehouses and storage facilities.
- Real estate business;
- Design of civil and industrial construction projects;
- Planning design, architectural design, and interior and exterior design for civil and industrial construction projects;
- Supervision of civil, industrial, water supply and drainage, and technical systems projects - specialized areas of supervision: installation of construction equipment, construction and finishing;
- Consulting services for construction investment projects include: preparing and reviewing investment projects, consulting on bidding, project management, consulting on new technology equipment and automation equipment;
- Foreign language training (Only operates after authorization from the competent authority);
- Producing and trading safe agricultural products;
- Real estate brokerage services;
- Real estate valuation services (only available at the Company's real estate exchange);
- Real estate brokerage services;
- Real estate consulting services;
- Real estate auction services;

- Property management services;
- Real estate advertising services.
- Iron and steel casting
- Non-ferrous metal casting
- Manufacture of prefabricated metal products (excluding machinery and equipment)
- Manufacture of metal components, tanks, reservoirs, and boilers.
- Manufacturing of metal components
- Manufacture of metal tanks, containers and storage vessels.
- Manufacture of boilers (excluding central heating boilers)
- Manufacture of other metal products; metal processing and fabrication services.
- Metal forging, stamping, pressing and rolling; powder metallurgy.
- Mechanical processing; metal treatment and coating
- Manufacture of cutlery, hand tools, and general metal goods.
- Manufacture of other metal products not elsewhere classified
- Manufacturing metal products for kitchens, bathrooms, and dining rooms.
- Manufacture of bearings, gears, gearboxes, control and power transmission components.
- Manufacture of lifting, lowering, and handling equipment.
- Early childhood education
- Leasing, operating, and managing residential properties.
- Leasing, operating, and managing non-residential properties.
- Engaging in other business activities that are not prohibited by law and are consistent with the company's development direction and objectives.

3. Industry/Business Sector:

TT	Department Name	Industry code
1.	Wholesale of other building materials and installation equipment. Details: Business – Exploitation and processing of minerals (excluding minerals prohibited by the State); Types of building components and materials include: stone, sand, gravel, bricks, tiles, cement, roofing sheets, asphalt, various types of concrete components, and artificial stone.	4663
2.	activities not otherwise classified Detail: - Extraction and processing of minerals (excluding minerals prohibited by the state); - Open The range of building components and materials includes: stone, sand, gravel, bricks, tiles, cement, roofing sheets, asphalt, various types of concrete components, and artificial stone.	0899

3.	Other remaining business support service activities not otherwise classified. Details: Import and export of goods the company trades in.	8299
4.	Activities of insurance agents and brokers Details: Insurance agent;	6622
5.	Maintenance and repair of automobiles and other motor vehicles. Details: Car repair and maintenance services	4520
6.	Landscape care and maintenance services Details: Planting and providing greenery;	8130
7.	Other road passenger transport Details: passenger transportation by car;	4932
8.	Road freight transport Details: freight transport by truck	4933
9.	Motor vehicle rental Details: car rental	7710
10.	Site preparation Details: site leveling, foundation treatment for the construction project.	4312
11.	Real estate consulting, brokerage, and auction services; land use rights auction services. Detail: - Real estate advertising services; - Property management services; - Real estate auction services (operating only under the professional license of the legal representative); - Real estate consulting services; - Real estate brokerage services; - Real estate valuation services (only available at the company's real estate exchange).	6820
12.	Manufacture of boilers (excluding central heating boilers)	2513
13.	Manufacturing of metal components	2511
14.	Manufacture of cutlery, hand tools, and general metal goods.	2593
15.	Architectural and related engineering consulting activities Detail: - Supervision of civil, industrial, water supply and drainage, and technical systems projects – areas of expertise in supervision: installation of construction equipment, construction and finishing; - Planning design, architectural design, and interior and exterior design for civil and industrial construction projects; - Design of civil and industrial construction projects; - Consulting services for construction investment projects include: preparing and reviewing investment projects, consulting on bidding, project management, consulting on new technology equipment and automation equipment (only operating when meeting the capacity requirements as stipulated by law and according to registered professional	7110 (main)

	certificates).	
16.	Manufacture of lifting, lowering and handling equipment (excluding design of transport vehicles)	2816
17.	Iron and steel casting	2431
18.	Mechanical processing; metal treatment and coating	2592
19.	Manufacture of bearings, gears, gearboxes, control and power transmission components.	2814
20.	Non-ferrous metal casting	2432
21.	Metal forging, stamping, pressing and rolling; powder metallurgy.	2591
22.	Manufacture of other metal products not elsewhere classified	2599
23.	Restaurants and mobile food service Details: Business activities include food and beverage services, and the buying and selling of alcoholic beverages and soft drinks.	5610
24.	Wholesale of other household goods Details: Business in confectionery, technology products, and cosmetics.	4649
25.	Manufacture of other specialized machinery Detail: - Manufacturing of machinery, equipment, spare parts, automated production lines, transport vehicles, motorcycles, and various types of oversized and overweight components; - Manufacturing of machinery, equipment, supplies, and materials for the construction industry, and interior and exterior decoration. - Manufacturing tools, equipment, and devices for rescue and support operations;	2829
26.	Wholesale of machinery, equipment and other machine parts. Detail: - Buying and selling machinery, equipment, spare parts, automated production lines, transport vehicles, motorcycles, and various types of oversized and overweight components; - Buying and selling machinery, equipment, supplies, and materials for the construction industry, as well as interior and exterior decoration items. - Manufacturing, assembling, buying and selling automobiles and machinery, equipment and spare parts; - Buying and selling tools, equipment, and devices for rescue and support operations; - Wholesale of robots for automated production lines;	4659
27.	Wholesale food Details: buying and selling agricultural, forestry, and aquatic products;	4632

28.	Short-term accommodation services Details: Business activities include hotels, guesthouses, supermarkets, and various types of tourism-related businesses (excluding karaoke rooms, nightclubs, and bars).	5510
29.	Other education not otherwise classified Details: Foreign language training (only operates after authorization from the competent State agency)	8559
30.	Real estate business, land use rights belonging to the owner, user or lessee. Detail: Real estate business (Article 10 of the Law on Real Estate Business No. 66/2014/QH13; amended and supplemented by Clause 2, Article 75 of the Investment Law No. 61/2020/QH14)	6810
31.	Other support services related to transportation Detail: - Business activities include operating wharves and ports, loading and unloading goods by water and land, and leasing warehouses and storage facilities. - Business of providing freight forwarding and transportation services; - Activities of airline ticket agents; (For industries subject to specific conditions, businesses are only permitted to operate production and business activities when they meet all the conditions stipulated by law.)	5229
32.	Other food manufacturing not elsewhere classified Detail: - Producing safe agricultural products; - Production of agricultural, forestry, and aquatic products;	1079
33.	Wholesale trade of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals. Details: trading in safe agricultural products;	4620
34.	Forest planting, forest care, and forestry seedling cultivation.	0210
35.	Construction of other civil engineering works	4299
36.	Rental of machinery, equipment and other tangible goods without operators. Detail: - Rental of construction machinery and equipment without operators.	7730
37.	Agents, brokers, and auctioneers of goods. Detail: - Sales agent	4610
38.	Preschool education	8511
39.	(For businesses operating in regulated sectors, enterprises can only operate when they meet all the conditions stipulated by law.)	<i>The occupation code does not match the Vietnamese economic classification system.</i>

Điều 4. Scope of business and operations

1. The Company is authorized to plan and conduct all business activities in accordance with the law and this Charter in compliance with applicable law and to take appropriate measures to achieve the Company's objectives.

2. The company may invest financially in subsidiaries, affiliated companies, or conduct business in other fields as decided by the General Meeting of Shareholders and after registering additional business lines with the competent State authority. If any of the above-mentioned business activities are conditional business activities, the company may only conduct business in that field after obtaining approval from the competent State authority.

4. If necessary, the Board of Directors will decide to narrow or expand the Company's business activities in accordance with the provisions of this Charter and relevant laws.

**IV. CHARTER CAPITAL, SHARES, FOUNDING
SHAREHOLDERS**

Điều 5. Registered capital, shares, founding shareholders

1. The company's charter capital is VND 300 billion (Three hundred billion Vietnamese Dong). The total charter capital of the company is divided into 30,000,000 shares (Thirty million shares) with a par value of VND 10,000 (ten thousand Vietnamese Dong) per share.

2. The company's charter capital may be contributed in cash, freely convertible foreign currency, gold, the value of land use rights, the value of intellectual property rights, technology, technical know-how, and other assets.

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

4. The Company's shares on the date of adoption of these Articles of Association are common shares. The rights and obligations associated with the shares are stipulated in Điều 11 of these Articles of Association.

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

6. Founding shareholders are shareholders who participate in the initial adoption of the Company's Articles of Association at the founding General Meeting of Shareholders. The names, addresses, number of shares, and other details of founding shareholders, as stipulated by the Enterprise Law, will be listed in Appendix 01 attached. This Appendix is part of these Articles of Association.

7. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The Company must announce the offering of shares, specifying the number of shares offered and the appropriate subscription period (at least twenty working days) for shareholders to subscribe. The number of

shares not subscribed for will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or if the shares are sold through a Stock Exchange/Securities Trading Center.

8. Shareholders' shares may be contributed in multiple installments. The issue price and capital contribution schedule must be determined at the time of share issuance.

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

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

Điều 6. Share

1. A stock certificate is a document issued by a joint-stock company, a book entry, or electronic data confirming ownership of one or more shares of that company. A stock certificate must contain the following essential information:

- a) Name, business registration number, and address of the company's head office;
- b) Number of shares and type of shares;
- c) The par value of each share and the total par value of all shares stated on the share certificate;
- d) Full name, permanent address, nationality, Citizen ID card number, Identity card number, Passport number or other legally valid personal identification of individual shareholders; name, enterprise code or establishment decision number, head office address of organizational shareholders;
- d) Summary of the share transfer procedure;
- e) Signature of the legal representative and seal of the Company (if any);
- g) The registration number in the Company's shareholder register and the date of share issuance;
- h) Other provisions as prescribed in Articles 116, 117 and 118 of the Enterprise Law regarding preferred stock shares.

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

3. In the event that a share certificate is lost, destroyed, or otherwise damaged, the shareholder will be reissued the certificate by the Company upon the shareholder's request.

A shareholder's proposal must include the following:

a) Shares that have been lost, destroyed, or otherwise damaged; in the case of loss, it must be stated that every effort has been made to find them, and if found, they will be returned to the company for destruction;

b) Be responsible for any disputes arising from the reissuance of new shares.

For shares with a total par value exceeding ten million Vietnamese Dong, before accepting a request for new shares, the company's legal representative may require the shareholder to publish a notice regarding the loss, destruction, or other damage to the shares. After 15 days from the date of publication of the notice, the owner may then request the company to issue new shares.

4. Companies must establish and maintain a shareholder register from the time they are granted a Certificate of Business Registration. This shareholder register may be in written form, an electronic data file, or both.

5. The shareholder register must contain the following key information:

a) Name and registered office address of the company;

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

c) The total number of shares sold of each class and the value of contributed capital;

d) Full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number or other legally valid personal identification for individual shareholders; name, enterprise code or establishment decision number, head office address for organizational shareholders;

d) The number of shares of each type held by each shareholder, and the share registration date.

6. The shareholder register is kept at the company's head office or the Securities Depository Center. Shareholders have the right to check, search, or extract and copy the contents of the shareholder register during the working hours of the company or the Securities Depository Center.

7. If a shareholder changes their permanent address, they must notify the company promptly so that the information can be updated in the shareholder register. The company is not responsible for being unable to contact a shareholder due to a failure to notify them of the address change.

Điều 7. Other securities certificates

Bond certificates or other securities certificates of the Company (excluding offer letters, provisional certificates and similar documents) shall be issued bearing

the seal and signature of the Company's legal representative, unless otherwise provided in the terms and conditions of issuance.

Điều 8. Share transfer

1. Shares are freely transferable, except as provided in Clause 8 of this Article and where the company's charter contains provisions restricting the transfer of shares. If the company's charter contains provisions restricting the transfer of shares, these provisions shall only be effective when clearly stated in the share certificate of the corresponding shares.

2. The transfer can be made by contract in the usual way or through a transaction on the stock market. If the transfer is by contract, the transfer documents must be signed by the transferor and the transferee or their authorized representatives. If the transfer is made through a transaction on the stock market, the procedures and recording of ownership shall be carried out in accordance with the provisions of securities law.

3. If a shareholder who is an individual dies, their heir, according to their will or by law, becomes a shareholder of the company.

4. In the event that a shareholder who is an individual dies without heirs, or the heirs refuse to accept the inheritance, or are disinherited, the shares will be handled according to the provisions of civil law.

5. Shareholders have the right to donate a portion or all of their shares in the company to others; or to use the shares to pay off debts. In this case, the recipient of the donated shares or the person receiving the shares as payment for debt will become a shareholder of the company.

6. If a shareholder transfers some of their shares, the old share certificate is canceled, and the company issues new shares to record the transferred shares and the remaining shares.

7. Within three years from the date the company is granted its Certificate of Business Registration, founding shareholders have the right to freely transfer their shares to other founding shareholders and may only transfer their common shares to non-founding shareholders with the approval of the General Meeting of Shareholders. In this case, the shareholder intending to transfer shares does not have the right to vote on the transfer of those shares.

Restrictions on common shares held by founding shareholders are lifted after a period of 3 years from the date the company is granted its Certificate of Business Registration. These restrictions do not apply to shares acquired by founding shareholders after the company's registration, nor to shares transferred by founding shareholders to individuals who are not founding shareholders of the company.

Điều 9. Share repurchase

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to demand that the shareholder pay the remaining amount along with interest on that

amount and any costs incurred by the Company due to the failure to pay in full , as stipulated.

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

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

4. The repurchased shares will become the property of the Company. The Board of Directors may directly or authorize the sale, redistribution, or disposition of the repurchased shares to the original owners or other parties under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding repurchased shares will have to relinquish their shareholder status with respect to those shares, but will still be required to pay all related amounts plus interest at the rate (calculated based on the VND demand deposit interest rate at the Vietnam Foreign Trade Bank) at the time of repurchase, as decided by the Board of Directors, from the date of repurchase until the date of payment. The Board of Directors has the full right to decide whether to enforce payment of the full value of the shares at the time of repurchase or to waive part or all of the payment.

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

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Điều 10. Organizational structure

The company's organizational and management structure includes:

- a. General Shareholders' Meeting;
- b. Supervisory Board;
- c. Board of Directors;
- d. Director/General Manager;
- e. The administrative staff.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Điều 11. Shareholder rights

1. Ordinary shareholders have the following rights:

a) To attend and speak at 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 common share has one voting right;

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

c) Priority shall be given to purchasing new shares in proportion to each shareholder's ownership of common shares in the Company;

d) Freely transfer their shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;

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

e) Review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

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

h) Request the Company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law ;

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

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

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

m) Other rights as prescribed by law and these Statutes.

2. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the following rights:

a) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law ;

b) Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and

other documents, except for documents related to the Company's trade secrets and business secrets;

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

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

d) Other rights as prescribed by law and these Statutes.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board. The nomination process for the Board of Directors and the Supervisory Board is as follows:

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

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

Điều 12. Shareholders' obligations

Shareholders have the following obligations:

1. Comply with the Company's Articles of Association and regulations; abide by the decisions of the General Meeting of Shareholders and the Board of Directors;

2. Shareholders can participate in General Meetings of Shareholders and exercise their voting rights directly or through authorized representatives, or by voting remotely. Shareholders may authorize members of the Board of Directors to represent them at the General Meeting of Shareholders.

3. Pay for the registered shares as stipulated, and be responsible for the Company's debts and other financial obligations to the extent of the capital contributed to the Company;

4. Fulfill other obligations as required by applicable law;

Điều 13. General Shareholders' Meeting

1. The General Meeting of Shareholders is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year. The General Meeting of Shareholders must be held annually within four months of the end of the fiscal year; upon the request of the Board of Directors, the business registration authority may grant an extension, but the Annual General Meeting of Shareholders must be held within six months of the end of the fiscal year.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue within Vietnam. If the General Meeting of Shareholders is held simultaneously in multiple locations, the venue where the presiding officer attends the meeting is determined. The Annual General Meeting of Shareholders decides on matters as stipulated by law and the Company's Charter, particularly approving the annual financial statements and the financial budget for the following fiscal year. Independent auditors are invited to attend the meeting to advise on the approval of the annual financial statements.

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

a. The Board of Directors deems it necessary for the benefit of the Company;

b. The annual balance sheet, quarterly or semi-annual reports, or the audited financial year report reflect that the registered capital has been halved compared to the beginning of the period;

c. The number of remaining members of the Board of Directors and Supervisory Board is less than the minimum number of members required by law or less than half the number of members stipulated in the charter ;

d. Shareholders or groups of shareholders as stipulated in Điều 111.3 of these Charters may request the convening of a General Meeting of Shareholders by submitting a written proposal. The written proposal must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the written proposal may be prepared in multiple copies to obtain the signatures of all relevant shareholders);

e. As requested by the Supervisory Board;

f. Other cases as prescribed by law and the company's charter.

4. Convening an extraordinary general meeting of shareholders.

a) The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the

Supervisory Board is as stipulated in point c , clause 3 of this Article, or upon receiving the request stipulated in points d and e, clause 3 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next 30 days, the Supervisory Board shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law ;

c) If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to request the Company's representative to convene a General Meeting of Shareholders in accordance with 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 procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d) Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Enterprise Law .

Điều 14. Rights and obligations of the General Meeting of Shareholders

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

a) Through the company's development strategy;

b) Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share;

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

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

d) Decisions to amend or supplement the company's charter;

e) Through annual financial reports;

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

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

i) Decisions on reorganizing or dissolving the Company;

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

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

m) Approve the list of selected audit firms , choosing a group of 2-5 audit firms. Authorize the Board of Directors to select one audit firm from the above group ;

n) Other rights and obligations as prescribed by law.

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

a) The company's annual business plan;

b) Audited annual financial statements;

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

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

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

e) The dividend rate per share for each class;

g) Number of members of the Board of Directors and the Supervisory Board;

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

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

k) Approve the list of auditing firms . Select a group of 2-5 auditing firms. Authorize the Board of Directors to select one auditing firm from the above group .

l) Supplementing and amending the company's charter;

m) The type of shares and the number of new shares to be issued for each type of share, and the transfer of shares by founding members within the first three years from the date of establishment;

n) Dividing, separating, merging, consolidating or transforming the Company;

o) Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

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

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

r) The company enters into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than

35% of the total value of the company's assets as recorded in the most recent financial statement;

s) Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;

t) Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Supervisory Board;

u) Other matters as prescribed by law and these Statutes.

3. All resolutions and matters included on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Điều 15. Exercising the right to attend the General Meeting of Shareholders

1. Shareholders may attend the meeting in person, authorize another person in writing to attend on their behalf, or through one of the forms stipulated in Clause 2 of this Article. If a shareholder is an organization and does not have an authorized representative as stipulated in Clause 4, Article 15 of the Enterprise Law, they may authorize another person to attend the General Meeting of Shareholders.

2. Authorization for a representative to attend the General Meeting of Shareholders must be in writing, using the form issued by the company. The authorized representative must present the written authorization when registering to attend the meeting before entering the meeting room.

3. Shareholders are considered to have attended and voted at the General Meeting of Shareholders in the following cases :

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

Điều 16. Change permissions

1. Changes or cancellations of special rights associated with a class of preferred stock take effect when approved by shareholders holding at least 65% of the common stock present at the meeting, and simultaneously approved by shareholders holding at least 75% of the voting rights of that class of preferred stock.

2. The holding of such a meeting is only valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If there are not enough representatives as stated above, a meeting will be held within thirty days thereafter, and those holding shares of that class (regardless of the number of people or shares) present in person or through authorized representatives will be considered to have met the required

number of representatives. At these separate meetings, those holding shares of that class, present in person or through representatives, may request a secret ballot, and each person casting a secret ballot will have one vote for each share of that class they own.

3. The procedure for conducting such separate meetings is carried out similarly to the provisions in Điều 18 and Điều 20.

4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the sharing of the Company's profits or assets shall not be altered when the Company issues additional shares of the same class.

Điều 17. Convening the General Meeting of Shareholders, meeting agenda, and notice of the General Meeting of Shareholders.

1. The Board of Directors convenes the General Meeting of Shareholders, or the General Meeting of Shareholders is convened in accordance with the circumstances stipulated in Article 13.4b,c.

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

a. Prepare a list of shareholders eligible to attend and vote at the general meeting within thirty days prior to the start date of the General Meeting; the meeting agenda; and the required documents in accordance with the law and the Company's regulations;

b. Determine the time and location for holding the congress;

3. The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the List of Shareholders entitled to attend the meeting at least 21 days before the opening date. The notice must be sent by a secure method to the shareholders' contact addresses; and simultaneously posted on the company's website.

The notice of meeting must include the name, registered office address, and business registration number of the shareholder; the name and permanent address of the shareholder; the time and place of the meeting; and other requirements for attendees. The agenda for the General Meeting of Shareholders and related documents concerning the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. If the documents are not sent with the notice of the General Meeting of Shareholders, the notice must clearly state the website address so that shareholders can access them.

4. Shareholders or groups of shareholders referred to in Điều 111.3 of these Charters have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and submitted to the Company at least three working days before the opening of the General Meeting of Shareholders. The proposal must include the shareholder's full name, the number and type of shares they hold, and the proposed agenda item.

5. The person convening the General Meeting of Shareholders has the right to reject proposals related to Clause 4 of Điều 17 in the following cases:

a. The proposal was submitted late, or was incomplete or lacked the correct content .

b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 10% of the common shares for a continuous period of at least six years;

c. The proposed issue falls outside the scope of the Shareholders' General Meeting's authority to discuss and approve.

d. Other cases as stipulated in these Regulations.

6. The board of directors must prepare draft resolutions for each item on the meeting agenda.

7. In cases where all shareholders representing 100% of the voting shares attend the General Meeting of Shareholders directly or through authorized representatives, the decisions unanimously adopted by the General Meeting of Shareholders shall be considered valid even if the convening of the General Meeting of Shareholders is not conducted according to proper procedures or the voting items are not on the agenda.

Điều 18. Conditions for holding a General Meeting of Shareholders

1. A general meeting of shareholders is considered valid when the number of shareholders in attendance represents at least 51% of the total voting rights .

2. If the required number of delegates is not present within thirty minutes of the scheduled opening time of the meeting, the meeting must be reconvened within thirty days from the date originally planned for the first Shareholders' General Meeting. The second meeting of the General Meeting of Shareholders is convened when the number of shareholders in attendance represents at least 33% of the total voting rights .

3. If the second general meeting cannot be held due to insufficient attendance within thirty minutes of the scheduled opening time, a third general meeting of shareholders may be convened within twenty days of the planned date of the second meeting. In this case, the meeting shall proceed regardless of the number of shareholders or authorized representatives in attendance and shall be deemed valid and shall have the right to decide on all matters that the first general meeting of shareholders could approve.

Điều 19. Procedures for conducting meetings and voting at the General Shareholders' Meeting.

1. Prior to the opening of the Shareholders' General Meeting, the Company must carry out the procedure for registering shareholders to attend the meeting and must continue the registration process until all shareholders entitled to attend the meeting have registered.

2. When registering shareholders, the Company will issue each shareholder or authorized representative a voting card, which will bear the registration number, the shareholder's full name, the authorized representative's full name, and the number of votes cast. During the general meeting, voting cards supporting a resolution are collected first, followed by those opposing a resolution. Finally, the total number of votes in favor or against is counted to determine the decision. The total number of votes in favor, against, or abstentions on each issue will be announced by the Chairman immediately after the vote on that issue. The General Meeting will elect individuals responsible for counting or supervising the vote count, as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the Chairman's proposal, but shall not exceed the number stipulated by current law.

3. Shareholders arriving late to the General Meeting have the right to register immediately and subsequently participate and vote at the meeting. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any voting sessions conducted before the late-arriving shareholders arrive will not be affected.

4. The Chairman of the Board of Directors presides over or authorizes another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors; in the event of the Chairman's absence or temporary incapacity, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote; if no one can be elected to preside, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a presiding officer, and the person with the highest number of votes shall preside over the meeting.

In other cases, the signatory who convenes the General Meeting of Shareholders presides over the meeting so that the General Meeting of Shareholders can elect the chairman from among those present, and the person with the highest number of votes becomes the chairman of the meeting;

The chairman appoints a secretary to record the minutes of the Shareholders' General Meeting.

5. The Chairman's decision regarding the order, procedures, or events arising outside the agenda of the Shareholders' General Meeting shall be final and binding.

6. The chairman of the general meeting may adjourn the meeting upon the unanimous agreement or request of the shareholders' general meeting when the required number of delegates have been present.

7. The chairperson or secretary of the meeting may conduct activities as they deem necessary to conduct the shareholders' general meeting in a valid and orderly manner; or to ensure that the meeting reflects the wishes of the majority of attendees.

8. The person convening the General Meeting of Shareholders may request the competent authority to maintain order at the meeting; and require shareholders or authorized representatives attending the General Meeting of Shareholders to undergo appropriate security checks or measures. If a shareholder or authorized

representative fails to comply with the aforementioned security checks or measures, the Board of Directors, after careful consideration, may refuse or expel that shareholder or representative from the meeting.

9. The Board of Directors, after careful consideration, may take measures which it deems appropriate to:

- a. Arrangement of seating at the Shareholders' General Meeting venue;
- b. Ensure the safety of everyone present at that location;
- c. Facilitate shareholders' attendance (or continued attendance) at the general meeting.

The Board of Directors has the full authority to change the aforementioned measures and to implement all measures as deemed necessary. Measures may include issuing entry passes or employing other selection methods.

10. In the event that the aforementioned measures are applied at the General Meeting of Shareholders, the Board of Directors, when determining the location of the meeting, may:

- a. Announce that the congress will be held at the location specified in the announcement and that the congress chairman will be present there ("Main venue of the congress");

- b. Arrangements shall be made so that shareholders or their authorized representatives who are unable to attend the meeting under these Terms, or who wish to participate from a location other than the Main Meeting Place, may simultaneously attend the meeting;

The announcement regarding the organization of the congress does not need to detail the organizational measures as stipulated in this Article.

11. Under these Articles of Association (unless circumstances require otherwise), all shareholders shall be deemed to be attending the meeting at the Main Meeting Place.

The company must hold a General Meeting of Shareholders at least once a year. The annual General Meeting of Shareholders may not be held in the form of written ballots.

Điều 20. Through a Resolution of the General Meeting of Shareholders

1. Except as provided in Clause 2 of Điều 20, a resolution on the following matters shall be adopted if it is approved by shareholders representing at least 65% of the total voting rights of all shareholders present at the meeting:

- a. Type of shares and total number of shares of each type;
- b. Changes in industry, occupation, and business sector;
- c. Changes to the company's organizational and management structure;
- d. Investment projects or asset sales with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statement, or a smaller percentage or value as stipulated in the company's charter;

- d. Reorganize or dissolve the company;
- e. Amendments and additions to the Company's Articles of Association.
- 2. Other resolutions are adopted when approved by shareholders representing at least 51% of the total voting rights of all shareholders present at the meeting, except as provided in paragraph 1 of this article.

Điều 21. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.

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

1. The Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the company;

2. The Board of Directors must prepare ballot papers, draft resolutions for the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the ballot papers. The requirements and methods for sending ballot papers and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 17 of these Charters ;

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

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

b. Purpose of soliciting feedback;

c. The full name, permanent address, nationality, and ID card number, passport number, or other legally valid personal identification of individual shareholders; the full name, permanent address, nationality, establishment decision number, or business registration number of organizational shareholders or their authorized representatives; the number of shares of each class and the number of voting rights of each shareholder;

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

e. The voting options include approve, disapprove, and abstain.

f. The deadline for submitting the feedback form to the company has been set.

g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the company;

4. Shareholders may submit their completed opinion ballots to the company using one of the following methods:

a) By mail. The completed opinion poll must be signed by the individual shareholder, the authorized representative, or the legal representative of the

corporate shareholder. The opinion poll sent to the company must be enclosed in a sealed envelope, and no one is permitted to open it before the vote count;

b) Send by fax or email. Opinion forms sent to the company via fax or email must be kept confidential until the vote count.

Opinion ballots submitted to the company after the deadline specified in the ballot, or that have been opened (in the case of mail submission) or disclosed (in the case of fax or email submission), are invalid. Unsubmitted ballots are considered non-voting ballots.

5. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who do not hold management positions in the company. The vote counting report must include the following key information:

- a. Name, registered office address, business registration number;
- b. The purpose and issues requiring consultation before a decision can be made;
- c. The number of shareholders with the total number of votes cast, distinguishing between valid and invalid votes, is included as an appendix listing the shareholders who participated in the vote;
- d. The total number of votes in favor, against, and abstentions for each issue;
- e. The decisions have been made;
- f. The full name and signature of the Chairman of the Board of Directors, the legal representative of the company, and the vote counting supervisor.

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

6. The vote count report must be sent to shareholders within 15 days of the completion of the vote count. If the company has a website, sending the vote count report can be replaced by posting it on the company's website.

7. The completed ballots, vote counting records, the full text of the adopted resolution, and any related documents attached to the ballots must all be kept at the company's head office.

8. Decisions adopted through written shareholder consultation must be approved by shareholders representing at least 51% of the total voting shares and shall have the same validity as decisions adopted at a General Meeting of Shareholders.

Điều 22. Resolutions and Minutes of the Shareholders' General Meeting

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

- a) Name, address of head office, business registration number;
 - b) Time and location of the General Meeting of Shareholders;
 - c) Meeting agenda and content;
 - d) Full names of the chairperson and secretary;
 - d) Summarize the proceedings and the opinions expressed at the General Shareholders' Meeting on each item on the agenda;
 - e) The number of shareholders and the total number of voting rights of shareholders attending the meeting, an appendix listing registered shareholders, and shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;
 - g) The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by shareholders present at the meeting;
 - h) Issues that were approved and the corresponding percentage of votes in favor;
 - i) Full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and containing all the information as stipulated in this clause. The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.
3. Minutes drawn up in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall prevail.
4. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office .

Điều 23. Request to annul the decision of the General Meeting of Shareholders.

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Enterprise Law has the right to request the Court or

Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 2 , Article 24 of this Charter.

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

Điều 24. Validity of Resolutions of the General Meeting of Shareholders

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

2. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the procedures for passing the resolution are not carried out in accordance with regulations.

3. In cases where a shareholder or group of shareholders requests the Court or Arbitration Tribunal to annul a resolution of the General Meeting of Shareholders as stipulated in Article 151 of the 2020 Enterprise Law, those resolutions shall remain in effect until the Court or Arbitration Tribunal makes a different decision, except in cases where interim injunctions are applied by a competent authority.

VII. BOARD OF DIRECTORS

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

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

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

g) Public companies are responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and related interests in the candidate's Board of Directors.

2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

3. If the number of candidates for the Board of Directors, nominated through both the nomination and candidacy process, is still insufficient to meet the requirements stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Board of Directors' operating regulations. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

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

Điều 26. Composition and term of office of the Board of Directors members

1. The Board of Directors must have a minimum of 3 members and a maximum of 7 members.

2. The term of office for a member of the Board of Directors is 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms. If all members of the Board of Directors complete their terms at the same time, those members will 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 Board of Directors of a public company must ensure that at least one-third of the total number of Board members are non-executive members. The company should minimize the number of Board members who also hold executive positions within the company to ensure the independence of the Board of Directors.

non-executive board members or An independent board must have at least one member if the company has between 3 and 7 members on its Board of Directors.

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

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

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

Điều 27. Powers and responsibilities of the Board of Directors

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

2. The rights and obligations of the Board of Directors are stipulated by law, the company's charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

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

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

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

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

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

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

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

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

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the Director (General Director) and other key managers as stipulated in the company's charter; deciding on the salaries, remuneration, bonuses, and other benefits of 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 representatives;

k) Supervising and directing the Director (General Director) and other managers in the daily operation of the Company's business;

l) Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

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

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

o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;

p) Propose the reorganization or dissolution of the Company; request the Company's bankruptcy;

q) Decisions on the promulgation of the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; decisions on the promulgation of the Audit Committee's operating regulations under the Board of Directors and regulations on company information disclosure;

s) Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

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

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

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

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

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

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

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

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

Điều 29. Chairman of the Board

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors may not also hold the position of Director (General Director).

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

- a) Develop the program and plan of activities for the Board of Directors;
- b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;
- c) Organizing the adoption of resolutions and decisions by the Board of Directors;
- d) Monitoring the implementation of resolutions and decisions of the Board of Directors;
- (d) Presiding over the General Meeting of Shareholders;
- e) Other rights and obligations as stipulated in the Enterprise Law and the company's charter.

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

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the company's charter. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or lacks civil capacity, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing a specific job, the remaining members shall

elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Điều 30. Board of Directors meeting

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

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

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

a) Upon the recommendation of the Supervisory Board or an independent member of the Board of Directors;

b) Based on a proposal from the Director (General Director) or at least 05 other managers;

c) A proposal must be submitted by at least two members of the Board of Directors;

d) Other cases as stipulated in the company's charter.

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

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

6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.

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

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

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

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

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

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

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

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

Điều 31. The Company's transaction contract with a "related party"

1. The Board of Directors approves contracts and transactions with a value less than 35% of the total value of the company's assets as recorded in the most recent financial statement, or a smaller percentage as stipulated in the company's charter. In this case, the company representative signing the contract must notify the members of the Board of Directors and the Supervisory Board about the parties involved in the contract or transaction; and simultaneously provide a draft contract

or the main contents of the transaction. The Board of Directors decides on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the company's charter stipulates a different period; members with an interest do not have the right to vote.

2. The General Meeting of Shareholders approves contracts and transactions other than those stipulated in Clause 2 of this Article. In this case, the company representative signing the contract must notify the Board of Directors and the Supervisory Board of the parties involved in that contract or transaction; and simultaneously include a draft contract or notification of the main contents of the transaction. The Board of Directors shall present the draft contract or explanation of the main contents of the transaction at the General Meeting of Shareholders or obtain shareholder opinions in writing. In this case, shareholders with related interests do not have the right to vote; the contract or transaction is approved when shareholders representing 65% of the remaining total voting shares approve it, unless otherwise stipulated in the company's charter.

3. Contracts and transactions shall be void and processed according to the law when they are signed or executed without the approval stipulated in Clauses 2 and 3 of this Article, causing damage to the company; the signatory, shareholders, members of the Board of Directors, or the Director or General Director concerned shall be jointly liable for compensation for the resulting damage and reimburse the company for any profits obtained from the execution of such contracts and transactions.

VIII. DIRECTOR/CEO, OTHER MANAGEMENT STAFF .

Điều 32. Organizational structure

The company will implement a management system under which the management team will be accountable to and under the leadership of the Board of Directors. The company will have a CEO/Chief Executive Officer or several Vice CEOs/Vice CEOs and a Chief Accountant appointed by the Board of Directors. The CEO/Chief Executive Officer and the Vice CEOs/Vice CEOs may also be members of the Board of Directors, and are appointed or dismissed by the Board of Directors through a formally adopted resolution.

Điều 33. Management staff

1. Upon the recommendation of the Director/CEO and with the approval of the Board of Directors, the Company may employ the number and type of management personnel necessary or appropriate to the company's structure and management practices as proposed by the Board of Directors from time to time. Management personnel must possess the necessary diligence to ensure that the Company's operations and organization achieve their stated objectives.

2. The salary, remuneration, benefits, and other terms of employment contracts for the Director/CEO will be determined by the Board of Directors, and

contracts for other management personnel will be determined by the Board of Directors after consultation with the Director/CEO.

Điều 34. Appointment, dismissal, duties, and powers of the Director/CEO.

1. Appointment. The Board of Directors will appoint a member of the Board or another person as the Chief Executive Officer and will sign a contract specifying the salary, remuneration, benefits, and other terms related to the employment. Information regarding the salary, allowances, and benefits of the Chief Executive Officer must be reported to the Annual General Meeting of Shareholders and included in the Company's annual report.

2. Term of office. The term of office for the Director/CEO is 3 years and may be reappointed. The appointment may expire based on the provisions of the employment contract.

The Director/General Manager must meet the following standards and qualifications:

- a) Possesses business acumen and organizational management skills; holds a university degree or higher; has expertise and at least three years of experience in managing and operating businesses within the company's core business sector;
- b) Must be in good health, possess good moral character, be honest and incorruptible, have knowledge of the law and a sense of compliance with the law, and be a permanent resident of Vietnam;
- c) Other standards as prescribed by law.

The following individuals are not eligible for selection and appointment to the position of Director/General Director of the Company:

- a) Those who have previously served as Directors/General Managers of Companies or Directors/General Managers of State-owned Companies but have violated discipline to the extent that they have been dismissed, removed from office, or had their contracts terminated prematurely.
- b) They are subject to a ban on holding managerial or executive positions in businesses as stipulated by law.

3. Authority and responsibilities. The Director/CEO or Chief Executive Officer has the following authority and responsibilities:

a. To implement the resolutions of the Board of Directors and the General Meeting of Shareholders, and the business plan and investment plan of the Company that have been approved by the Board of Directors and the General Meeting of Shareholders;

b. To decide on all matters not requiring a resolution from the Board of Directors, including signing financial and commercial contracts on behalf of the company, and organizing and managing the company's day-to-day production and business operations in accordance with best management practices;

c. Appointing, dismissing, and removing from office management positions within the Company, except for positions under the authority of the Board of Directors;

d. Recruitment of workers;

e. The decision regarding salaries and allowances (if any) for employees in the Company, including managers, falls under the appointment authority of the Director/General Director;

f. Within 15 days of the end of each quarter and fiscal year, the Director/General Manager must submit a written report on the Company's business performance and future plans to the Board of Directors.

g. The annual business plan is implemented according to the plan approved by the General Meeting of Shareholders and the Board of Directors. During the implementation process, if any issues unfavorable to the Company are discovered, the Director/General Director shall report to the Board of Directors for consideration and adjustment of the resolution or decision. The Board of Directors must consider the Director/General Director's proposal. If the Board of Directors does not adjust the resolution or decision, the Director/General Director must still implement it but has the right to reserve his/her opinion and make recommendations to the General Meeting of Shareholders or the parent company.

h. Propose measures to improve the company's operations and management;

i. Prepare the Company's long-term, annual, and monthly budgets (hereinafter referred to as the budget) to support the Company's long-term, annual, and monthly management activities in accordance with the business plan: The annual budget (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information stipulated in the Company's regulations.

j. Perform all other activities as stipulated in this Charter and the Company's regulations, resolutions of the Board of Directors, the employment contract of the Director/CEO, and the law.

4. Reporting to the Board of Directors and shareholders. The Director/CEO is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these bodies when requested.

5. Dismissal. The Board of Directors may dismiss the CEO/CEO if two-thirds or more of the Board members vote in favor (excluding the CEO's vote) and appoint a new CEO/CEO to replace him/her. The CEO/CEO may be dismissed or have their contract terminated prematurely in the following cases:

a) For a company to incur losses for two consecutive years, excluding cases of losses or reductions in profit margins approved by competent authorities, or with objective reasons explained and accepted by competent authorities, or due to new investments in expanding production or technological innovation as per resolutions and decisions of the Board of Directors;

- b) The company went bankrupt but did not file for bankruptcy as required by bankruptcy law;
- c) Failure to complete tasks or targets assigned by the Board of Directors without justifiable reason, or failure to fulfill contractual obligations signed with the Board of Directors;
- d) Dishonesty in the exercise of authority or abuse of position for personal gain or the benefit of others; making false reports on the Company's financial situation;
- e) Having lost or having limited civil capacity;
- f) Convicted by a court through a legally binding judgment or decision;
- g) Violations of resolutions and decisions of the Board of Directors and these Charters cause serious damage to the Company;

Điều 35. The right to sue members of the Board of Directors, Directors, and General Managers.

1. Shareholders, or groups of shareholders, who continuously own at least 1% of the common shares for a period of 6 months have the right to initiate civil liability lawsuits against members of the Board of Directors, Directors, or General Directors on their own behalf or on behalf of the company in the following cases:

a) Violation of the obligations of company managers as stipulated in Article 165 of the 2020 Enterprise Law;

b) Failure to properly exercise assigned rights and obligations; failure to implement, incomplete implementation, or untimely implementation of resolutions of the Board of Directors;

c) Exercising assigned rights and obligations contrary to the provisions of the law, the company's charter, or resolutions of the General Meeting of Shareholders;

d) Using the company's information, know-how, or business opportunities for personal gain or to serve the interests of other organizations or individuals;

d) Using one's position, title, and company assets for personal gain or to serve the interests of other organizations or individuals;

e) Other cases as prescribed by law and the company's charter.

2. The procedures for filing a lawsuit shall be carried out in accordance with the provisions of the law on civil procedure. In cases where a shareholder or group of shareholders files a lawsuit on behalf of the company, the costs of filing a lawsuit will be borne by the company, except in cases where the plaintiff's claim is dismissed.

IX. SUPERVISORY BOARD OR AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS.

In the case where the Company operates under the model stipulated in point a, clause 1, Article 137 of the Enterprise Law , the Company shall establish a

Supervisory Board in accordance with the Enterprise Law, Government Decree 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, and in accordance with Articles 36 to 41 of this Charter.

Điều 36. Nomination and candidacy for members of the Supervisory Board (Supervisors)

1. The nomination and election of members of the Supervisory Board shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 25 of these Charters.

2. If the number of candidates for the Supervisory Board nominated through election and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Điều 37. Composition of the Supervisory Board

1. The Company's Supervisory Board consists of 3 members. The term of office for a Supervisory Board member is no more than 5 years, and they may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following cases:

- a) Working in the accounting and finance department of the Company;
- b) Being a member or employee of an independent auditing firm that audited the company's financial statements for the three consecutive years preceding the audit.

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

- a) No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;
- b) A resignation letter has been submitted and accepted;
- c) Other cases as stipulated in these Regulations.

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

- a) Failure to complete assigned tasks or duties;
- b) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

- c) Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law and the company's charter;
- d) Other cases as decided by the General Meeting of Shareholders.

Điều 38. Head of the Supervisory Board

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

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

- a) Convene a meeting of the Supervisory Board;
- b) Request the Board of Directors, the Director (General Director), and other executives to provide relevant information for reporting to the Supervisory Board;
- c) Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Điều 39. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

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

2. Be accountable to shareholders for your supervisory activities.

3. Monitoring the company's financial situation and ensuring compliance with the law in the operations of board members, directors (general managers), and other managers.

4. Ensure coordination of activities with the Board of Directors, the Director (General Director), and shareholders.

5. In the event of discovering any violations of the law or the company's charter by a member of the Board of Directors, the Director (General Director), or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

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

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

8. Has the right to access the Company's records and documents kept at the head office, branches, and other locations; has the right to visit the workplaces of the Company's managers and employees during working hours.

9. Has the right to request the Board of Directors, members of the Board of Directors, the Director (General Director), and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.

10. Other rights and obligations as prescribed by law and these Statutes.

Điều 40. Supervisory Board Meeting

1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and all attending Supervisory Board members must sign the meeting minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member.

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

Điều 41. Salaries, remuneration, bonuses, and other benefits of members of the Supervisory Board.

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

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

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

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

In the case where the company operates under the model stipulated in point b, clause 1, Article 137 of the Enterprise Law, the company shall establish an Audit

Committee in accordance with the Enterprise Law, Government Decree 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, and in accordance with Articles 42 to 46 of this Charter .

Điều 42. Nomination and candidacy for members of the Audit Committee.

1. The Chairman of the Audit Committee and other members of the Audit Committee are nominated by the Board of Directors and are not executives of the Company.

2. The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.

Điều 43. Composition of the Audit Committee

1. The audit committee shall have two or more members. The chairman of the audit committee must be an independent member of the Board of Directors. The other members of the audit committee must be non-executive members of the Board of Directors.

2. Members of the Audit Committee must have knowledge of accounting and auditing, a general understanding of the law and the Company's operations, and must not fall under any of the following categories:

- a) Working in the accounting and finance department of the Company;
- b) Being a member or employee of an auditing firm approved to audit the company's financial statements for the three consecutive years preceding the audit.

3. The Chairperson of the Audit Committee must possess a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, or business administration.

Điều 44. Rights and obligations of the Audit Committee

The audit committee has the rights and obligations as stipulated in Article 161 of the Enterprise Law , the company's charter, and the following rights and obligations:

1. To have access to documents related to the Company's operations, to communicate with other members of the Board of Directors, the Director (General Director), the Chief Accountant, and other management personnel to gather information for the Audit Committee's activities.

2. They have the right to request that a representative from an approved auditing firm attend and answer questions related to the audited financial statements at meetings of the Audit Committee.

3. Utilize external legal, accounting, or other consulting services as needed.

4. Develop and submit to the Board of Directors policies for risk detection and management; propose to the Board of Directors solutions for handling risks arising in the Company's operations.

5. Prepare a written report to the Board of Directors when discovering that a member of the Board of Directors, the Director (General Director), and other managers are not fully fulfilling their responsibilities as stipulated in the Enterprise Law and the company's charter.

6. Develop the operating regulations for the Audit Committee and submit them to the Board of Directors for approval.

Điều 45. Audit Committee Meeting

1. The audit committee must meet at least twice a year. Meeting minutes must be detailed, clear, and fully preserved. The person recording the minutes and all members of the audit committee attending the meeting must sign the meeting minutes.

2. The Audit Committee makes decisions by voting at meetings, obtaining opinions in writing, or through other means as stipulated in the company's charter or the Audit Committee's operating regulations. Each member of the Audit Committee has one vote; a decision of the Audit Committee is adopted if it is approved by a majority of the members present at the meeting; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Audit Committee.

Điều 46. Report on the activities of independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders.

1. Independent members of the Board of Directors on the Audit Committee are responsible for reporting on their activities at the Annual General Meeting of Shareholders.

2. The report on the activities of independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders must include the following contents:

a) Remuneration, operating expenses, and other benefits of the Audit Committee and each member of the Audit Committee as stipulated in the Enterprise Law and the company's charter;

b) Summarize the meetings of the Audit Committee and the conclusions and recommendations of the Audit Committee;

c) Results of monitoring the Company's financial statements, operational performance, and financial situation;

d) Assessment report on transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors, Directors (General Directors), other executives of the enterprise, and related parties of those

entities; transactions between the Company and companies in which members of the Board of Directors, Directors (General Directors), and other executives of the enterprise are founding members or managers of the enterprise during the three years immediately preceding the transaction;

d) Results of the assessment of the Company's internal control and risk management systems;

e) Results of monitoring the Board of Directors, the Director (General Director), and other executives of the enterprise;

g) Results of the assessment of the coordination of activities between the Audit Committee and the Board of Directors, the Director (General Director), and the shareholders;

h) Other contents (if any).

X. DUTIES OF BOARD MEMBERS, SUPERVISORY BOARD MEMBERS, DIRECTOR (CEO), AND OTHER EXECUTIVES.

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

Điều 47. Careful responsibility of Board Members, Chief Executive Officers/CEOs and Management

1. Members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers must disclose their related interests in accordance with the Enterprise Law and relevant legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, the Director (General Director), other managers, and their related parties 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 Supervisory Board, the Director (General Director), and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds a controlling stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

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

5. Members of the Board of Directors, members of the Supervisory Board, Directors (General Directors), other managers, and related parties of these entities are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, Directors (General Director), other executives, and individuals or organizations related to these entities shall not be invalidated in the following cases:

a) For transactions with a value less than or equal to 10 % of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other executives, have been reported to the Board of Directors and approved by a majority vote of Board members with no vested interest;

b) For transactions exceeding 10 % or transactions resulting in a transaction value of 10 % or more of the total asset value recorded in the most recent financial statement within 12 months from the date of the first transaction, the significant details of the transaction, as well as the relationship and interests of the Board of Directors, Supervisory Board members, Director (General Director), and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an vested interest.

Điều 48. Liability for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, Directors (General Managers), and other executives who violate their duties and responsibilities of honesty and care, or fail to fulfill their obligations, shall be held liable for any damages caused by their violations.

2. The Company shall compensate individuals who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a member of the Board of Directors, a member of the Supervisory Board, a Director (General Director), other executive, employee, or authorized representative of the Company who has been or is performing duties under the Company's authorization, acting honestly and diligently in the Company's interest in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.

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

XI. RIGHT TO INSPECT COMPANY RECORDS AND ACCOUNTING

Điều 49. The right to investigate books and records.

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

a) Ordinary shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

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

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

3. Members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other executives have the right to access the Company's shareholder register, shareholder list, books, and other records for purposes related to their positions, provided that such information is kept confidential.

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

5. The company's charter must be published on the company's website.

**XII. PARTY ORGANIZATIONS, POLITICAL-SOCIAL
ORGANIZATIONS AND TRADE UNIONS**

Điều 50. Party organizations and socio-political organizations

1. The Communist Party of Vietnam organization within the Company operates in accordance with the Constitution and laws of the Socialist Republic of Vietnam and the Charter of the Communist Party of Vietnam.

2. The socio-political organizations within the Company operate in accordance with the Constitution and laws of the Socialist Republic of Vietnam and the charters of the socio-political organizations, in compliance with legal regulations.

3. The company has an obligation to respect and facilitate the establishment and participation of employees in the organizations mentioned in Clauses 1 and 2 of this Article.

Điều 51. Workers and trade unions

The Director/General Manager or the Chief Executive Officer shall develop plans for the Board of Directors to approve matters relating to the recruitment, employment, termination, compensation, social security, benefits, rewards and disciplinary actions for managers and employees, as well as the Company's relationships with recognized trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Điều 52. Dividends

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the Company's retained earnings.

2. According to the provisions of the Enterprise Law, the Board of Directors may decide to pay interim dividends if it deems such payment appropriate to the company's profitability.

3. The company does not pay interest on dividend payments or payments related to a particular stock.

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

5. In the event that dividends or other payments related to a stock are paid in cash, the Company must make the payment in Vietnamese Dong Nam. Payment may be made directly or through banks based on the bank details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the

Company is not liable for the amount transferred to the beneficiary. Dividend payments for shares listed on the stock exchange may be made through a securities company or the Vietnam Securities Depository Center Nam.

6. Based on the Enterprise Law, the Board of Directors may pass a resolution designating a specific date as the closing date for the Company's business operations. On that date, registered shareholders or holders of other securities are entitled to receive dividends, interest, profit distributions, shares, notices, or other documents.

Điều 53. Other issues related to profit distribution.

1. Dividends paid to common stock are determined based on the net profit earned, and the dividend payment is drawn from the Company's retained earnings. The Company may only pay dividends to shareholders after fulfilling its tax obligations and other financial obligations as required by law; establishing company funds and offsetting previous losses as required by law and the Company's charter; and, immediately after paying the agreed-upon dividends, ensuring that the Company still has sufficient funds to cover all debts and other financial obligations due.

2. Shareholders eligible to receive dividends are those whose names are on the shareholder list at the time the list is finalized for dividend payment.

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

Điều 54. Bank account

1. The company will open an account at a Vietnamese bank or at a foreign bank licensed to operate in Vietnam.

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

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

Điều 55. Fiscal year

The company's fiscal year begins on January 1st and ends on December 31st of each calendar year.

Điều 56. Accounting system

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS) or another accounting system approved by the Ministry of Finance.

2. The company maintains its accounting records in Vietnamese. The company will keep accounting records according to the type of business activities it

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

3. The company uses the Vietnamese Dong as the currency for accounting purposes.

XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS

Điều 57. Annual, semi-annual, and quarterly reports

1. The company must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission, and these statements must be audited as stipulated in Điều 61 of these Charters. Within 90 days of the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange/Securities Trading Center (when requested), and the business registration authority.

Before November 30th of each year, the Director/General Director submits to the Board of Directors for approval the Company's production and business plan, investment plan, and financial plan for the following year. The Board of Directors is responsible for reporting these plans to the parent company as a basis for monitoring and evaluating the results of the management and operation of the Company's business activities by the Board of Directors and the Director/General Director.

Within 30 days of the end of each quarter, 45 days of the end of each six-month period, and 60 days of the end of each year, the Director/General Manager must submit the Company's financial statements for the reporting period to the Board of Directors. The Board of Directors is responsible for reviewing the financial statements and is accountable for the accuracy and accuracy of the financial data presented.

2. Annual financial statements must include a statement of business results that truthfully and objectively reflects the Company's profit and loss for the financial year, a balance sheet that truthfully and objectively reflects the Company's operations up to the time of preparing the report, a cash flow statement, and notes to the financial statements.

3. The company must prepare six-monthly and quarterly reports in accordance with the regulations of the State Securities Commission and submit them to the State Securities Commission and the Stock Exchange/Securities Trading Center.

4. A summary of the audited annual financial statements must be sent to all shareholders and published in a local daily newspaper and a central economic newspaper for three consecutive issues. If the company has its own website, the

audited financial statements, quarterly reports, and semi-annual reports must be published on that website.

5. Interested organizations and individuals have the right to examine or copy the audited annual financial statements, semi-annual reports, and quarterly reports during company business hours, at the company's head office, and must pay a reasonable fee for copying.

Điều 58. Annual Report

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

Điều 59. Periodic information disclosure

1. The company must periodically publish the following information on its website and on the website of the owner's representative agency:

- a) Basic information about the company and its articles of incorporation;
- b) The overall objectives, specific goals, and targets of the annual business plan;
- c) Annual financial statements and summaries audited by an independent auditing firm within no more than 90 days from the end of the fiscal year;
- d) Report and summary of the interim financial statements audited by an independent auditing firm; the deadline for publication must be before July 31st of each year;

The information disclosure requirements stipulated in points c and d of this clause include the parent company's financial statements and the consolidated financial statements;

- d) A report evaluating the results of the annual business production plan and the plan for the three most recent years up to the reporting year;
- e) Report on the results of carrying out assigned public service tasks according to plan or bidding (if any) and other social responsibilities;
- g) Report on the current state of governance and organizational structure of the company.

2. The report on the current state of corporate governance includes the following information:

- a) Information about the owner's representative agency, the head and deputy head of the owner's representative agency;
- b) Information about the company's managers, including their professional qualifications, work experience, management positions held, method of appointment, assigned management duties, salary, bonuses, payment methods, and other benefits; related parties and their related interests in the company; their annual self-assessment and evaluation in their role as company managers;
- c) Relevant decisions of the owner's representative body; decisions and resolutions of the Board of Members or the Chairman of the company;

d) Information about the Supervisory Board, the Supervisors, and their activities;

d) Information on the Workers' and Employees' Congress; average number of employees per year and at the time of reporting; average annual wages and other benefits per employee;

Conclusion report of the inspection agency (if any) and reports of the Supervisory Board and the Supervisors;

g) Information about the company's related parties and the company's transactions with related parties;

h) Other information as stipulated in the company's charter.

3. Information reported and published must be complete, accurate, and timely in accordance with the law.

4. The legal representative or authorized person shall disclose information. The legal representative shall be responsible for the completeness, timeliness, truthfulness, and accuracy of the information disclosed.

Điều 60. Disclosing unusual information

The company must publish information on its website and in publications (if any), and publicly display it at its head office and business locations, regarding any unusual events within 24 hours of the occurrence of any of the following events:

a) The company's bank account is frozen or is allowed to be reopened after being frozen;

b) Suspension of part or all of the business operations; revocation of the business registration certificate, establishment license, establishment and operation license, or operating license, or other business-related licenses of the company;

c) Amending or supplementing the content of the Certificate of Business Registration, establishment and operation license, operating license, or any other license or certificate related to the business's operations;

d) Changes in company management, including members of the Board of Directors, Chairman of the company, Director, Deputy Director or General Director, Deputy General Director, Chief Accountant, Head of Finance and Accounting Department;

d) There is a disciplinary decision, prosecution, judgment, or court decision against one of the enterprise's managers;

e) There is a conclusion from the inspection agency or the tax administration agency regarding the enterprise's violation of the law;

g) There is a decision to change the independent auditing firm, or the financial statements are refused an audit;

h) Making decisions on the establishment, dissolution, merger, acquisition, or conversion of subsidiaries; making decisions on investment, capital reduction, or divestment in other companies.

XVI. COMPANY AUDIT

Điều 61. Auditing

1. The company conducts internal audits in accordance with legal regulations. The objective of internal audits is to support the supervisory and oversight functions of the Board of Directors and the operational management of the Company's Director/General Director.

2. Annually, the Company contracts with an independent auditing firm to audit its financial operations. This independent auditing firm and its staff assigned to audit the Company must be legally licensed to operate in Vietnam.

3. The company will have to prepare and submit annual financial statements to an independent auditing firm after the end of the fiscal year.

4. An independent auditing firm examines, verifies, and reports on the annual financial statements showing the Company's income and expenses, prepares an audit report, and submits that report to the Board of Directors within [two] months of the end of the financial year.

5. A copy of the audit report must be submitted along with each of the Company's annual accounting reports.

6. The auditor conducting the audit of the Company will be permitted to attend all General Meetings of Shareholders and will have the right to receive notices and other information related to the General Meeting that shareholders are entitled to receive, and will have the right to express their opinions at the meeting on matters related to the audit.

XVII. STAMP

Điều 62. Stamp

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

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

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

XVIII. DISSOLVE THE COMPANY

Điều 63. Dissolve the company.

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

a) The operating period stipulated in the company's charter has expired without a decision to extend it;

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

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

d) Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended 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) as prescribed by law.

Điều 64. Extend the operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven months before the end of the operating term so that shareholders can vote on extending the Company's operating term for a further period as proposed by the Board of Directors.

2. The operating period will be extended if 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders approve it.

Điều 65. Liquidation

1. At least six months before the end of the Company's operating term or after a decision to dissolve the Company is made, the Board of Directors must establish a three-member Liquidation Committee. Two members shall be appointed by the General Meeting of Shareholders and one member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation shall be paid by the Company prior to its other debts.

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

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

- a. Liquidation costs;
- b. Salaries and insurance costs for employees;
- c. Taxes and other tax-related payments that the Company is liable to pay to the State;
- d. Loans (if any);
- e. Other liabilities of the Company;

f. The remaining balance after all debts from items (a) to (e) above have been paid will be distributed to the shareholders. Preferred shares will be given priority in payment.

XIX. RESOLVING INTERNAL DISPUTES

Điều 66. Internal dispute resolution

1. In the event of any dispute or claim relating to the Company's operations or to the rights of shareholders arising from the Articles of Association or from any rights or obligations stipulated by the Enterprise Law or other laws or administrative regulations, between:

- a. Shareholders with the Company; or
- b. Shareholders, along with the Board of Directors, Supervisory Board, and Director/General Manager. executive or senior manager

The parties involved will attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board will preside over the dispute resolution process and will require each party to present the factual elements relevant to the dispute within 15 working days of the dispute arising. In the case of a dispute involving the Board of Directors or the Chairman of the Board, either party may request the appointment of an independent expert to act as arbitrator in the dispute resolution process.

2. If a settlement is not reached within [six] weeks from the start of the settlement process, or if the settlement decision is not accepted by the parties, either party may bring the dispute to Economic Arbitration or the Economic Court.

3. Each party will bear its own costs related to the negotiation and mediation process. Court costs will be determined by the court, which party will be responsible for them.

XX. SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Điều 67. Supplementing and amending the Charter

1. Any amendments or additions to these Articles of Association must be considered and decided upon by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Company's operations not addressed in this Charter, or in the event that new legal provisions differ from the provisions in this Charter, those legal provisions shall automatically apply and govern the Company's operations.

XXI. EFFECTIVE DATE

Điều 68. Effective date

1. This charter comprises 21 chapters and 68 articles, unanimously approved by the General Meeting of Shareholders of VINACONEX 39 JOINT STOCK COMPANY on April 24, 2026, and officially promulgated in May 2026.

2. The charter is drawn up in three copies, all of which are equally valid, and is stored at the Company's head office and posted on the Company's website.

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

4. Copies or extracts of the Company's Articles of Association must be signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors to be valid.

LEGAL REPRESENTATIVE



Nguyen Tien Dung