

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

COMPANY CHARTER OF
VIET THAI ELECTRIC CABLE CORPORATION

(Promulgated under the Resolution of the Annual General Meeting of Shareholders No. /2026/NQ-DHDCD dated 27/06/2026)

Dong Nai, June 2026

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PREAMBLE

This Charter is adopted by the Company pursuant to the Resolution of the Annual General Meeting of Shareholders No. /2026/NQ-DHDCD dated 27/06/2026.

CHAPTER I: DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

1. In this Charter, the following terms shall be construed as follows:
 - a. Charter capital is the total par value of shares that have been sold or registered for purchase upon the establishment of the joint stock company and as provided in Article 6 of this Charter;
 - b. Voting capital is the share capital whereby the holder is entitled to vote on matters falling within the deciding authority of the General Meeting of Shareholders;
 - c. The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
 - d. The Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
 - e. Vietnam is the Socialist Republic of Vietnam;
 - f. The Establishment Date is the date on which the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate);
 - g. Executive officers of the enterprise are the General Director, Deputy General Directors, the Chief Accountant and other executives as provided in the Company's Charter;
 - h. Managers of the enterprise are the company's managers, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial titles as provided in the Company's Charter;
 - i. Related persons are individuals or organizations specified in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;
 - j. A shareholder is an individual or organization owning at least one share of the joint stock company;
 - k. A major shareholder is a shareholder specified in Clause 18, Article 4 of the Law on Securities;

1. The operating term is the duration of the Company's operation provided in Article 2 of this Charter and any extension period (if any) approved by the Company's General Meeting of Shareholders by resolution.
2. In this Charter, references to one or more provisions or other documents include any amendments or replacement documents thereof.
3. The headings (sections and articles of this Charter) are used for convenience of understanding the content and do not affect the content of this Charter.

CHAPTER II: NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, OPERATING TERM AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, Form, Head Office, Branches, Representative Offices and Operating Term of the Company

1. Name of the Company:
 - a. Vietnamese name: CÔNG TY CỔ PHẦN DÂY CÁP ĐIỆN VIỆT THÁI
 - b. English name: VIET THAI ELECTRIC CABLE CORPORATION
 - c. Abbreviated name: VITHAICO
2. The Company is a joint stock company having legal entity status in accordance with the current laws of Vietnam.
3. The registered head office of the Company is:
 - a. Address: Lot No. 6, Road No. 2 & 5, Giang Dien Industrial Park, Trang Bom Ward, Dong Nai City, Vietnam.
 - b. Telephone: (0251) 383 6158 - 383 6204
 - c. Fax: (0251) 383 6297
 - d. E-mail: vt@vietthaicable.vn
 - e. Website: www.vietthaicable.vn
4. The Company may establish branches and representative offices in its business localities to carry out the Company's operational objectives in accordance with decisions of the Board of Directors and within the scope permitted by law.
5. Unless terminated before its term under Clause 2, Article 53 of this Charter or extended under Article 54 of this Charter, the Company's operating term commences from the Establishment Date and is indefinite.

Article 3. Legal Representative of the Company

1. The Company has one (01) legal representative, being the General Director.
2. The rights and obligations of the legal representative are provided in this Charter and by law.

3. The legal representative of the Company is the individual who represents the Company in exercising the rights and obligations arising from the Company's transactions, and who represents the Company as the petitioner in civil matters, the plaintiff, the defendant, or the person with related rights and obligations before arbitration and the courts, together with other rights and obligations as provided by law. The responsibilities of the legal representative shall comply with Article 13 of the Law on Enterprises, and other rights and obligations under the law, the Company's Charter and the Company's internal regulations.
4. The legal representative of the Company must reside in Vietnam. Where the legal representative leaves Vietnam, he/she must authorize in writing another individual residing in Vietnam to exercise the rights and obligations of the legal representative. In such case, the legal representative shall remain responsible for the exercise of the authorized rights and obligations.
5. Where the authorization period expires and the Company's legal representative has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the Company's legal representative within the authorized scope until the Company's legal representative returns to work at the Company or until the Board of Directors decides to appoint another person as the Company's legal representative.
6. Where the legal representative is absent from Vietnam for more than thirty (30) days without authorizing another person to exercise the rights and duties of the Company's legal representative, or dies, goes missing, is being prosecuted for criminal liability, is held in custody, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification or compulsory education establishment, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is banned by the court from holding office, practicing a profession or performing certain work, the Board of Directors shall appoint another person as the legal representative of the Company.
7. The legal representative of the Company represents the Company in signing contracts and transactions with other organizations and individuals, or assigns or authorizes others to carry out the signing in accordance with the delegation set out in the Financial Regulations and as provided by law.

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

Article 4. Operational Objectives of the Company

1. The business lines of the Company are:

No.	Business line	Industry code
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1	Manufacture of other electric and electronic wires and cables Details: Manufacture of electric wires and cables.	2732 (Main)
2	Manufacture of non-ferrous metals and precious metals Details: Manufacture of copper, brass, aluminium.	2420
3	Wholesale of metals and metal ores Details: Wholesale of copper, brass and aluminium products.	4662
4	Agency, brokerage and auction of goods Details: Sales agency and commercial services (excluding real estate brokerage, insurance brokerage, auction).	4610
5	Wholesale of other machinery, equipment and spare parts Details: Wholesale of electric wire and cable products. Trading in materials, machinery, equipment and spare parts.	4659
6	Trading and leasing of real estate and factory premises	6810
7	Purchase and sale of electricity	3512

2. The operational objective of the Company is to mobilize and efficiently use capital sources for investment, production and business activities so as to maximize lawful profit; to create stable employment for workers; to ensure the lawful interests of shareholders; and to fulfill tax obligations and other financial obligations as provided by law.

Article 5. Scope of Business and Operations of the Company

1. The Company is entitled to plan and conduct all business activities within the Company's business lines published on the National Business Registration Portal and this Charter, in accordance with current laws, and to take appropriate measures to achieve the Company's objectives.
2. The Company may conduct business in other lines permitted by law and approved by the General Meeting of Shareholders.

CHAPTER IV: CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. *The Charter capital of the Company is VND 108,999,890,000 (one hundred and eight billion nine hundred ninety-nine million eight hundred ninety thousand dong).*

The total Charter capital of the Company is divided into 10,899,989 shares with a par value of VND 10,000 per share.

2. The Company may change its Charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.
3. The shares of the Company as at the date of adoption of this Charter are ordinary shares. The rights and obligations attached to shareholders holding such shares are provided in Articles 12 and 13 of this Charter.
4. The Company may issue other types of preference shares after approval by the General Meeting of Shareholders and in accordance with the provisions of law.
5. Ordinary shares must be offered on a priority basis to existing shareholders in proportion to their respective holdings of ordinary shares in the Company, unless the General Meeting of Shareholders decides otherwise or unless securities are offered to the public in accordance with law. The number of shares not fully subscribed by shareholders shall be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to entities on the conditions and in the manner it considers appropriate, but shall not sell such shares on terms more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or unless the shares are sold through the Stock Exchange by auction.
6. The Company may purchase shares it has issued in the manner provided in this Charter and current law. Shares redeemed by the Company are authorized but unissued shares of the Company, and the Board of Directors may offer them in a manner consistent with the Law on Enterprises, the Law on Securities, relevant guiding documents and the provisions of this Charter.
7. The Company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

Article 7. Share Certificates

1. Shareholders of the Company are issued share certificates corresponding to the number and class of shares they own.
2. A share certificate is a type of security certifying the lawful rights and interests of the holder in respect of a portion of the issuer's share capital. A share certificate

must contain all the contents prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within thirty (30) days from the date of full submission of the dossier requesting the transfer of share ownership in accordance with the Company's regulations, or within sixty (60) days (or another period provided in the issuance terms) from the date of full payment for the shares as provided in the Company's share issuance plan, the holder of the shares shall be issued share certificates. The holder of the shares is not required to pay the Company the cost of printing the share certificates.
4. Where a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be re-issued a share certificate by the Company at the request of that shareholder. The shareholder's request must include the following contents:
 - a. Information about the share certificate that has been lost, damaged or otherwise destroyed;
 - b. An undertaking to be responsible for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other Securities Certificates

The General Meeting of Shareholders of the Company decides on the issuance of bonds and other securities. Bonds or other securities certificates of the Company (other than offer letters, temporary certificates and similar documents) shall be issued bearing the signature of the legal representative and the seal of the Company.

Article 9. Transfer of Shares

1. All shares are freely transferable unless otherwise provided in this Charter and by law. Shares listed on the Stock Exchange are transferable in accordance with the laws on securities and the securities market.
2. Shares that have not been fully paid up may not be transferred and do not enjoy related benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from owners' equity, the right to purchase newly offered shares, and other benefits as provided by law.

Article 10. Recovery of Shares

1. Where a shareholder fails to pay in full and on time the amount payable to purchase shares, the Board of Directors shall give notice and is entitled to require that shareholder to pay the outstanding amount and to be liable, in proportion to the total par value of the shares registered for purchase, for the Company's financial obligations arising from the failure to pay in full.
2. The aforementioned payment notice must specify the new payment deadline (at least seven (07) days from the date the notice is sent) and the place of payment,

and must clearly state that, in case of failure to pay as required, the shares not fully paid for shall be recovered.

3. The Board of Directors is entitled to recover shares that have not been fully and timely paid for where the requirements in the aforementioned notice are not met.
4. Recovered shares are deemed authorized but unissued shares as provided in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly, or authorize others to, sell or redistribute them on the conditions and in the manner the Board of Directors considers appropriate.
5. A shareholder holding recovered shares must relinquish shareholder status in respect of those shares, but shall remain liable, in proportion to the total par value of the shares registered for purchase, for the Company's financial obligations arising at the time of recovery under the decision of the Board of Directors, from the date of recovery until the date of payment. The Board of Directors has full authority to decide on the enforcement of payment of the entire value of the shares at the time of recovery.
6. The recovery notice shall be sent to the holder of the shares being recovered before the time of recovery. The recovery remains effective even in the event of an error or negligence in sending the notice.

CHAPTER V: ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Article 11. Organizational Structure, Management and Control

The management, governance and control structure of the Company comprises:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Audit Committee;
4. The Board of Management (the General Director and other executives).

CHAPTER VI: SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:
 - a. To attend and speak at General Meetings of Shareholders and to exercise the right to vote directly at the General Meeting of Shareholders or through an authorized representative or another form provided by the Company's Charter and by law. Each ordinary share carries one vote;
 - b. To receive dividends at the rate decided by the General Meeting of Shareholders;

- c. To have priority to purchase new shares in proportion to each shareholder's holding of ordinary shares in the Company;
 - d. To freely transfer their shares to others, except in the cases provided in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
 - e. To examine, look up and extract information on names and contact addresses in the list of shareholders entitled to vote, and to request correction of inaccurate information about themselves;
 - f. To examine, look up, extract or copy the Company's Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;
 - g. Where the Company is dissolved or goes bankrupt, to receive a portion of the remaining assets in proportion to their holding of shares in the Company after the Company has paid its debts (including debt obligations to the State, taxes and fees) and paid shareholders holding other classes of shares of the Company in accordance with law;
 - h. To request the Company to redeem their shares in the cases provided in Article 132 of the Law on Enterprises;
 - i. To be treated equally. Each share of the same class confers on its holder equal rights, obligations and interests. Where the Company has classes of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
 - j. To have full access to the periodic and extraordinary information disclosed by the Company in accordance with law;
 - k. To have their lawful rights and interests protected, and to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
 - l. Other rights as provided by law and this Charter.
 - m. Rights in respect of other classes of shares (if any) shall be exercised in accordance with current law.
2. A shareholder or group of shareholders holding 5% or more of the total ordinary shares has the following rights:
- a. To request the Board of Directors to convene a General Meeting of Shareholders in the cases provided in Clause 3, Article 115 and Article 140 of the Law on Enterprises;

- b. To examine, look up and extract the minutes book and the resolutions and decisions of the Board of Directors, the semi-annual and annual financial statements, contracts and transactions subject to approval by the Board of Directors, and other documents, except documents relating to the Company's trade secrets and business secrets;
 - c. To request the Audit Committee to examine each specific matter relating to the management and administration of the Company's operations where deemed necessary. The request must be in writing and must include the following: the full name, contact address, nationality and legal document number of the individual, for individual shareholders; the name, enterprise code or legal document number and head-office address, for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders and their ownership ratio in the Company's total shares; and the matter to be examined and the purpose of the examination;
 - d. To propose matters for inclusion in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 working days before the opening date. The proposal must state the name of the shareholder, the number of each class of shares held by the shareholder, and the matter proposed for inclusion in the agenda;
 - e. Other rights as provided by law.
3. A shareholder or group of shareholders holding 10% or more of the total ordinary shares is entitled to nominate persons to the Board of Directors and the Audit Committee. Unless the Company's Charter provides otherwise, the nomination of persons to the Board of Directors and the Audit Committee shall be carried out as follows:
- a. Ordinary shareholders forming a group to nominate persons to the Board of Directors and the Audit Committee 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 Audit Committee, the shareholder or group of shareholders referred to in this Clause is entitled to nominate one or several persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors. Where the number of candidates nominated by the shareholder or group of shareholders is lower than the number they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders;

Article 13. Obligations of Shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time for the shares committed to be purchased;
2. Not to withdraw the capital contributed in ordinary shares from the Company in any form, except where the shares are repurchased by the Company or by another person. Where a shareholder withdraws part or all of the contributed share capital in breach of this Clause, that shareholder and the persons with related interests in the Company shall be jointly and severally liable for the debts and other property obligations of the Company up to the value of the shares withdrawn and the damage caused;
3. To comply with the Company's Charter and the Company's internal regulations;
4. To comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
5. To keep confidential the information provided by the Company in accordance with the Company's Charter and law; to use the information provided only to exercise and protect their lawful rights and interests; it is strictly prohibited to disseminate, copy or send the information provided by the Company to other organizations or individuals;
6. To attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:
 - a. Attending and voting directly at the meeting;
 - b. Authorizing another individual or organization to attend and vote/elect at the meeting;
 - c. Attending and voting/electing through online meetings, electronic voting or other electronic forms;
 - d. Sending voting/election ballots to the meeting by post, fax or email;
7. To bear personal liability where, in the name of the Company in any form, they commit any of the following acts:
 - a. Violating the law;
 - b. Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c. Paying debts not yet due in the face of financial risks to the Company.
8. To fulfill other obligations as provided by current law.

Article 14. The General Meeting of Shareholders;

1. The General Meeting of Shareholders comprises all shareholders with voting rights and is the highest decision-making body of the Company. The annual General Meeting of Shareholders is held once (01) a year. The General Meeting of Shareholders must hold its annual meeting within four (04) months from the end

of the financial year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but for no more than six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders is the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the annual General Meeting of Shareholders and selects an appropriate venue. The annual General Meeting of Shareholders decides matters as provided by law and the Company's Charter, in particular approving the audited annual financial statements and the budget for the next financial year. Where the audit report on the Company's annual financial statements contains material qualifications, adverse opinions or disclaimers of opinion, the Company must invite a representative of the approved audit firm that audited the Company's financial statements to attend the annual General Meeting of Shareholders, and the representative of the aforementioned approved audit organization is responsible for attending the Company's annual General Meeting of Shareholders.
3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:
 - a. The Board of Directors considers it necessary in the interests of the Company;
 - b. The quarterly, six-monthly or audited annual financial statements reflect that the owners' equity has lost one half (1/2) compared with the figure at the beginning of the period;
 - c. The number of remaining members of the Board of Directors, or of independent members of the Board of Directors, is less than the minimum number required by law;
 - d. Upon the request of a shareholder or group of shareholders provided in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, and must bear the signatures of the relevant shareholders, or the written request is made in several copies collecting sufficient signatures of the relevant shareholders;
 - e. Other cases as provided by law.
4. Convening an extraordinary General Meeting of Shareholders
 - a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining Board members, or independent Board members, is as provided in point c, Clause 3 of this Article, or from the date of receipt of the request provided in point d, Clause 3 of this Article;

- b. Where the Board of Directors fails to convene the General Meeting of Shareholders as provided in point a, Clause 4 of this Article, then within the next thirty (30) days, the shareholder or group of shareholders making the request provided in point d, Clause 3 of this Article is entitled to convene the General Meeting of Shareholders in place of the Board of Directors in accordance with Clause 4a, Article 140 of the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting and adopting decisions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These expenses do not include expenses incurred by shareholders in attending the General Meeting of Shareholders, including accommodation and travel expenses.

- c. The procedures for organizing the General Meeting of Shareholders shall comply with Clause 5, Article 140 of the Law on Enterprises.

Article 15. Rights and Obligations of the General Meeting of Shareholders

1. The annual General Meeting of Shareholders has the following rights and obligations:
 - a. To approve the development orientation of the Company;
 - b. To decide the class of shares and the total number of shares of each class authorized to be offered, and to decide the annual dividend rate of each class of shares;
 - c. To elect, dismiss and remove members of the Board of Directors;
 - d. To decide on the investment in or sale of assets with a value of 35% or more of the total value of assets recorded in the Company's most recent financial statements;
 - e. To decide on amendments and supplements to the Company's Charter;
 - f. To approve the annual financial statements;
 - g. To decide on the repurchase of more than 10% of the total shares sold of each class;
 - h. To consider and handle violations by members of the Board of Directors that cause damage to the Company and its shareholders;
 - i. To decide on the reorganization or dissolution of the Company;
 - j. To decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;

- k. To approve the internal governance regulations and the operating regulations of the Board of Directors;
 - l. To approve the list of approved audit firms; to decide on the approved audit firm to examine the Company's operations, and to dismiss the approved auditor where deemed necessary;
 - m. Other rights and obligations as provided by law.
2. The General Meeting of Shareholders discusses and approves the following matters:
- a. The Company's annual business plan;
 - b. The audited annual financial statements;
 - c. The report of the Board of Directors on the governance and operating results of the Board of Directors and of each Board member (independent Board members are responsible for reporting at the annual General Meeting of Shareholders in accordance with Article 284 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities);
 - d. The annual dividend payment rate for each class of shares in accordance with the Law on Enterprises and the rights attached to such class of shares. This dividend rate shall not be higher than the rate proposed by the Board of Directors after consulting the shareholders at the General Meeting of Shareholders;
 - e. The number of members of the Board of Directors;
 - f. To elect, dismiss and remove members of the Board of Directors;
 - g. Decision on the budget or total remuneration, bonuses and other benefits for the Board of Directors;
 - h. Approval of the list of approved audit firms; decision on the approved audit firm to examine the Company's operations where deemed necessary;
 - i. Amendments and supplements to the Company's Charter;
 - j. The class and number of new shares to be issued for each class of shares, and the transfer of shares by founding members within the first 03 years from the date of establishment;
 - k. Division, separation, consolidation, merger or conversion of the Company;
 - l. Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;

- m. Decision on investment transactions or the sale of Company assets with a value of 35% or more of the total value of the Company's assets recorded in the most recent financial statements;
 - n. Decision on the repurchase of more than 10% of the total issued shares of each class;
 - o. The Company entering into contracts and transactions with the persons provided in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial statements;
 - p. Approval of the transactions provided in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
 - q. Approval of the internal regulations on corporate governance and the operating regulations of the Board of Directors;
 - r. Other matters as provided by law.
3. All resolutions and matters included in the meeting agenda must be put to discussion and voting at the General Meeting of Shareholders.

Article 16. Authorization to Attend the General Meeting of Shareholders

- 1. A shareholder, or the authorized representative of a shareholder that is an organization, may attend the meeting directly or authorize one or several other individuals or organizations to attend, or attend through one of the forms provided in Clause 3, Article 144 of the Law on Enterprises.
- 2. The authorization of an individual or organization to represent a shareholder at the General Meeting of Shareholders under Clause 1 of this Article must be made in writing. The authorization document shall be made in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the term of the authorization, and the signatures of the authorizing party and the authorized party. The person authorized to attend the General Meeting of Shareholders must submit the authorization document upon registration for the meeting. In the case of sub-authorization, the attendee must additionally present the original authorization document of the shareholder, or of the authorized representative of the shareholder being an organization (if not previously registered with the Company).
- 3. A ballot of a person authorized to attend the meeting within the authorized scope remains valid where one of the following events occurs, except in the case where:
 - a. The authorizing person has died, has limited civil act capacity or has lost civil act capacity;

- b. The authorizing person has revoked the appointment of the authorization;
- c. The authorizing person has revoked the authority of the person carrying out the authorization.
- d. This provision does not apply where the Company receives notice of one of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Variation of Rights

1. The variation or cancellation of special rights attached to a class of preference shares takes effect when approved by shareholders holding at least 65% of the total voting shares present at the meeting. A resolution of the General Meeting of Shareholders on a matter that adversely affects the rights and obligations of shareholders holding preference shares is only adopted if approved by holders of preference shares of the same class present at the meeting representing 75% or more of the total preference shares of that class, or approved by holders of preference shares of the same class representing 75% or more of the total preference shares of that class where the resolution is adopted in the form of collecting written opinions.
2. The organization of a meeting of holders of a class of preference shares to approve the aforementioned variation of rights is only valid where there are at least two (02) shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. Where the required quorum is not met, the meeting is reconvened within the next thirty (30) days, and the holders of shares of that class (regardless of the number of persons and shares) present in person or through an authorized representative are deemed to constitute the required quorum. At the meetings of holders of the aforementioned preference shares, the holders of shares of that class present in person or through a representative may request a secret ballot. Each share of the same class carries equal voting rights at the aforementioned meetings.
3. The procedures for conducting such separate meetings are carried out similarly to the provisions of Articles 19, 20 and 21 of this Charter.
4. Unless the terms of issuance of the shares provide otherwise, the special rights attached to classes of shares having priority in respect of some or all matters relating to the distribution of profit or assets of the Company are not varied when the Company issues additional shares of the same class.

Article 18. Convening, Agenda and Notice of the General Meeting of Shareholders

1. The Board of Directors convenes the annual and extraordinary General Meetings of Shareholders. The Board of Directors convenes extraordinary General Meetings of Shareholders in the cases provided in Clause 3, Article 14 of this Charter.
2. The person convening the General Meeting of Shareholders must perform the following tasks:
 - a. Prepare the list of shareholders eligible to attend and to vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders is prepared no more than ten (10) days before the date of sending the notice convening the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the final registration date;
 - b. Prepare the agenda and content of the meeting;
 - c. Prepare the documents for the meeting;
 - d. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;
 - e. Determine the time and venue of the meeting;
 - f. Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend;
 - g. Other tasks serving the meeting.
3. The notice convening the General Meeting of Shareholders is sent to all shareholders by a method ensuring it reaches the shareholder's contact address and is posted on the Company's website. The person convening the General Meeting of Shareholders must send the notice to all shareholders on the list of shareholders entitled to attend at least twenty-one (21) days before the opening date of the meeting (counted from the date the notice is validly sent or delivered). The agenda of the General Meeting of Shareholders and the documents relating to the matters to be voted on at the meeting are sent to shareholders and/or posted on the Company's website. Where the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:
 - a. The agenda and the documents used at the meeting;
 - b. The list and detailed information of the candidates in the case of electing members of the Board of Directors;
 - c. The ballot;
 - d. The draft resolution for each matter in the agenda.

4. A shareholder or group of shareholders provided in Clause 2, Article 12 of this Charter has the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must state the name of the shareholder, the number of each class of shares held by the shareholder, and the matter proposed for inclusion in the agenda.
5. The person convening the General Meeting of Shareholders has the right to reject the proposal provided in Clause 4 of this Article in one of the following cases:
 - a. The proposal is not sent in accordance with Clause 4 of this Article;
 - b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% or more of the ordinary shares as provided in Clause 2, Article 12 of this Charter;
 - c. The proposed matter does not fall within the deciding authority of the General Meeting of Shareholders;
 - d. Other cases as provided by law.
6. The person convening the General Meeting of Shareholders must accept and include the proposal provided in Clause 4 of this Article in the expected agenda and content of the meeting, except in the cases provided in Clause 5 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for Conducting the General Meeting of Shareholders

1. A meeting of the General Meeting of Shareholders is conducted when the number of shareholders attending represents more than 50% of the total voting shares.
2. Where the first meeting fails to meet the conditions for being conducted under Clause 1 of this Article, the notice for the second meeting is sent within thirty (30) days from the intended date of the first meeting. The second meeting of the General Meeting of Shareholders is conducted when the number of shareholders attending represents 33% or more of the total voting shares.
3. Where the second meeting fails to meet the conditions for being conducted under Clause 2 of this Article, the notice for the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third meeting of the General Meeting of Shareholders is conducted regardless of the total voting shares of the attending shareholders.

Article 20. Procedures for Conducting and Voting at the General Meeting of Shareholders

1. Before the opening of the meeting, the Company must carry out the procedures for registering shareholders and must continue the registration until the shareholders entitled to attend who are present have all registered, in the following order:
 - a. When carrying out shareholder registration, the Company issues to each shareholder or authorized representative with voting rights a voting card, on which is recorded the registration number, the full name of the shareholder, the full name of the authorized representative and the number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each matter in the agenda. Voting is carried out by votes to approve, disapprove and abstain. At the meeting, the cards approving the resolution are collected first, the cards disapproving the resolution are collected afterwards, and finally the total number of votes approving or disapproving is counted to decide. The vote-counting result is announced by the chairperson immediately before the close of the meeting. The meeting elects the persons responsible for counting votes or supervising the vote count at the proposal of the chairperson. The number of members of the vote-counting board is decided by the General Meeting of Shareholders based on the proposal of the meeting chairperson;
 - b. A shareholder, the authorized representative of a shareholder that is an organization, or an authorized person who arrives after the meeting has opened has the right to register immediately and thereafter to participate and vote at the meeting immediately after registering. The chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of the matters voted on previously does not change.
2. The election of the chairperson, secretary and vote-counting board is provided as follows:
 - a. The Chairman of the Board of Directors acts as chairperson, or authorizes another member of the Board of Directors to act as chairperson of the General Meeting of Shareholders convened by the Board of Directors. Where the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors elect one of them as chairperson of the meeting on a majority basis. Where a chairperson cannot be elected, the General Meeting of Shareholders elects the chairperson of the meeting from among the attendees, and the person with the highest number of votes acts as chairperson of the meeting;
 - b. Except in the case provided in point a of this Clause, the person who signed the notice convening the General Meeting of Shareholders directs the General Meeting of Shareholders to elect the chairperson of the meeting, and the person with the highest number of votes acts as chairperson of the meeting;
 - c. The chairperson appoints one or several persons as secretary of the meeting;

- d. The General Meeting of Shareholders elects one or several persons to the vote-counting board at the proposal of the meeting chairperson.
3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders in the opening session. The agenda must clearly and specifically determine the time for each matter in the meeting agenda.
4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
 - a. Arranging seating at the venue of the General Meeting of Shareholders;
 - b. Ensuring safety for all persons present at the meeting venues;
 - c. Facilitating shareholders' attendance (or continued attendance) at the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The measures applied may include issuing entry cards or using other forms of selection.
5. The General Meeting of Shareholders discusses and votes on each matter in the agenda. Voting is carried out by votes to approve, disapprove and abstain. The vote-counting result is announced by the chairperson immediately before the close of the meeting.
6. A shareholder or authorized attendee who arrives after the meeting has opened is still allowed to register and has the right to participate in voting immediately after registering; in this case, the validity of the matters voted on previously does not change.
7. The person convening the meeting or the chairperson of the General Meeting of Shareholders has the following rights:
 - a. To require all attendees to submit to inspection or other lawful and reasonable security measures;
 - b. To request the competent authority to maintain order at the meeting, and to expel from the General Meeting of Shareholders those who do not comply with the chairperson's directing authority, who deliberately cause disorder, who obstruct the normal progress of the meeting, or who do not comply with the security inspection requirements.
8. The chairperson has the right to adjourn a General Meeting of Shareholders that has a sufficient number of registered attendees, for a maximum of no more than 03 working days from the date the meeting is intended to open, and may only adjourn the meeting or change the meeting venue in the following cases:

- a. The meeting venue does not have enough convenient seating for all attendees;
 - b. The communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss and vote;
 - c. There is an attendee who obstructs or causes disorder, with a risk of preventing the meeting from being conducted in a fair and lawful manner.
9. Where the chairperson adjourns or suspends a meeting of the General Meeting of Shareholders in breach of Clause 8 of this Article, the General Meeting of Shareholders elects another person from among the attendees to replace the chairperson in conducting the meeting until its close; all resolutions adopted at that meeting are effective for implementation.
 10. Where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic forms in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders

1. A resolution on the following matters is adopted if approved by shareholders representing at least 65% or more of the total votes of all shareholders attending and voting at the meeting, except in the cases provided in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:
 - a. The class of shares and the total number of shares of each class;
 - b. Changes to business lines and business fields;
 - c. Changes to the Company's management organizational structure;
 - d. An investment project or the sale of assets with a value of 35% or more of the total value of assets recorded in the Company's most recent financial statements;
 - e. Reorganization or dissolution of the Company.
2. Other resolutions are adopted when approved by shareholders holding more than 50% of the total votes of all shareholders attending and voting at the meeting, except in the cases provided in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.
3. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares are lawful and effective even where the order and procedures for convening the meeting and adopting such resolution breach the provisions of the Law on Enterprises and this Charter.

Article 22. Authority and Procedures for Collecting Shareholders' Written Opinions to Adopt Decisions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders are carried out in accordance with the following provisions:

1. The Board of Directors has the right to collect shareholders' written opinions to adopt a resolution of the General Meeting of Shareholders where it considers necessary in the interests of the Company, except in the cases provided in Clause 2, Article 147 of the Law on Enterprises.
2. The Board of Directors must prepare the opinion-collection ballot, the draft resolution of the General Meeting of Shareholders and the documents explaining the draft resolution, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the opinion-collection ballot. The requirements for and method of sending the opinion-collection ballot and accompanying documents are carried out in accordance with Clause 3, Article 18 of this Charter.
3. The opinion-collection ballot must contain the following principal contents:
 - a. The name, head-office address and enterprise code;
 - b. The purpose of collecting opinions;
 - c. The full name, contact address, nationality and legal document number of the individual, for individual shareholders; the name, enterprise code or legal document number and head-office address, for institutional shareholders, or the full name, contact address, nationality and legal document number of the individual representative of an institutional shareholder; and the number of shares of each class and the number of votes of the shareholder;
 - d. The matter on which opinions are collected to adopt the decision;
 - e. The voting options, including to approve, disapprove and abstain, for each matter on which opinions are collected;
 - f. The deadline for returning the completed opinion-collection ballot to the Company;
 - g. The full name and signature of the Chairman of the Board of Directors.
4. A shareholder may return the completed opinion-collection ballot to the Company by post, fax or email in accordance with the following provisions:
 - a. In the case of post, the completed opinion-collection ballot must bear the signature of the individual shareholder, or of the authorized representative or legal representative of the institutional shareholder. The opinion-collection

ballot returned to the Company must be enclosed in a sealed envelope, and no one is entitled to open it before the vote count;

- b. In the case of fax or email, the opinion-collection ballot returned to the Company must be kept confidential until the time of the vote count;
 - c. Opinion-collection ballots returned to the Company after the deadline specified in the content of the ballot, or which have been opened in the case of post or disclosed in the case of fax or email, are invalid. An opinion-collection ballot not returned is deemed a ballot not participating in voting.
5. The Board of Directors counts the votes and prepares a vote-counting record in the presence of a shareholder not holding a managerial position in the Company. The vote-counting record must contain the following principal contents:
- a. The name, head-office address and enterprise code;
 - b. The purpose and the matters on which opinions are collected to adopt the resolution;
 - c. The number of shareholders with the total number of votes that participated in voting, distinguishing the number of valid votes from invalid votes and the method of returning ballots, accompanied by an appendix listing the shareholders that participated in voting;
 - d. The total number of votes to approve, disapprove and abstain for each matter;
 - e. The matters adopted and the corresponding approval voting ratios;
 - f. The full names and signatures of the Chairman of the Board of Directors, the vote counter and the vote-count supervisor.

The members of the Board of Directors, the vote counter and the vote-count supervisor shall be jointly liable for the truthfulness and accuracy of the vote-counting record, and jointly liable for damage arising from decisions adopted as a result of dishonest or inaccurate vote counting.

6. The vote-counting record and the resolution must be sent to shareholders within fifteen (15) days from the date of completion of the vote count. The sending of the vote-counting record and resolution may be replaced by posting on the Company's website within 24 hours from the time of completion of the vote count.
7. The completed opinion-collection ballots, the vote-counting record, the adopted resolution and the relevant documents sent together with the opinion-collection ballot must all be kept at the Company's head office.
8. A resolution adopted in the form of collecting shareholders' written opinions is adopted if approved by shareholders holding more than 50% of the total votes of all shareholders with voting rights, and has the same value as a resolution adopted at a meeting of the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. A meeting of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in another electronic form. The minutes must be prepared in Vietnamese, may additionally be prepared in English, and must contain the following principal contents:
 - a. The name, head-office address and enterprise code;
 - b. The time and venue of the General Meeting of Shareholders;
 - c. The agenda and content of the meeting;
 - d. The full names of the chairperson and the secretary;
 - e. A summary of the proceedings of the meeting and the opinions expressed at the General Meeting of Shareholders on each matter in the meeting agenda;
 - f. The number of shareholders and the total number of votes/election ballots of the attending shareholders, and an appendix listing the registered shareholders and shareholders' representatives attending the meeting with the corresponding number of shares and votes;
 - g. The total number of votes for each matter voted on, clearly stating the voting method, the total number of valid and invalid votes, votes to approve, disapprove and abstain, and the corresponding ratio to the total votes of the attending shareholders;
 - h. The matters adopted and the corresponding approval voting ratios;
 - i. The full names and signatures of the chairperson and the secretary. Where the chairperson or the secretary refuses to sign the meeting minutes, the minutes are effective if signed by all other members of the Board of Directors attending the meeting and contain the full contents required by this Clause. The minutes shall clearly state the refusal of the chairperson or the secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the close of the meeting. The chairperson and the secretary of the meeting shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.
3. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. Where there is a difference in content between the Vietnamese minutes and the foreign-language minutes, the content of the Vietnamese minutes shall apply.
4. The resolution and minutes of the General Meeting of Shareholders, the appendix listing the shareholders registered to attend together with the shareholders' signatures, the authorization documents to attend the meeting, all documents

attached to the minutes (if any) and the relevant documents enclosed with the meeting notice must be disclosed on the securities market and kept at the Company's head office.

Article 24. Request for Annulment of Decisions of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the record of the results of the collection of shareholders' written opinions, a shareholder or group of shareholders provided in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to consider and annul the resolution or part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and adopting the decision of the General Meeting of Shareholders seriously breach the provisions of the Law on Enterprises and this Charter, except in the case provided in Clause 3, Article 21 of this Charter.
2. The content of the resolution breaches the law or this Charter.

CHAPTER VII: BOARD OF DIRECTORS

Article 25. Candidacy and Nomination of Members of the Board of Directors:

1. Where the candidates have been determined in advance, information relating to the candidates for the Board of Directors is included in the documents of the General Meeting of Shareholders and disclosed at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. A candidate for the Board of Directors must give a written undertaking as to the truthfulness, accuracy and reasonableness of the personal information disclosed and must undertake to perform their duties honestly if elected as a member of the Board of Directors. The disclosed information relating to a candidate for the Board of Directors includes at least the following:
 - a. Full name, date of birth;
 - b. Educational background;
 - c. Professional qualifications;
 - d. Work history;
 - e. Other managerial titles (including positions on the Board of Directors of other companies);
 - f. Interests related to the Company and the Company's related parties;
 - g. Other information (if any);

- h. The public company is responsible for disclosing information on the companies in which the candidate currently holds the position of member of the Board of Directors, other managerial titles, and the interests of the Board of Directors candidate related to the company (if any).
2. A shareholder or group of shareholders holding 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors, specifically:
3. A shareholder or group of shareholders holding from 10% to 20% of the total voting shares is entitled to nominate one (01) candidate; from over 20% to 30%, up to two (02) candidates; from over 30% to 50%, up to three (03) candidates; from over 50% to 65%, up to four (04) candidates; over 65%, up to five (05) candidates.
4. Where the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors introduces additional candidates or organizes nominations in accordance with the Company's Charter, the internal regulations on corporate governance and the operating regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.
5. Members of the Board of Directors must satisfy the standards and conditions provided in Clauses 1 and 2, Article 155 of the Law on Enterprises.

Article 26. Composition and Term of Members of the Board of Directors

1. The number of members of the Board of Directors is five (05) persons.
2. The term of a member of the Board of Directors does not exceed five (05) years and the member 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 two (02) consecutive terms. Where all members of the Board of Directors end their term at the same time, those members continue to serve as members of the Board of Directors until new members are elected to replace them and take over the work.
3. The composition of members of the Board of Directors is as follows:

The composition of the members of the Company's Board of Directors must ensure that at least one (01) member of the Board of Directors is a non-executive member and at least one (01) member of the Board of Directors is an independent member. Where the number of members of the Company's Board of Directors is fewer than five (05) persons, the Company must ensure that one (01) member of the Board of Directors is an independent member.

4. A member of the Board of Directors ceases to be a member of the Board of Directors where dismissed, removed or replaced by the General Meeting of Shareholders as provided in Article 160 of the Law on Enterprises.
5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.
6. A member of the Board of Directors is not required to be a shareholder of the Company.

Article 27. Powers and Obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority to act in the name of the Company to decide on and exercise the rights and obligations of the Company, except for the rights and obligations falling within the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are provided by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:
 - a. To decide on the Company's strategy, medium-term development plan and annual business plan;
 - b. To recommend the class of shares and the total number of shares of each class authorized to be offered;
 - c. To decide on the sale of unsold shares within the number of shares of each class authorized to be offered, and to decide on raising additional capital in other forms;
 - d. To decide on the selling price of the Company's shares and bonds;
 - e. To decide on the repurchase of shares as provided in Clauses 1 and 2, Article 133 of the Law on Enterprises;
 - f. To decide on investment plans and investment projects within its authority and the limits provided by law;
 - g. To decide on solutions for market development, marketing and technology;
 - h. To approve purchase, sale, borrowing, lending and other contracts and transactions with a value of 35% or more of the total value of assets recorded in the Company's most recent financial statements, and contracts and transactions falling within the deciding authority of the General Meeting of Shareholders as provided in point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises;
 - i. To elect, dismiss and remove the Chairman of the Board of Directors; to appoint, dismiss, sign and terminate contracts with the General Director and other important managers provided in the Company's Charter; to decide on the

salary, remuneration, bonuses and other benefits of those managers; and to appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and to decide on the remuneration and other benefits of those persons;

- j. To supervise and direct the General Director and other managers in administering the Company's daily business;
 - k. To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches and representative offices and on capital contribution to or purchase of shares in other enterprises;
 - l. To approve the agenda and content of the documents for the General Meeting of Shareholders, and to convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to adopt resolutions;
 - m. To submit the audited annual financial statements to the General Meeting of Shareholders;
 - n. To recommend the dividend rate to be paid, and to decide on the time and procedures for paying dividends or handling losses arising in the course of business;
 - o. To recommend the reorganization or dissolution of the Company, and to request the bankruptcy of the Company;
 - p. To decide on issuing the operating regulations of the Board of Directors and the internal regulations on corporate governance after they are approved by the General Meeting of Shareholders; and to decide on issuing the operating regulations of the Audit Committee under the Board of Directors and the Company's information disclosure regulations.
 - q. Other rights and obligations as provided by the Law on Enterprises, the Law on Securities and other provisions of law.
3. The Board of Directors must report to the General Meeting of Shareholders on the operating results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 28. Remuneration, Salary and Other Benefits of Members of the Board of Directors

- 1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.
- 2. Members of the Board of Directors are entitled to work remuneration and bonuses.

The work remuneration is calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the remuneration rate per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is accounted for as the Company's business expense in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its annual meeting.
4. A member of the Board of Directors who holds an executive position, or a member of the Board of Directors who works on committees of the Board of Directors or performs other work outside the scope of the ordinary duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee per occasion, salary, commission, percentage of profit or another form as decided by the Board of Directors.
5. A member of the Board of Directors has the right to be reimbursed for all travel, meal, accommodation and other reasonable expenses they have incurred in performing their responsibilities as a member of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.
6. A member of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for the liabilities of a member of the Board of Directors relating to breaches of the law and this Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed and removed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors must not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a. To draw up the programs and plans of activity of the Board of Directors;
 - b. To prepare the agenda, content and documents for meetings, and to convene and preside over meetings of the Board of Directors;
 - c. To organize the adoption of resolutions and decisions of the Board of Directors;

- d. To supervise the process of organizing the implementation of the resolutions and decisions of the Board of Directors;
 - e. To preside over meetings of the General Meeting of Shareholders;
 - f. Other rights and obligations as provided by the Law on Enterprises.
4. Where the Chairman of the Board of Directors submits a resignation or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or the dismissal or removal.
 5. Where the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles provided in this Charter. Where there is no authorized person, or the Chairman of the Board of Directors dies, goes missing, is held in custody, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification or compulsory education establishment, has fled their place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is banned by the Court from holding office, practicing a profession or performing certain work, the remaining members elect one of them to hold the position of Chairman of the Board of Directors on the principle of approval by a majority of the remaining members, until a new decision of the Board of Directors is made.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of that Board of Directors. This meeting is convened and presided over by the member with the highest number or highest percentage of votes. Where there is more than one member with the highest and equal number or percentage of votes, the members vote on a majority basis to choose one (01) of them to convene the meeting of the Board of Directors.
2. The Board of Directors must meet at least once (01) every quarter and may hold extraordinary meetings.
3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:
 - a. There is a request from an independent member of the Board of Directors;
 - b. There is a request from the General Director or at least five (05) other managers;
 - c. There is a request from at least two (02) members of the Board of Directors.

4. The request provided in Clause 3 of this Article must be made in writing, clearly stating the purpose, the matters to be discussed and the decisions falling within the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request provided in Clause 3 of this Article. Where the Chairman fails to convene a meeting of the Board of Directors as requested, the Chairman shall be liable for the damage caused to the Company; the requesting person has the right to convene the meeting of the Board of Directors in place of the Chairman of the Board of Directors.
6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of the meeting at least three (03) working days before the meeting date. The meeting notice must specifically determine the time and venue of the meeting, the agenda, and the matters to be discussed and decided. The meeting notice must be accompanied by the documents used at the meeting and the voting card of the member.

The notice of the meeting of the Board of Directors may be sent by invitation letter, telephone, fax or electronic means, ensuring it reaches the registered contact address of each member of the Board of Directors at the Company.

7. A meeting of the Board of Directors is conducted when 3/4 or more of the total members attend. Where a meeting convened under this Clause does not have a sufficient number of attending members as required, it is reconvened for a second time within seven (07) days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors attend.
8. A member of the Board of Directors is deemed to attend and vote at the meeting in the following cases:
 - a. Attending and voting directly at the meeting;
 - b. Authorizing another person to attend and vote in accordance with Clause 10 of this Article;
 - c. Attending and voting through an online conference, electronic voting or another electronic form;
 - d. Sending a voting card to the meeting by post, fax or email;
 - e. Sending a voting card by other means.
 - f. Where a voting card is sent to the meeting by post, the voting card must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening. The voting card may only be opened in the presence of all attendees.

- g. A member must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.
- h. A resolution or decision of the Board of Directors is adopted if approved by a majority of the attending members; in the case of a tie, the final decision belongs to the side supported by the Chairman of the Board of Directors.

Article 31. Committees of the Board of Directors

- 1. The Board of Directors may establish subordinate committees in charge of development policy, personnel, salary and bonuses, internal audit and risk management. The number of members of a committee, as decided by the Board of Directors, is at least three (03) persons, including members of the Board of Directors and external members. Independent members of the Board of Directors / non-executive members of the Board of Directors should constitute a majority of the committee, and one of these members is appointed Head of the committee by decision of the Board of Directors. The operation of the committee must comply with the regulations of the Board of Directors. A resolution of a committee is only effective when a majority of members attend and vote to adopt it at the committee's meeting.
- 2. The implementation of a decision of the Board of Directors, or of a committee subordinate to the Board of Directors, must comply with current law and the provisions of the Company's Charter and the internal regulations on corporate governance.

Article 32. Person in Charge of Corporate Governance

- 1. The Company's Board of Directors must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may concurrently act as Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.
- 2. The person in charge of corporate governance must not concurrently work for the approved audit organization currently auditing the Company's financial statements.
- 3. The person in charge of corporate governance has the following rights and obligations:
 - a. To advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;
 - b. To prepare the meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;
 - c. To advise on the procedures of meetings;

- d. To attend meetings;
- e. To advise on the procedures for preparing resolutions of the Board of Directors;
- f. To provide financial information, copies of the minutes of meetings of the Board of Directors and other information to members of the Board of Directors;
- g. To supervise and report to the Board of Directors on the Company's information disclosure activities;
- h. To act as the focal point for liaison with stakeholders;
- i. To keep information confidential in accordance with law;
- j. Other rights and obligations as provided by law.

CHAPTER VIII: GENERAL DIRECTOR, OTHER EXECUTIVES AND COMPANY SECRETARY

Article 33. Organization of the Management Apparatus

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business. The Company has a General Director, Deputy General Directors, a Chief Accountant and other managerial titles appointed by the Board of Directors. The appointment, dismissal and removal of the aforementioned titles must be approved by resolution of the Board of Directors.

Article 34. Executives of the Company

1. The executives of the Company include the General Director, Deputy General Directors and the Chief Accountant.
2. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and to standards consistent with the Company's structure and management regulations provided by the Board of Directors. The executives of the enterprise are responsible for supporting the Company in achieving the objectives set out in its operations and organization.
3. The General Director is paid a salary and bonuses. The salary and bonuses of the General Director are decided by the Board of Directors.
4. The salary of the executives is accounted for in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its annual meeting.

Article 35. Appointment, Dismissal, Duties and Powers of the General Director

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to act as General Director.
2. The General Director is the person who administers the Company's daily business; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the exercise of the rights and obligations assigned.
3. The term of the General Director does not exceed five (05) years and the General Director may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions provided by law and the Company's Charter.
4. The General Director has the following rights and obligations:
 - a. To decide on matters relating to the Company's daily business that do not fall within the authority of the Board of Directors;
 - b. To organize the implementation of the resolutions and decisions of the Board of Directors;
 - c. To organize the implementation of the Company's business plan and investment plan;
 - d. To recommend plans for the organizational structure and internal management regulations of the Company;
 - e. To appoint, dismiss and remove managerial titles in the Company, except for the titles falling within the authority of the Board of Directors;
 - f. To decide on the salary and other benefits of employees in the Company, including managers within the appointing authority of the General Director;
 - g. To recruit labor;
 - h. To recommend plans for paying dividends or handling losses in business;
 - i. Other rights and obligations as provided by law, this Charter and the resolutions and decisions of the Board of Directors.
5. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors with voting rights present at the meeting so approve, and appoint a new General Director to replace them.

CHAPTER IX: AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 36. Candidacy and Nomination of Members of the Audit Committee

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

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

Article 37. Composition of the Audit Committee

1. The Audit Committee has two (02) 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. A member 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 within the following cases:
 - a. Working in the accounting or finance department of the Company;
 - b. Being a member or employee of the approved audit organization that has audited the Company's financial statements in the preceding three (03) years.
3. The Chairman of the Audit Committee must hold a university degree or higher in one of the disciplines of economics, finance, accounting, auditing, law or business administration.

Article 38. Rights and Obligations of the Audit Committee

The Audit Committee has the rights and obligations provided in Article 161 of the Law on Enterprises and the Company's Charter, and the following rights and obligations:

1. To have the right to access documents relating to the Company's operating situation, and to discuss with the other members of the Board of Directors, the General Director, the Chief Accountant and other managers in order to collect information serving the activities of the Audit Committee.
2. To have the right to require the representative of the approved audit organization to attend and answer matters relating to the audited financial statements at meetings of the Audit Committee.
3. To use external legal, accounting or other advisory services where necessary.
4. To develop and submit to the Board of Directors policies for the detection and management of risks, and to propose to the Board of Directors solutions to handle risks arising in the Company's operations.
5. To prepare a written report to the Board of Directors upon detecting that a member of the Board of Directors, the General Director or other manager does not fully perform their responsibilities under the Law on Enterprises and the Company's Charter.
6. To develop the operating regulations of the Audit Committee and submit them to the Board of Directors for approval.

Article 39. Meetings of the Audit Committee

1. The Audit Committee must meet at least twice (02) a year. The minutes of meetings are prepared in detail and clearly and must be fully kept. The minute-taker and the members of the Audit Committee attending the meeting must sign the meeting minutes.
2. The Audit Committee adopts decisions by voting at the meeting, by collecting written opinions, or by another form provided in the operating regulations of the Audit Committee. Each member of the Audit Committee has one voting ballot. A decision of the Audit Committee is adopted if approved by a majority of the attending members; in the case of a tie, the final decision belongs to the side supported by the Chairman of the Audit Committee.

Article 40. Reporting on the Activities of Independent Members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders

1. The independent members of the Board of Directors in the Audit Committee are responsible for reporting on their activities at the annual General Meeting of Shareholders.
2. The report on the activities of the independent members of the Board of Directors in the Audit Committee at the annual General Meeting of Shareholders must contain the following:
 - a. The remuneration, operating expenses and other benefits of the Audit Committee and of each member of the Audit Committee as provided in the Law on Enterprises and the Company's Charter;
 - b. A summary of the meetings of the Audit Committee and the conclusions and recommendations of the Audit Committee;
 - c. The results of the supervision of the financial statements, the operating situation and the financial situation of the Company;
 - d. An evaluation report on transactions between the Company, its subsidiaries, and other companies in which the Company holds control of more than 50% of charter capital, on the one hand, and members of the Board of Directors, the General Director, other executives of the enterprise and the related persons of those subjects, on the other; and transactions between the Company and a company in which a member of the Board of Directors, the General Director or other executive of the enterprise is a founding member or a manager of the enterprise within the three (03) years immediately preceding the time of the transaction;
 - e. The results of the evaluation of the Company's internal control and risk management system;

- f. The results of the supervision of the Board of Directors, the General Director and other executives of the enterprise;
- g. The results of the evaluation of the coordination of activities between the Audit Committee and the Board of Directors, the General Director and the shareholders.

CHAPTER X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR AND OTHER EXECUTIVES

Members of the Board of Directors, the General Director and other executives are responsible for performing their duties, including their duties as members of the committees of the Board of Directors, honestly and prudently in the interests of the Company.

Article 41. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, the General Director and other managers must publicly disclose related interests in accordance with the Law on Enterprises and relevant legal documents.
2. Members of the Board of Directors, the General Director, other managers and the related persons of these members may only use information obtained by virtue of their positions to serve the interests of the Company.
3. Members of the Board of Directors, the General Director and other managers have the obligation to notify the Board of Directors in writing of all transactions between the Company, its subsidiaries, and other companies in which the public company holds control of more than 50% of charter capital, on the one hand, and such subjects themselves or the related persons of such subjects, on the other, in accordance with law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on such resolution in accordance with the law on information disclosure.
4. Unless the General Meeting of Shareholders decides otherwise, the Company may not grant loans or guarantees to members of the Board of Directors, the General Director, other executives, and the individuals and organizations related to the aforementioned members, or to legal entities in which these persons have financial interests, except where the Company and the organization related to such member are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies and economic groups, and unless specialized law provides otherwise.
5. A member of the Board of Directors may not vote on a transaction that brings benefits to that member or to the related persons of that member, as provided in the Law on Enterprises.

6. Members of the Board of Directors, the General Director, other managers and the related persons of these subjects may not use or disclose to others internal information in order to carry out related transactions.
7. A transaction between the Company and one or more members of the Board of Directors, the General Director, other executives, and the individuals and organizations related to these subjects is not invalidated in the following cases:
 - a. For a transaction with a value of less than 35% of the total value of assets recorded in the most recent financial statements, where the material contents of the contract or transaction, as well as the relationships and interests of the member of the Board of Directors, the General Director or other executive, have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes in favor of the members of the Board of Directors having no related interest;
 - b. For a transaction with a value equal to or greater than 35%, or a transaction leading to a transaction value arising within 12 months from the date of the first transaction having a value of 50% or more of the total value of assets recorded in the most recent financial statements, where the material contents of this transaction, as well as the relationships and interests of the member of the Board of Directors, the General Director or other executive, have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of the shareholders having no related interest.

Article 42. Liability for Damage and Compensation

1. Members of the Board of Directors, the General Director and other executives who breach their duty and responsibility of honesty and prudence and fail to fulfill their obligations shall be liable for the damage caused by their breaches.
2. The Company shall indemnify persons who have been, are, or may become a party to claims, lawsuits or prosecutions (including civil and administrative matters, and not being lawsuits in which the Company is the plaintiff) where that person has been or is a member of the Board of Directors, the General Director, other executive, employee or representative authorized by the Company who has performed or is performing duties under the Company's authorization, acting honestly and prudently in the interests of the Company on the basis of compliance with the law, and there is no evidence confirming that the person breached their responsibilities.
3. The compensation expenses include the costs of judgments, fines and amounts actually payable arising (including lawyers' fees) when resolving these matters within the limits permitted by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

CHAPTER XI: RIGHT TO INSPECT THE COMPANY'S BOOKS AND RECORDS

Article 43. Right to Inspect Books and Records

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:
 - a. Ordinary shareholders have the right to examine, look up and extract information on names and contact addresses in the list of shareholders with voting rights, to request correction of inaccurate information about themselves, and to examine, look up, extract or copy the Company's Charter, the minutes of the General Meeting of Shareholders and the resolutions of the General Meeting of Shareholders.
 - b. A shareholder or group of shareholders holding 5% or more of the total ordinary shares has the right to examine, look up and extract the minutes book and the resolutions and decisions of the Board of Directors, the mid-year and annual financial statements, the contracts and transactions subject to approval by the Board of Directors, and other documents, except documents relating to the Company's trade secrets and business secrets.
2. Where the authorized representative of a shareholder or group of shareholders requests to inspect the books and records, the request must be accompanied by the authorization document of the shareholder or group of shareholders that the person represents, or a notarized copy of such authorization document.
3. Members of the Board of Directors, the General Director and other executives have the right to inspect the Company's shareholder register, the list of shareholders and other books and records of the Company for purposes relating to their positions, provided that such information must be kept confidential.
4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, the regulations, the documents evidencing ownership of assets, the resolutions of the General Meeting of Shareholders and the Board of Directors, the minutes of meetings of the General Meeting of Shareholders and the Board of Directors, the reports of the Board of Directors, the annual financial statements, the accounting books and other documents as provided by law, at the head office or another location, provided that the shareholders and the Business Registration Authority are notified of the place where these documents are kept.
5. The Company's Charter must be published on the Company's website.

CHAPTER XII: EMPLOYEES AND TRADE UNION

Article 44. Employees and Trade Union

1. The General Director must prepare plans for the Board of Directors to approve matters relating to the recruitment of employees, the dismissal of employees,

salaries, social insurance, welfare, rewards and discipline for employees and executives of the enterprise.

2. The General Director must prepare plans for the Board of Directors to approve matters relating to the Company's relations with trade union organizations in accordance with the best management standards, practices and policies, the practices and policies provided in this Charter, the Company's regulations and current law.

CHAPTER XIII: DISTRIBUTION OF PROFIT

Article 45. Distribution of Profit

1. The General Meeting of Shareholders decides the dividend payment rate and the form of annual dividend payment from the Company's retained earnings.
2. The Company does not pay interest on dividends or on payments related to a class of shares.
3. The Board of Directors may recommend to the General Meeting of Shareholders the payment of all or part of the dividend in shares, and the Board of Directors is the body that implements this decision.
4. Where dividends or other amounts related to a class of shares are paid in cash, the Company must pay in Vietnamese dong. Payment may be made directly or through banks on the basis of the bank account details provided by the shareholder. Where the Company has made the transfer in accordance with the bank details provided by the shareholder but the shareholder does not receive the money, the Company is not liable for the amount the Company transferred to that shareholder. The payment of dividends on shares listed/registered at the Stock Exchange may be carried out through a securities company or the Vietnam Securities Depository and Clearing Corporation.
5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors adopts a resolution or decision determining a specific date to finalize the list of shareholders. As at that date, persons registered as shareholders or holders of other securities are entitled to receive dividends, interest, profit distributions, shares, notices or other documents.
6. Other matters relating to the distribution of profit are carried out in accordance with the provisions of law.

CHAPTER XIV: BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 46. Bank Accounts

1. The Company opens accounts at Vietnamese banks or at foreign banks permitted to operate in Vietnam.

2. With the prior approval of the competent authority, in case of necessity, the Company may open bank accounts abroad in accordance with the provisions of law.
3. The Company carries out all payments and accounting transactions through its Vietnamese dong or foreign currency accounts at the banks where the Company opens accounts.

Article 47. Financial Year

The Company's financial year begins on the first day of January each year and ends on the 31st day of December of the same year. The first financial year begins on the date of issuance of the Enterprise Registration Certificate and ends on the 31st day of December immediately following the date of issuance of that Enterprise Registration Certificate.

Article 48. Accounting Regime

1. The accounting regime used by the Company is the Vietnamese Accounting Standards (VAS), the enterprise accounting regime or another specific accounting regime issued by a competent authority and approved by the Ministry of Finance.
2. The Company keeps its accounting books in Vietnamese and stores its accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, up to date and systematic, and must be sufficient to evidence and explain the Company's transactions.
3. The Company uses Vietnamese dong as its monetary unit in accounting. Where the Company has economic transactions arising mainly in one foreign currency, it may choose that foreign currency as its monetary unit in accounting, shall be liable for that choice before the law, and shall notify its direct tax administration authority.

CHAPTER XV: ANNUAL REPORT, FINANCIAL STATEMENTS AND INFORMATION DISCLOSURE RESPONSIBILITY

Article 49. Annual, Semi-Annual and Quarterly Financial Statements

1. The Company must prepare annual financial statements, and the annual financial statements must be audited in accordance with the provisions of law. The Company discloses the audited annual financial statements in accordance with the law on information disclosure on the securities market and submits them to the competent state authority.
2. The annual financial statements must include the reports, appendices and notes as provided in the law on enterprise accounting. The annual financial statements must truthfully and objectively reflect the Company's operating situation.
3. The Company must prepare and disclose the reviewed semi-annual financial statements and the quarterly financial statements in accordance with the law on

information disclosure on the securities market and submit them to the competent state authority.

Article 50. Annual Report

The Company must prepare and disclose the Annual Report in accordance with the laws on securities and the securities market.

CHAPTER XVI: AUDIT OF THE COMPANY

Article 51. Audit

1. The General Meeting of Shareholders appoints an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements for the next financial year, based on the terms and conditions agreed with the Board of Directors.
2. The audit report is attached to the Company's annual financial statements.
3. The independent auditor performing the audit of the Company's financial statements may attend meetings of the General Meeting of Shareholders, is entitled to receive notices and other information relating to the meeting of the General Meeting of Shareholders, and may express opinions at the meeting on matters relating to the audit of the Company's financial statements.

CHAPTER XVII: SEAL OF THE ENTERPRISE

Article 52. Seal of the Enterprise

1. The seal includes a seal made at a seal-engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors decides the type, quantity, form and content of the seal of the Company and of the Company's branches and representative offices (if any).
3. The Board of Directors and the General Director use and manage the seal in accordance with current law.

CHAPTER XVIII: DISSOLUTION OF THE COMPANY

Article 53. Dissolution of the Company

1. The Company may be dissolved in the following cases:
 - a. Expiry of the operating term stated in the Company's Charter without a decision to extend;
 - b. Pursuant to a resolution or decision of the General Meeting of Shareholders;
 - c. Revocation of the Enterprise Registration Certificate, except where the Law on Tax Administration provides otherwise;
 - d. Other cases as provided by law.

2. The dissolution of the Company before its term (including the extended term) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to, or approved by, the competent authority (if mandatory) in accordance with regulations.

Article 54. Extension of Operation

1. The Board of Directors convenes a meeting of the General Meeting of Shareholders at least 7 months before the end of the operating term so that shareholders may vote on the extension of the Company's operation at the proposal of the Board of Directors.
2. The operating term is extended when shareholders representing 65% or more of the total votes of all shareholders attending the General Meeting of Shareholders so approve.

Article 55. Liquidation

1. At least six (06) months before the end of the Company's operating term, or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee comprising three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee prepares its own operating regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation are given priority for payment by the Company before the Company's other debts.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of its establishment and the date it commences operation. From that time, the Liquidation Committee acts on behalf of the Company in all matters relating to the liquidation of the Company before the Court and administrative authorities.
3. The proceeds from the liquidation are paid in the following order:
 - a. Liquidation expenses;
 - b. Debts for wages, severance allowances, social insurance and other benefits of employees under the signed collective labor agreement and labor contracts;
 - c. Tax debts;
 - d. Other debts of the Company;
 - e. The remaining portion, after all debts from items (a) to (d) above have been paid, is distributed to shareholders. Preference shares are given priority of payment first.

CHAPTER XIX: RESOLUTION OF INTERNAL DISPUTES

Article 56. Resolution of Internal Disputes

1. Where disputes or complaints arise relating to the Company's operations, or to the rights and obligations of shareholders under the Law on Enterprises, other provisions of law, the Company's Charter or other regulations, between:
 - a. Shareholders and the Company;
 - b. Shareholders and the Board of Directors, the General Director or other executives.
 - b. The parties concerned shall endeavor to resolve such dispute through negotiation and conciliation. Except where the dispute relates to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors presides over the resolution of the dispute and requires each party to present the information relating to the dispute within fifteen (15) working days from the date the dispute arises. Where the dispute relates to the Board of Directors or the Chairman of the Board of Directors, any party may request commercial arbitration to appoint an independent expert to act as a mediator for the dispute-resolution process.
2. Where no conciliation decision is reached within six (06) weeks from the commencement of the conciliation process, or where the decision of the mediator is not accepted by the parties, a party may bring the dispute before Arbitration or the Court.
3. The parties shall bear their own expenses relating to the negotiation and conciliation procedures. The payment of court expenses is carried out in accordance with the Court's judgment.

CHAPTER XX: SUPPLEMENT AND AMENDMENT OF THE CHARTER

Article 57. Supplement and Amendment of the Charter

1. The supplement and amendment of this Charter must be considered and decided by the General Meeting of Shareholders.
2. Where there are provisions of law relating to the Company's operations that are not addressed in this Charter, or where there are new provisions of law that differ from the provisions of this Charter, those provisions of law shall automatically apply and govern the Company's operations.

CHAPTER XXI: EFFECTIVE DATE

Article 58. Effective Date

1. This Charter comprises 21 Chapters and 58 Articles, unanimously approved by the General Meeting of Shareholders of Viet Thai Electric Cable Corporation on 27/06/2026 in Dong Nai, and the full text of this Charter is jointly agreed to take effect.

2. The Charter is made in two (02) copies of equal validity and must be kept at the Company's head office.
3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or by at least one half (1/2) of the total members of the Board of Directors.

VIET THAI ELECTRIC CABLE CORPORATION

(Legal Representative)



mpam
TỔNG GIÁM ĐỐC
Mai Phan Cẩm Lôi