

**SONG DA 10 JOINT
STOCK COMPANY**

No: 559/QD-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, June 29, 2026

DECISION

Regarding the Issuance of the Company Charter

BOARD OF DIRECTORS OF SONG DA 10 JOINT STOCK COMPANY

Based on the Enterprise Law and the Securities Law;

Based on Resolution No.537/NQ-ĐHĐCĐ dated June 25, 2026 of the Annual General Meeting of Shareholders 2026 of Song Da 10 Joint Stock Company.

DECISION

Article 1: The Charter of Song Da 10 Joint Stock Company is hereby issued together with this Decision.

Article 2: This Charter takes effect from the date of issuance and replaces the Charter issued together with Decision No. 378/QD-HĐQT dated June 30, 2023 of the Board of Directors of Song Da 10 Joint Stock Company.

Article 3: Members of the Board of Directors, members of the Supervisory Board, the General Director, shareholders, individuals, departments and units within Song Da 10 Joint Stock Company shall comply with this Charter according to their functions, duties and powers.

Recipient:

- As per Article 3
- Information disclosure;
- File documents, secretary.

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



TRAN TUAN LINH



CHARTER OF SONG DA 10 JOINT STOCK COMPANY

(Issued together with Decision No. /QD-HDQT dated [date] [month] [year] 2026
of the Board of Directors of Song Da 10 Joint Stock Company)

INTRODUCTION

This Charter was adopted by Resolution No. 01/NQ-DH dated June 30, 2021 of the 2021 Annual General Meeting of Shareholders and amended and supplemented by:

- Resolution No. 01/NQ-DH dated June 28, 2022 of the 2022 Annual General Meeting of Shareholders;
- Resolution No. 362/NQ-ĐHĐCĐ dated June 29, 2023, of the Annual General Meeting of Shareholders 2023.
- Resolution No. 537/NQ-ĐHĐCĐ dated June 25, 2026, of the Annual General Meeting of Shareholders 2026.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Explanation of Terms

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

- a) *Charter capital* is the total par value of shares sold or registered for purchase upon the establishment of a joint-stock company and as stipulated in Article 6 of this Charter;
- b) *Voting capital* is the share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;
- c) *The Enterprise Law* is Law No. 59/2020/QH14 of the Socialist Republic of Vietnam, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- d) *The Securities Law* is Law No. 54/2019/QH14 of the Socialist Republic of Vietnam, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- e) *Vietnam* is the Socialist Republic of Vietnam;
- f) *The establishment date* is the date the Company is first granted the Certificate of Business Registration (Business Registration Certificate and equivalent documents);
- g) *The business executives* are the General Director, Deputy General Director, and Chief Accountant;
- h) *The business managers* are the company managers, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, and Chief Accountant;
- i) *Related parties* are individuals and organizations as defined in Clause 46, Article 4 of the Securities Law;
- k) *Shareholders* are individuals and organizations owning at least one share of the Company;
- l) *Founding shareholders* are shareholders owning at least one common share and signing the list of founding shareholders of the Company;
- m) *Major shareholders* are shareholders as defined in Clause 18, Article 4 of the Securities Law;

n) *Operating period* is the period of operation of the Company as stipulated in Article 2 of this Charter and any extension period (if any) approved by the General Meeting of Shareholders of the Company;

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

p) "*Company*" refers to Song Da 10 Joint Stock Company.

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

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

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

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

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN SÔNG ĐÀ 10.
- Company name in English: SONG DA NO 10 JOINT STOCKS COMPANY.
- Company abbreviation: SONG DA 10 JSC.

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

3. Company Registered Office:

- Head office address: Floors 10-11, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City.

- Phone: 024.37683998

- Fax: 024.37683997

- Email: songda10vp@gmail.com

- Website: <https://www.songda10.com.vn>

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

5. Unless the Company ceases operations before the deadline stipulated in Article 54, its operating period is indefinite from the date of establishment.

Article 3. Legal Representative of the Company

1. The Company has one legal representative, who is the General Director or the person assigned to act as Acting General Director.

2. The powers and obligations of the legal representative are stipulated in Clause 3, Article 162 of the Enterprise Law, specifically as follows:

a) Deciding on matters related to the company's daily business operations that are not within the authority of the Board of Directors;

- b) Organizing the implementation of resolutions and decisions of the Board of Directors;
- c) Organizing the implementation of the company's business plan and investment plan;
- d) Proposing organizational structure plans and internal management regulations for the company;
- e) Appointing, dismissing, and removing management positions within the company, except for those within the authority of the Board of Directors;
- f) Deciding on salaries and other benefits for employees in the company, including managers appointed by the General Director;
- g) Recruiting employees;
- h) Proposing dividend payment plans or handling business losses;
- i) Other rights and obligations as prescribed by law, the Charter, and resolutions and decisions of the Board of Directors.

III. OBJECTIVES AND SCOPE OF PRODUCTION AND BUSINESS ACTIVITIES OF THE COMPANY

Article 4. Objectives of the Company's Operations

1. The company's business lines and activities:

No.	Business Line	Industry Code	Main Business Line
1	Iron ore mining	0710	
2	Mining of other non-ferrous metal ores	0729	
3	Mining of precious and rare metal ores (Except those prohibited by the State)	0730	
4	Quarrying of stone, sand, gravel and clay	0810	
5	Other mining and quarrying n.e.c.	0899	
6	Support activities for other mining and quarrying	0990	
7	Manufacture of refractory products	2391	
8	Manufacture of construction materials from clay	2392	
9	Manufacture of cement, lime and plaster	2394	
10	Manufacture of concrete and products from concrete, cement and plaster	2395	
11	Cutting, shaping and finishing of stone	2396	
12	Manufacture of other non-metallic mineral products n.e.c.	2399	
13	Manufacture of metal structures and parts of structures	2511	
14	Machining; treatment and coating of metals	2592	
15	Manufacture of mining and construction machinery	2824	
16	Manufacture of other special-purpose machinery	2829	
17	Repair and maintenance of fabricated metal products	3311	
18	Repair and maintenance of machinery and equipment	3312	

No.	Business Line	Industry Code	Main Business Line
19	Repair and maintenance of electronic and optical equipment	3313	
20	Repair and maintenance of electrical equipment	3314	
21	Repair and maintenance of transport equipment (except automobiles, motorcycles and other motor vehicles)	3315	
22	Repair and maintenance of other equipment	3319	
23	Installation of industrial machinery and equipment	3320	
24	Electricity generation from renewable energy sources	3512	
25	Electric power transmission and distribution (excluding national power transmission and dispatch operations)	3513	
26	Construction of residential buildings	4101	
27	Construction of non-residential buildings	4102	
28	Construction of railway works	4211	
29	Construction of roads and highways	4212	X
30	Construction of electrical works	4221	
31	Construction of water supply and drainage works	4222	
32	Construction of telecommunications and communication works	4223	
33	Construction of other utility projects	4229	
34	Hydraulic engineering construction	4291	
35	Construction of mining projects	4292	
36	Construction of processing and manufacturing projects	4293	
37	Construction of other civil engineering projects. Details: construction and installation of transport, industrial, civil, electrical, irrigation works and underground project complexes.	4299	
38	Demolition	4311	
39	Site preparation. Details: - Site clearance; - Earthmoving: excavation, backfilling, leveling and bulldozing at construction sites, drainage, rock transportation, blasting; - Exploratory drilling, test drilling and sampling for geological and geophysical surveys.	4312	
40	Electrical system installation	4321	
41	Plumbing, heating and air, conditioning system installation	4322	
42	Other building installation activities	4329	
43	Building completion and finishing	4330	
44	Specialized construction brokerage service activities	4340	
45	Other specialized construction activities	4390	
46	Wholesale of other machinery, equipment and spare parts (excluding medical equipment trading and auction activities)	4659	
47	Wholesale of parts and accessories for motor vehicles and other motor vehicles (excluding auction activities)	4662	
48	Wholesale of metals and metal ores.	4672	

No.	Business Line	Industry Code	Main Business Line
	Details: - Wholesale of metal ores; - Wholesale of iron and steel (excluding gold bullion, raw gold trading and auction activities)		
49	Wholesale of construction materials and other installation supplies (excluding auction activities)	4673	
50	Retail sale of hardware, paints, glass, construction materials and installation equipment	4752	
51	Retail sale of spare parts and accessories for motor vehicles and other motor vehicles	4782	
52	Urban and suburban passenger land transport (except by bus). Details: - Taxi passenger transport services; - Passenger transport by motorcycle, motorbike and other motor vehicles	4931 (Article 6 of Decree 158/2024/ND-CP)	
53	Other passenger land transport. Details: - Passenger transport by fixed route automobiles; - Contract-based passenger transport services	4932 (Articles 4 and 7 of Decree 158/2024/ND-CP)	
54	Freight transport by road. Details: Freight transport business by trucks and automobiles	4933	
55	Warehousing and storage	5210	
56	Cargo handling (excluding airport cargo handling)	5224	
57	Other support activities related to transportation (excluding aviation activities)	5229	
58	Architectural and related technical consultancy activities. Details: Technical design and consultancy services for projects related to civil engineering, pipeline engineering and transport architecture	7110	
59	Technical testing and analysis	7120	
60	Renting and leasing of motor vehicles. Details: - Car rental; - Rental of other motor vehicles	7710	
61	Renting and leasing of machinery, equipment and tangible goods without operator	7730	
62	Temporary employment agency activities. Details: Labor outsourcing services	7821 (Article 21 of Decree 145/2020/ND-CP)	
63	Other human resource provision. Details: - Services for sending Vietnamese workers abroad under contracts; - Domestic human resource supply services	7822 (Articles 2 and 3 of Decree No. 112/2021/ND-CP)	
64	Other security and safety service activities	8019	

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

2. Company's operational objectives:

a) To conduct profitable business, preserve and develop invested capital in the Company; maximize profits, develop production and business activities to bring optimal benefits to shareholders; contribute to the State budget through taxes from production and business activities while creating jobs and generating income for employees;

b) To maximize the Company's operational efficiency;

c) To diversify business sectors, expand domestic and international markets, and enhance the Company's competitiveness in order to build and develop a Company with strong economic potential.

Article 5. Scope of Production and Business Activities of the Company

The Company is permitted to conduct production and business activities in the registered and notified business sectors specified in this Charter, and published on the national business registration portal. In cases where the Company engages in investment, production, or business activities in conditional sectors, the Company must meet all business conditions as stipulated in the Investment Law and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The Company's charter capital is VND 427,323,110,000 (Four hundred twenty-seven billion three hundred twenty-three million one hundred ten thousand dong).

The total charter capital of the Company is divided into 42,732,311 shares with a par value of VND 10,000/share.

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

3. All shares of the Company on the date of adoption of this Charter are common shares. The rights and obligations of shareholders holding shares are stipulated in Articles 12 and 13 of this Charter.

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

5. The name, address, number of shares, and other information of the founding shareholders are as prescribed by the Enterprise Law.

Common shares must be offered preferentially to existing shareholders in proportion to their ownership of common shares in the Company, unless the General Meeting of Shareholders decides otherwise. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute those shares to shareholders and others under conditions no more favorable than those offered to existing shareholders, unless the General Meeting of Shareholders approves otherwise.

6. The Company may repurchase shares issued by itself in the manner prescribed

in this Charter and current law.

7. The Company may issue other types of securities as prescribed by law.

Article 7. Share Certificates

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

2. Shares are securities that confirm the legal rights and interests of the owner in a portion of the share capital of the issuing organization. Share certificates must contain all the information as prescribed in Clause 1, Article 121 of the Enterprise Law.

3. Within 7 days from the date of submitting a complete application for transfer of share ownership as prescribed by the Company, or within 7 days from the date of full payment for the shares as prescribed in the Company's share issuance plan (or other timeframe as stipulated in the issuance terms), the shareholder shall be issued a share certificate. The shareholder shall not be required to pay the Company the cost of printing the share certificate.

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

- a) Information about the lost, damaged, or otherwise destroyed share;
- b) A commitment to be responsible for any disputes arising from the reissue of the new share.

Article 8. Other Securities Certificates

Bond certificates or other securities certificates issued by the Company shall bear 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 stipulated in this Charter and by law. Shares listed or registered for trading on the Stock Exchange shall be transferred in accordance with the provisions of the law on securities and the securities market.

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

Article 10. Share Repurchase

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

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

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

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

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but remain liable for the Company's financial obligations arising at the time of repurchase, as decided by the Board of Directors, from the date of repurchase until the date of payment. The Board of Directors has the full right to decide on the enforcement of payment of the full value of the shares at the time of repurchase.

6. The repurchase notice shall be sent to the holder of the repurchased shares before the date of repurchase. The repurchase remains valid even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational Structure, Governance and Control

The organizational structure for management, governance and control of the Company includes:

1. General Meeting of Shareholders.
2. Board of Directors, Supervisory Board.
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:

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

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

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

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

e) Review, search, and extract information on names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;

f) Review, search, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

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

h) Request the Company to repurchase shares in the cases stipulated in Article 132

of the Enterprise Law;

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

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

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

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

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

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

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

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

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

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

3. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board. The nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out as follows:

a) Common shareholders forming a group to nominate individuals to the Board of Directors and the Supervisory Board must notify the attending shareholders of the group

meeting before the opening of the General Meeting of Shareholders;

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

4. An organization that is a shareholder owning at least 10% of the total number of common shares may authorize a maximum of 05 representatives by proxy.

Article 13. Obligations of Shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time the number of shares they committed to purchase.
2. Not to withdraw capital contributed in the form of ordinary shares from the Company in any form, except in the case where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital contrary to the provisions of this clause, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.
3. To comply with the Company's Charter and Internal Management Regulations.
4. To abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To maintain confidentiality of information provided by the Company as stipulated in the Company's Charter and the law; 5. Only use the information provided to exercise and protect your legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Company to other organizations or individuals.
6. Attend the General Meeting of Shareholders and exercise your voting rights through the following forms:
 - a) Attend and vote directly at the meeting;
 - b) Authorize another individual or organization to attend and vote at the meeting;
 - c) Attend and vote through online conferencing, electronic voting, or other electronic forms;
 - d) Send voting ballots to the meeting via mail, fax, or email.
7. Be personally liable when acting on behalf of the Company in any form to perform any of the following acts:
 - a) Violation of the law;
 - b) Conducting business and other transactions for personal gain or to serve the

interests of other organizations or individuals;

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

8. Fulfill other obligations as required by applicable law.

Article 14. General Meeting of Shareholders (GMS)

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

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable location. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company's Charter, especially approving the audited annual financial statements. In the event that the Company's annual financial statement audit report contains material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the approved auditing firm to attend the Annual General Meeting of Shareholders. The representative of the approved auditing firm 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 deems it necessary for the benefit of the Company;
- b) The remaining number of members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;
- c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law; The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and collected with sufficient signatures of the relevant shareholders;
- d) At the request of the Supervisory Board.

4. Convening an Extraordinary General Meeting of Shareholders

a) The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is as stipulated in point b, clause 3 of this Article, or upon receiving the request as stipulated in points c and d, clause 3 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as

stipulated in point a, clause 4 of this Article, then within the next 30 days, the Supervisory Board shall replace the Board of Directors in convening a General Meeting of Shareholders as stipulated in clause 3, Article 140 of the Enterprise Law;

c) If the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated in point b, clause 4 of this Article, the shareholder or group of shareholders as stipulated in point c, clause 3 of this Article has the right to request a representative of the Company to convene a General Meeting of Shareholders in accordance with the Law on Enterprises;

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

d) The procedures for organizing a General Meeting of Shareholders are stipulated in clause 5, Article 140 of the Law on Enterprises.

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

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

- a) To approve the Company's development orientation;
- b) To decide on the types of shares and the total number of shares of each type authorized for sale; to decide on the annual dividend rate for each type of share;
- c) To elect, dismiss, and remove members of the Board of Directors and members of the Supervisory Board;
- d) To decide on the investment or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- e) To decide on amendments and additions 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 number of shares sold of each type;
- h) To review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;
- i) To decide on the reorganization or dissolution of the Company;
- k) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- l) Approving the internal regulations on corporate governance, the operating regulations of the Board of Directors and the Supervisory Board;
- m) Approving the list of approved auditing firms; deciding on the approved auditing firm to conduct the Company's operations, and dismissing approved auditors

when deemed necessary;

n) For matters approved in previous General Meetings of Shareholders that have not yet been implemented, the Board of Directors must report to the General Meeting of Shareholders at the nearest annual meeting. In case of changes to matters within the authority of the General Meeting of Shareholders, the Board of Directors must submit them to the General Meeting of Shareholders for approval at the nearest meeting before implementation;

o) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discusses and approves the following matters:

a) The Company's annual business plan;

b) Audited annual financial statements;

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

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

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

f) Dividend rate for each share of each class;

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

h) Election, dismissal, and removal of members of the Board of Directors and the Supervisory Board;

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

k) Approval of the list of approved auditing firms; decision on which auditing firm is approved to conduct inspections of the company's operations when deemed necessary;

l) Amendments and additions to the Company Charter;

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

n) Division, separation, merger, acquisition, or conversion of the Company;

o) Reorganization and dissolution (liquidation) of the Company and designation of the liquidator;

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

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

r) The Company entering into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the Company's total asset value recorded in the most recent financial statement;

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

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

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

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

Article 16. Authorization to Attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders who are organizations, may directly attend the meeting or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.

2. The authorization for an individual or organization to represent and attend the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. In the case of sub-delegation, the meeting participant must present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

3. The voting ballot of the authorized participant remains valid within the scope of their authorization if any of the following cases occur:

- a) The authorizing person has died, is incapacitated, or has lost their legal capacity;
- b) The authorizing person has revoked the authorization;
- c) The authorizing person has revoked the authority of the person performing the authorization.

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

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares shall take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders shall only be approved if it is endorsed by preferred shareholders

of the same class present at the meeting who own 75% or more of the total number of preferred shares of that class, or by preferred shareholders of the same class who own 75% or more of the total number of preferred shares of that class in the case of a resolution adopted by written ballot.

2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights shall only be valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If the required number of delegates is not present, the meeting shall be rescheduled within the following 30 days, and those holding shares of that class (regardless of the number of individuals and shares) present in person or through authorized representatives shall be considered to have met the required number of delegates. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

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

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

Article 18. Convening Meetings, Meeting Agenda, and Notice of Meeting Invitations to Shareholders' Meetings

1. The Board of Directors shall convene annual and extraordinary general meetings of shareholders. The Board of Directors shall convene extraordinary general meetings of shareholders in the cases stipulated in Clause 3, Article 14 of these Charters.

2. The person convening the general meeting of shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to participate and vote at the general meeting of shareholders. The list of shareholders entitled to attend the general meeting of shareholders shall be prepared no more than 10 days before the date of sending the notice of meeting invitations. The company must publish information about the preparation of the list of shareholders entitled to attend the general meeting of shareholders at least 20 days before the last registration date;

b) Prepare the agenda and content of the meeting;

c) Prepare documents for the meeting;

d) Draft resolutions of the general meeting of shareholders according to the planned content of the meeting;

d) Determining the time and place of the general meeting;

e) Notifying and sending notices of the General Meeting of Shareholders to all shareholders entitled to attend;

g) Other tasks serving the general meeting.

3. Notices inviting shareholders to the General Meeting of Shareholders shall be sent to all shareholders by means that ensure they reach the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission, and the stock exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send notices inviting shareholders to all shareholders on the list of shareholders entitled to attend at least 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders, and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not included 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 meeting agenda and documents to be used in the meeting;
- b) The list and detailed information of candidates in the case of electing members of the Board of Directors and members of the Supervisory Board;
- c) Voting ballots;
- d) Draft resolutions for each item on the agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of these Charters have the right to propose items to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than 3 working days before the opening of the meeting. Proposals must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed item to be included in the agenda.

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

- a) The proposal is submitted improperly according to Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 12 of this Charter;
- c) The issue of the proposal is outside the scope of the General Meeting of Shareholders' decision-making authority.

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as stipulated 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 Holding a Shareholders' General Meeting

1. A Shareholders' General Meeting shall be held when the number of shareholders attending represents more than 50% of the total voting shares.

2. If the first meeting does not meet the conditions for holding a meeting as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within

30 days from the date of the first planned meeting. The second Shareholders' General Meeting shall be held when the number of shareholders attending represents 33% or more of the total voting shares.

3. If the second meeting does not meet the conditions for holding a meeting as stipulated in Clause 2 of this Article, a notice of the third meeting must be sent within 20 days from the date of the second planned meeting. The third Shareholders' General Meeting shall be held regardless of the total number of voting shares of the shareholders attending.

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

1. Before the meeting opens, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting have registered in the following order:

a) When registering shareholders, the Company issues 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 issue in the agenda. Voting is conducted by vote in favor, against, and abstention. At the meeting, the votes in favor of the resolution are collected first, followed by the votes against the resolution, and finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the closing of the meeting. a) The General Meeting shall elect those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

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

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

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

b) Except as stipulated in point a) of this clause, the person who signed the summons for the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect the chairman, and the person with the highest number of votes shall preside over the meeting;

c) The chairman shall appoint one or more people to serve as secretary of the meeting;

d) The General Meeting of Shareholders shall elect one or more members to the vote counting committee upon the recommendation of the meeting chairman.

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

4. The chairman 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) Arrange seating at the meeting venue;

b) Ensure the safety of all persons present at the meeting venues;

c) Facilitate the attendance (or continued attendance) of shareholders at the meeting. The person convening the General Meeting of Shareholders has the full right to change the above measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

5. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by vote of approval, disapproval, and abstention. The results of the vote count shall be announced by the chairperson immediately before the closing of the meeting.

6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of the items voted on earlier remains unchanged.

7. The convener or chairperson of the General Meeting of Shareholders has the following rights:

a) To require all attendees to undergo security checks or other lawful and reasonable security measures;

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

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

a) The meeting location does not have enough convenient seating for all attendees;

b) The communication facilities at the meeting location do not ensure that shareholders can participate, discuss, and vote;

c) Attendees obstruct or disrupt order, posing a risk of the meeting not being conducted fairly and legally.

9. If the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

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

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

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

- a) Type of shares and total number of shares of each type;
- b) Changes in business lines, professions and business sectors;
- c) Changes in the organizational structure of the Company's management;
- d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- e) Reorganization or dissolution of the Company.

2. Resolutions are adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting, except as stipulated in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Enterprise Law.

3. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and adopting the resolution violate the provisions of the Enterprise Law and the company's charter.

Article 22. Authority and Procedure for Obtaining Shareholder Opinions in Writing to Adopt Resolutions of the General Meeting of Shareholders

The authority and procedure for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders shall be carried out in accordance with the following regulations:

1. The Board of Directors has the right to obtain shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the

benefit of the Company, except as stipulated in Clause 2, Article 147 of the Enterprise Law.

2. The Board of Directors must prepare opinion ballots, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions, and send them to all shareholders entitled to vote no later than 10 days before the deadline for returning the opinion ballots. The requirements and method for sending opinion ballots and accompanying documents shall be carried out in accordance with Clause 3, Article 18 of these Charters.

3. The opinion poll form must contain the following main contents:

- a) Name, registered office address, and business registration number;
- b) Purpose of the opinion poll;
- c) Full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, registered office address of the organization shareholder; or full name, contact address, nationality, and legal document number of the representative of the organization shareholder; number of shares of each class and the number of voting rights of the shareholder;
- d) Issues requiring an opinion poll for decision-making;
- e) Voting options including "agree," "disagree," and "no opinion" for each issue;
- f) Deadline for returning the completed opinion poll forms to the Company;
- g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send their completed opinion ballots to the Company by mail, fax, or email, subject to the following regulations:

a) If sent by mail, the completed opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the corporate shareholder. The ballot sent to the Company must be enclosed in a sealed envelope, and no one may open it before the vote count;

b) If sent by fax or email, the opinion ballot sent to the Company must be kept confidential until the vote count;

c) Opinion ballots sent to the Company after the deadline specified in the ballot content, or that have been opened in the case of mail or disclosed in the case of fax or email, are invalid. Unsent ballots will be considered as not participating in the vote.

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

- a) Name, registered office address, and business registration number;
- b) Purpose and issues requiring consultation to pass the resolution;
- c) Number of shareholders and total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix

listing the shareholders who participated in the vote;

- d) Total number of votes in favor, against, and abstentions for each issue;
- e) Issues that have been approved and the corresponding percentage of votes in favor;
- f) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote supervisor.

The members of the Board of Directors, the vote counter, and the vote supervisor shall be jointly responsible for the honesty and accuracy of the vote counting minutes; and jointly responsible for any damages arising from decisions made due to dishonest or inaccurate vote counting.

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

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

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

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

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

- a) Name, address of the head office, enterprise code;
- b) Time and place of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full names of the chairperson and secretary;
- e) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each item on the agenda;
- f) Number of shareholders and total number of votes cast by shareholders attending the meeting, appendix listing registered shareholders, shareholder representatives attending the meeting with their respective shareholdings and votes;
- g) Total number of votes cast for each voting item, clearly stating the voting method, total number of valid, invalid, affirmative, and abstention votes; corresponding percentage of the total number of votes cast by shareholders attending the meeting;
- h) Issues that have been approved and the corresponding percentage of votes cast;
- i) Full names and signatures of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all

other members of the Board of Directors attending the meeting and containing all the content as stipulated in this clause. 1. The meeting minutes must clearly state that the chairman and secretary refused to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairman and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' content.

3. Minutes prepared in both Vietnamese and foreign languages have the same legal effect. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

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

Article 24. Request for Annulment of Shareholders' Meeting Resolution

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

1. The procedures for convening the meeting and making decisions of the Shareholders' Meeting seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 3, Article 21 of this charter.

2. The content of the resolution violates the law or this charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and Election of Board Members

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

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work experience;
- d) Other management positions (including board positions in other companies);
- e) Interests related to the Company and its related parties;

f) The Company is responsible for disclosing information about the companies in which the candidate holds board member positions, other management positions, and any interests related to the Company held by the candidate for the Board of Directors (if any).

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

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

4. Members of the Board of Directors must meet the standards and conditions as stipulated in Clause 1, Article 155 of the Enterprise Law.

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

1. The number of members of the Board of Directors is five (05) people.

2. The term of office of the Board of Directors is five (05) years. The term of office for a Board of Directors member is the same as the term of the Board of Directors and is 5 years. Board members may be re-elected for an unlimited number of terms. In the case of supplementary or replacement elections, the term of office for a Board member is the remaining term of the Board of Directors. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two consecutive terms. If all Board members complete their terms simultaneously, they will continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of Board members are non-executive members. The Company minimizes the number of Board members holding executive positions within the Company to ensure the independence of the Board of Directors.

The Board of Directors must have at least one independent member among its five members. If there is more than one independent member, these members are responsible for coordinating with each other to fulfill the rights and obligations of an independent Board member.

4. A Board member ceases to be a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders as stipulated in Article 160 of the Enterprise Law.

5. The appointment of a Board member must be publicly disclosed in accordance with the law on information disclosure in the securities market.

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

Article 27. Powers and Obligations of the Board of Directors

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

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

a) Deciding on the strategy, medium-term development plan, and annual business plan of the Company;

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

c) Deciding on the sale of unsold shares within the scope of the number of shares authorized for sale of each type; deciding on raising additional capital through other forms;

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

e) Deciding on the repurchase of shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

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

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

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

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; k) Appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;

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

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

n) Approving the agenda and content of documents for the General Meeting of

Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

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

o) Proposing the dividend rate to be paid; deciding on the time and procedures for paying dividends or handling losses incurred during business operations;

p) Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy; q) Decisions on the promulgation of the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; decisions on the promulgation of the company's information disclosure regulations;

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

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

Article 28. Remuneration, bonuses, and other benefits of Board of Directors members

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

2. Board of Directors members are entitled to remuneration and bonuses.

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

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

4. Board members holding executive positions or Board members working in subcommittees of the Board of Directors or performing other tasks outside the normal scope of a Board member's duties may receive additional remuneration in the form of a lump sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors. 5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company for liability

insurance after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the company's Articles of Incorporation.

Article 29. Chairman of the Board of Directors

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

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

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

- a) To prepare the program and plan of activities for the Board of Directors;
- b) To prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
- c) To organize the adoption of resolutions and decisions of the Board of Directors;
- d) To supervise the implementation of resolutions and decisions of the Board of Directors;
- e) To chair the General Meeting of Shareholders;
- f) Other rights and obligations as stipulated in the Enterprise Law and the company's charter.

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

5. If the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors by a majority vote of the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

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

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

extraordinary meetings.

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

- a) Upon the request of the Supervisory Board or an independent member of the Board of Directors;
- b) Upon the request of the General Director or at least five other managers;
- c) Upon the request of at least two members of the Board of Directors.

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

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

The notice of meeting of the Board of Directors may be sent by invitation, telephone, fax, electronic means, and must be delivered to the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the convener shall send notices of meeting and accompanying documents to the members of the Supervisory Board as to the members of the Board of Directors.

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

8. A Board of Directors meeting shall be held when at least 3/4 of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within 7 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors are present.

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

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic means;

d) Sending ballots to the meeting via mail, fax, or email.

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

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

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

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be responsible for development policy, human resources, compensation, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall be at least 3, 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 shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members attend and vote to approve them at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with current legal regulations and the provisions of the company's charter and 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 person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of corporate governance may not simultaneously work for an approved auditing firm that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a) Advise the Board of Directors on organizing the General Meeting of Shareholders as prescribed and on related matters between the Company and shareholders;

b) Prepare for meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;

c) Advise on the procedures of the meetings;

- d) Attend the meetings;
- d) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
- e) Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Supervisory Board;
- g) Monitoring and reporting to the Board of Directors on the Company's information disclosure activities;
- h) Acting as the point of contact with relevant stakeholders;
- i) Maintaining confidentiality of information in accordance with legal regulations and the Company's Articles of Association.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Management Structure

The Company's management system must ensure that the management structure is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a General Director, Deputy General Directors, and Chief Accountant. The appointment, dismissal, and removal of the above-mentioned positions must be approved by resolution or decision of the Board of Directors.

Article 34. Company Executives

1. Company executives include the General Director, Deputy General Directors, and Chief Accountant.

2. Upon 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 with qualifications consistent with the Company's structure and management regulations as stipulated by the Board of Directors. The business manager is responsible for supporting the Company in achieving its operational and organizational goals.

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

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

Article 35. Appointment, dismissal, duties and powers of the General Director

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

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

3. The term of office for the General Director is 5 years and can be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law.

4. The General Director has the following rights and obligations:

a) Deciding on matters related to the Company's daily business operations that are not within the authority of the Board of Directors;

b) Organizing the implementation of resolutions and decisions of the Board of Directors;

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

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

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

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

g) Recruiting employees;

h) Proposing dividend payment plans or handling business losses;

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

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

6. In case a new General Director cannot be appointed or if necessary, the Board of Directors may consider assigning another person to act as Acting General Director of the Company. The Acting General Director is responsible for directing, managing, resolving affairs, and signing decisions, documents, contracts, files, etc., within the authority and responsibility of the General Director of the Company. The Acting General Director is the legal representative of the Company.

IX. SUPERVISORY BOARD

Article 36. Nomination and Election of Supervisory Board Members (Supervisors)

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

2. In case the number of Supervisory Board candidates nominated and elected is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the provisions of the company's Charter, internal regulations on corporate governance, and the operating regulations of the Supervisory Board. The incumbent Supervisory Board's introduction of additional candidates must be

clearly announced before the General Meeting of Shareholders votes to elect Supervisory Board members in accordance with the law.

Article 37. Composition of the Supervisory Board

1. The number of Supervisory Board members of the Company is 03.

The term of the Supervisory Board is five (05) years. 1. The term of office for a member of the Supervisory Board is the same as the term of the Supervisory Board and is 5 years. Members of the Supervisory Board may be re-elected for an unlimited number of terms. In the case of supplementary or replacement elections, the term of office for a member of the Supervisory Board is the remaining term of the Supervisory Board.

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

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

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

- a) No longer meeting the standards and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;
- b) Submitting a resignation letter and having it accepted;

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

- a) Failure to complete assigned tasks and duties;
- b) Failure to exercise their rights and obligations for 6 consecutive months, except in cases of force majeure;
- c) Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law and the company's charter;
- d) Other cases as decided by the General Meeting of Shareholders.

Article 38. Head of the Supervisory Board

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

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

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

of Directors for submission to the General Meeting of Shareholders.

Article 39. Rights and Obligations of the Supervisory Board

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

1. To propose and recommend to the General Meeting of Shareholders the approval of the list of auditing organizations approved to audit the Company's financial statements; to decide on the auditing organization approved to conduct the inspection of the Company's operations, and to dismiss approved auditors when deemed necessary.
2. To be responsible to shareholders for its supervisory activities.
3. To supervise the Company's financial situation and the compliance with the law in the activities of the members of the Board of Directors, the General Director, and other managers.
4. To ensure coordination of activities with the Board of Directors, the General Director, and shareholders.
5. In case of discovering any violations of the law or the company's charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and take measures to remedy the consequences.
6. Develop the operating regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
7. Report to the General Meeting of Shareholders as stipulated in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.
8. Have the right to access the Company's records and documents kept at the head office, branches, and other locations; have the right to visit the workplaces of the Company's managers and employees during working hours.
9. Has the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.
10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least 2/3 of the Supervisory Board members attending. Minutes of the Supervisory Board meetings must be prepared in detail and clearly. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. Minutes of the Supervisory Board meetings must be kept to determine the responsibility of each Supervisory Board member.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing organizations to attend and answer questions that need clarification.

Article 41. Salaries, Remuneration, Bonuses, and Other Benefits of Supervisory Board Members

The salaries, remuneration, bonuses, and other benefits of Supervisory Board members shall be implemented according to the following regulations:

1. Supervisory Board members shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

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

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

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, SUPERVISORY BOARD MEMBERS, GENERAL DIRECTOR AND OTHER EXECUTIVES

Board of Directors members, Supervisory Board members, the General Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and diligently for the benefit of the Company.

Article 42. Responsibility for Honesty and Avoidance of Conflicts of Interest

1. Board of Directors members, Supervisory Board members, the General Director and other managers must disclose relevant interests in accordance with the Law on Enterprises and related legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related parties may only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of

Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

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

5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related parties are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

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

a) For transactions with a value less than 35% of the total value of assets recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Board members who have no related interests;

b) For transactions with a value greater than or equal to 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction, as well as the relationship and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders by voting of shareholders without an interest.

Article 43. Liability for Damages and Compensation

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

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

3. Compensation costs include judgment costs, fines, and actual payments incurred (including attorney fees) when resolving these cases within the legal framework. The

company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO ACCESS COMPANY RECORDS AND DOCUMENTS

Article 44. Right to access records and documents

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

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

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

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

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

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

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

XII. EMPLOYEES AND TRADE UNIONS

Article 45. Employees and Trade Unions

1. The General Director must prepare a plan for the Board of Directors to approve matters relating to recruitment, termination of employment, wages, social insurance, benefits, rewards and disciplinary actions for employees and business managers.

2. The General Director must prepare a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

III. PROFIT DISTRIBUTION

Article 46. Profit Distribution

1. The General Meeting of Shareholders shall decide on the level and form of annual dividend payments from the Company's retained earnings.

2. The Company does not pay interest on dividend payments or payments related to a particular stock.

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

4. In the case of dividends or other payments related to a particular stock being paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company is not liable for the amount transferred to that shareholder. Dividend payments for shares listed/registered for trading on the stock exchange can be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Based on the Enterprise Law and the Securities Law, the Board of Directors shall pass a resolution or decision to determine a specific date for closing the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends in cash or shares, receive notices or other documents.

6. Other matters related to profit distribution shall be carried out in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 47. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks authorized to operate in Vietnam.

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

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

Article 48. Fiscal Year

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

Article 49. Accounting System

1. The accounting system used by the Company is the enterprise accounting system or a specific accounting system issued and approved by the competent authority.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with the law on accounting and related laws. These records must be accurate, up-to-date, systematic, and sufficient to prove and explain the Company's transactions.

3. The Company shall use the Vietnamese Dong as the currency in accounting. In cases where the Company's economic transactions mainly arise in a foreign currency, it may choose that foreign currency as the accounting currency, is responsible for that choice before the law, and must notify the direct tax authority.

XV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 50. Annual, Semi-Annual and Quarterly Financial Reports

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

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

3. The Company must prepare and publish reviewed semi-annual financial reports and quarterly financial reports in accordance with the law on information disclosure on the securities market and submit them to the competent state agency.

Article 51. Annual Report

The Company must prepare and publish an Annual Report in accordance with the provisions of the law on securities and the securities market.

XVI. COMPANY AUDIT

Article 52. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.

3. The independent auditor performing the audit of the Company's financial statements shall attend the General Meeting of Shareholders and shall have the right to receive notices and other information related to the General Meeting of Shareholders and to express their opinion at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 53. Company Seal

1. The seal includes seals made at seal engraving establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.
2. The Board of Directors decides on the type, quantity, form, and content of the seals of the Company, its branches, and representative offices (if any).
3. The Board of Directors and the General Director use and manage the seals in accordance with current laws.

XVIII. COMPANY DISSOLUTION

Article 54. Company Dissolution

1. A company may be dissolved in the following cases:
 - a) By resolution or decision of the General Meeting of Shareholders;
 - b) The Certificate of Business Registration is revoked, except where the Law on Tax Administration provides otherwise.
2. The dissolution of the Company is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 55. Liquidation

1. The Board of Directors shall establish a Liquidation Committee consisting of 3 members, of which 2 members shall be appointed by the General Meeting of Shareholders and 1 member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized for payment by the Company before other debts of the Company.
2. The Liquidation Committee shall be responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencement of operations. From that time onwards, the Liquidation Committee shall represent the Company in all matters related to the Company's liquidation before the Court and administrative agencies.
3. The proceeds from the liquidation shall be paid in the following order:
 - a) Liquidation costs;
 - b) Salaries, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
 - c) Tax debts;
 - d) Other debts of the Company;
 - e) The remaining amount after all debts from (a) to (d) above have been paid shall be distributed to shareholders. Preferred shares shall be given priority in payment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 56. Internal Dispute Resolution

1. In case of disputes or complaints arising related to the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, the Company Charter, other legal regulations, or agreements between:

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

The parties involved shall attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the dispute resolution and require each party to present information related to the dispute within 7 working days from the date the dispute arises. In cases involving the Board of Directors or the Chairman of the Board, any party may request the appointment of an independent expert to mediate the dispute resolution process.

2. If a mediation decision is not reached within 6 weeks from the start of the mediation process, or if the mediator's decision is not accepted by the parties, a party may bring the dispute to arbitration or court.

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

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 57. Company Charter

1. Amendments and supplements to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In cases where the law provides provisions related to the Company's operations not mentioned in this Charter, or in cases where there are new legal provisions different from the provisions in this Charter, those provisions shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 58. Effective Date

1. This Charter, consisting of 21 sections and 58 articles, was unanimously approved by the General Meeting of Shareholders of Song Da 10 Joint Stock Company on June 30, 2021, at the 2021 Annual General Meeting of Shareholders, and the full text of this Charter is hereby approved. 1. This Charter has been amended and supplemented according to:

- Resolution No. 01/NQ-ĐH dated June 28, 2022 of the 2022 Annual General Meeting of Shareholders;
- Resolution No. 362/NQ-ĐHĐCĐ dated June 29, 2023 of the 2023 Annual General Meeting of Shareholders;

- Resolution No. 537/NQ-DHDCĐ dated June 25, 2026 of the 2026 Annual General Meeting of Shareholders.

2. This Charter is made in four copies, all having equal validity, and must be kept at the Company's head office.

3. This Charter is the only and official Charter of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors./.