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CHARTER
INTIMEX - HOA CAM CONCRETE
JOINT STOCK COMPANY

Da Nang, October 16, 2026

TABLE OF CONTENTS

PREAMBLE

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

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

Article 3. Legal representative of the Company

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

Article 4. Operating objectives of the Company

Article 5. Scope of business and operations of the Company

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

Article 7. Share certificates

Article 8. Other securities certificates

Article 9. Transfer of shares

Article 10. Redemption of shares (in case of enterprise registration)

V. ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 11. Organizational, governance, and control structure

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

Article 13. Obligations of shareholders

Article 14. General Meeting of Shareholders

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

Article 16. Authorization to attend the General Meeting of Shareholders

Article 17. Change of rights

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

Article 19. Conditions for conducting the General Meeting of Shareholders

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

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

Article 22. Authority and procedures for collecting shareholders' opinions in writing to pass Resolutions of the General Meeting of Shareholders

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

Article 24. Request for cancellation of Resolutions of the General Meeting of Shareholders

VII. BOARD OF DIRECTORS

Article 25. Self-nomination and nomination of members of the Board of Directors

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

Article 27. Rights and obligations of the Board of Directors

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

Article 29. Chairperson of the Board of Directors

Article 30. Meetings of the Board of Directors

Article 31. Subcommittees under the Board of Directors

Article 32. Person in charge of corporate governance

VIII. DIRECTOR (GENERAL DIRECTOR) AND OTHER EXECUTIVES

Article 33. Management organizational structure

Article 34. Executives of the Company

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

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

Article 36. Self-nomination and nomination of members of the Board of Supervisors (Supervisors)

Article 37. Composition of the Board of Supervisors

Article 38. Head of the Board of Supervisors

Article 39. Rights and obligations of the Board of Supervisors

Article 40. Meetings of the Board of Supervisors

Article 41. Salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, DIRECTOR (GENERAL DIRECTOR), AND OTHER EXECUTIVES

Article 42. Responsibility for honesty and avoidance of conflicts of interest

Article 43. Responsibility for damages and compensation

XI. RIGHT TO ACCESS COMPANY BOOKS AND RECORDS

Article 44. Right to access books and records

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Article 47. Bank accounts

Article 48. Fiscal year

Article 49. Accounting regime

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 50. Annual, semi-annual, and quarterly financial statements

Article 51. Annual report

XVI. AUDITING OF THE COMPANY

Article 52. Auditing

XVII. ENTERPRISE SEAL

Article 53. Enterprise seal

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the company

Article 55. Extension of operations

Article 56. Liquidation

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 58. Company Charter

XXI. EFFECTIVE DATE

Article 59. Effective date

PREAMBLE

This Charter was approved pursuant to Resolution of the General Meeting of Shareholders No. 22/NQ-ĐHĐCĐ-HCC dated April 24, 2021, and was amended and supplemented on October 16, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall be understood as follows:
 - a) *Charter Capital* is the total par value of shares sold or registered for purchase upon establishment of the joint stock company and in accordance with Article 6 of this Charter;
 - b) *Voting capital* is share capital, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;
 - c) *Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - d) *Law on Securities* is the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
 - d) *Vietnam* is the Socialist Republic of Vietnam;
 - e) *Date of establishment* is the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents) for the first time;
 - g) *Executive* is the General Director, Deputy General Director, Chief Accountant, and other executives according to the provisions of the Company Charter;
 - h) *Enterprise Manager* is a manager of the company, including the Chairperson of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management titles according to the provisions of the Company Charter;
 - i) *Related Person* is an individual or organization as defined in Clause 46, Article 4 of the Law on Securities;
 - k) *Shareholder* is an individual or organization owning at least one share of the joint stock company;
 - l) *Founding Shareholder* is a shareholder owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;
 - m) *Major Shareholder* is a shareholder as defined in Clause 18, Article 4 of the Law on Securities;
 - n) *Term of operation* is the duration of the Company's operations as stipulated in Article 2 of this Charter and the extension period (if any) approved by the General Meeting of Shareholders of the Company;
 - o) *Stock Exchange* is the Vietnam Stock Exchange and its subsidiaries.
2. In this Charter, references to one or more regulations or other documents include any amendments, supplements, or replacement documents.

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

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: Intimex - Hoa Cam Concrete Joint Stock Company
- Company name in English: Intimex - Hoa Cam Concrete Joint Stock Company
- Abbreviated company name: Intimex - Hoa Cam Concrete

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

3. Registered headquarters of the Company:

- Headquarters address: Lot B6-5 Thuan Yen Industrial Park, Ban Thach Ward, Da Nang City.

- Phone: 0235 2200999

- Fax:

- Email: hcc@betonghoacam.com.vn or betonghoacam@gmail.com

- Website: www.betonghoacam.com.vn

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

5. Unless terminated before the time limit specified in Clause 2, Article 59 or extended in accordance with Article 60 of this Charter, the Company's operating duration is 50 (fifty) years from the date of establishment.

Article 3. Legal representative of the Company

The Company has [01] legal representative; the General Director is the legal representative of the Company.

Powers and obligations of the legal representative: as an individual representing the enterprise to exercise the rights and obligations arising from the enterprise's transactions, representing the enterprise as a plaintiff, defendant, or person with related interests and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.

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

Article 4. Operating objectives of the Company

1. Business lines of the Company:

- Production and trading of commercial concrete and types of stone and sand for construction from exploitation and processing at the Company's stone and sand quarries.
- Civil, industrial, urban, and rural infrastructure construction, within the scope of registration and in accordance with the provisions of the Law.
- Production and trading of construction materials and products from non-metallic minerals.
- Direct import and export of machinery, equipment, and materials.

- Real estate business; petroleum business.
- Road freight transport business.
- Road passenger transport.
- Cargo loading and unloading.
- Drainage and sewage treatment.
- Site preparation.
- Consulting activities.
- Leasing of motorized vehicles.
- Wholesale of automobiles and other motorized vehicles.
- Construction of public utility works.
- Leasing of machinery, equipment, and other tangible goods.
- Wholesale of iron, steel, and cement.
- Trading of agricultural products (coffee, cashews, rice, pepper, etc.).

2. Operating objectives of the Company: To earn profits; create stable employment; increase income for employees; provide returns to shareholders; contribute to the State budget; and develop the Company to be increasingly strong.

Article 5. Scope of business and operations of the Company

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

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is 71,703,230,000 VND (in words: Seventy-one billion, seven hundred and three million, two hundred and thirty thousand dong).

The total charter capital of the Company is divided into 7,170,323 shares (Seven million, one hundred and seventy thousand, three hundred and twenty-three shares) with a par value of 10,000 VND/share.

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

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

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

5. The name, address, number of shares, and other information about founding shareholders as prescribed by the Law on Enterprises are stated in the attached Appendix [01]. This Appendix is a part of this Charter.

Ordinary shares must be offered for priority sale to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless the General Meeting of Shareholders decides otherwise; the number of shares not subscribed for by shareholders shall

be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and others on conditions no less favorable than those offered to existing shareholders, except as otherwise approved by the General Meeting of Shareholders.

6. The Company may purchase shares already issued by the Company itself in the manners prescribed in this Charter and current laws.

7. The Company may issue other types of securities in accordance with the provisions of law.

Article 7. Share certificates

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

2. A share certificate is a type of security confirming the legal rights and interests of the owner in a portion of the share capital of the issuing organization; the share certificate must contain full information as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submitting a complete application for transfer of share ownership in accordance with the Company's regulations, or within 60 days from the date of full payment for shares in accordance with the Company's share issuance plan (or other time limit as specified in the issuance terms), the owner of the shares shall be issued a share certificate. Share owners do not have to pay the Company for the costs of printing share certificates.

4. In case a share certificate is lost, damaged, or destroyed in another form, the shareholder shall be re-issued a share certificate by the Company at the request of such shareholder. The shareholder's request must include the following contents:

a) Information about the share certificate that has been lost, damaged, or destroyed in another form;

b) A commitment to be responsible for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company issued must bear the signature of the legal representative and the Company's seal.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed or registered for trading on a Stock Exchange shall be transferred in accordance with the provisions of the law on securities and the securities market.

2. Shares that have not been fully paid for may not be transferred or enjoy related benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

Article 10. Redemption of shares

1. In case a shareholder does not make full and timely payment for the amount to be paid for shares, the Board of Directors shall notify and have the right to require such shareholder to pay the remaining amount and be responsible for the financial obligations of the Company arising from the failure to make full payment, corresponding to the total par value of the shares registered for purchase.

2. The above payment notice must clearly state the new payment deadline (at least [07 days] from the date of sending the notice), the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be redeemed.

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

4. Redeemed shares are considered shares authorized for offering as specified in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale and redistribution under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding redeemed shares must relinquish their status as shareholders with respect to those shares, but must still be responsible for the financial obligations of the Company arising at the time of redemption, corresponding to the total par value of the shares registered for purchase, according to the decision of the Board of Directors from the date of redemption until the date of payment. The Board of Directors has full authority to decide on the compulsory payment of the full value of the shares at the time of redemption.

6. A redemption notice shall be sent to the holder of the shares to be redeemed before the time of redemption. The redemption shall remain effective even in case of errors or negligence in sending the notice.

V. ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 11. Organizational, governance, and control structure

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

1. The General Meeting of Shareholders.
2. The Board of Directors, the Board of Supervisors (in case the company organizes its management and operations according to the model in Point a, Clause 1, Article 137 of the Law on Enterprises).
3. The 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 the right to vote directly or through an authorized representative or other forms as prescribed by the Company Charter and the law. Each ordinary share carries one vote;
 - b) To receive dividends at a rate decided by the General Meeting of Shareholders;
 - c) To have priority in purchasing new shares in proportion to the ordinary share ownership ratio of each shareholder in the Company;
 - d) To freely transfer their shares to others, except in cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
 - d) To examine, look up, and extract information about the name and contact address in the list of shareholders with voting rights; to request correction of inaccurate information about themselves;
 - e) To examine, look up, 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 bankrupt, to receive a portion of the remaining assets corresponding to the share ownership ratio in the Company;

h) To request the Company to redeem shares in cases specified in Article 132 of the Law on Enterprises;

i) To be treated equally. Each share of the same type gives the owning shareholder equal rights, obligations, and interests. In case the Company has different types of preference shares, the rights and obligations attached to those preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k) To have full access to periodic and extraordinary information disclosed by the Company as prescribed by law.

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

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

2. A shareholder or a group of shareholders holding [05%] or more of the total number of ordinary shares shall 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) To review, search, and extract information from the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to the Company's trade secrets or business secrets;

c) To request the Board of Supervisors to inspect specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and include the following: full name, contact address, nationality, and legal identification number for individual shareholders; name, enterprise code or legal identification number, and head office address for institutional shareholders; the number of shares and time of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the Company; the issue to be inspected and the purpose of the inspection;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least [03 working days] before the opening date. The proposal must clearly state the name of the shareholder, the quantity of each type of share held by the shareholder, and the issue proposed to be included in the agenda;

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

3. A shareholder or a group of shareholders holding [10%] or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors shall be conducted as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting

about the formation of the group before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this Clause shall have the right to nominate one or more persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. To pay for the shares committed to be purchased in full and on time.
2. Not to withdraw the contributed capital in the form of ordinary shares from the Company in any form, except in cases where shares are repurchased by the Company or other persons. In case a shareholder withdraws part or all of their contributed share capital contrary to the provisions of this Clause, that shareholder and the related persons in the Company shall be jointly and severally liable for the debts and other property obligations of the Company within the value of the shares withdrawn and any damages incurred.
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 keep confidential the information provided by the Company in accordance with the Company's Charter and the law; to only use the provided information to perform and protect their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.
6. To attend the General Meeting of Shareholders and exercise their voting rights through the following forms:
 - a) Attending and voting directly at the meeting;
 - b) Authorizing other individuals or organizations to attend and vote at the meeting;
 - c) Attending and voting via online conference, electronic voting, or other electronic means;
 - d) Sending voting ballots to the meeting via mail, fax, or email;
7. To be personally responsible when acting in the name of the Company in any form to perform any of the following acts:
 - a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c) Paying undue debts before financial risks to the Company.
8. To fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, consisting of all shareholders with voting

rights, is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders shall be the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters in accordance with the law and the Company's Charter, particularly approving the audited annual financial statements. In case the audit report of the Company's annual financial statements contains material qualifications, adverse opinions, or disclaimers, the Company must invite the representative of the approved audit firm that performed the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representative of the approved audit firm shall be 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 interests of the Company;
- b) The number of members of the Board of Directors or the Board of Supervisors falls below the minimum number required by law;
- c) At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, and must be signed by the relevant shareholders, or the request may be made in multiple copies and compiled with sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- d) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a) The Board of Directors must convene a General Meeting of Shareholders within [30] days from the date the number of members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls below the level specified in Point b, Clause 3 of this Article or from the date of receiving the request specified in Point c and Point d, Clause 3 of this Article;

b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 140 of the Law on Enterprises;

c) In case the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the 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 order and procedures for convening, conducting the meeting, and issuing decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.]

d) Procedures for organizing the General Meeting of Shareholders as prescribed 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 development orientation of the Company;
- b) To decide on the types of shares and the total number of shares of each type offered for sale; to decide on the annual dividend rate for each type of share;
- c) To elect, dismiss, or remove members of the Board of Directors and members of the Board of Supervisors;
- d) To decide on the investment or sale of assets valued at [35%] or more of the total asset value as recorded in the Company's most recent financial statements;
- đ) To decide on amendments and supplements to the Company's Charter;
- e) To approve the annual financial statements;
- g) To decide on the repurchase of more than 10% of the total sold shares of each type;
- h) To review and handle violations by members of the Board of Directors or members of the Board of Supervisors that cause damage to the Company and its shareholders;
- i) To decide on the reorganization or dissolution of the Company;
- k) To decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
- l) To approve Internal Regulations on Corporate Governance; Regulations on the Operation of the Board of Directors and the Board of Supervisors;
- m) To approve the list of approved audit firms; to decide on the approved audit firm to perform the inspection of the Company's operations, and to remove the approved auditor when deemed necessary;
- n) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders shall discuss and approve the following issues:

- a) The Company's annual business plan;
- b) Audited annual financial statements;
- c) The report of the Board of Directors on governance and the performance results of the Board of Directors and each member of the Board of Directors;
- d) The report of the Board of Supervisors on the Company's business results, the performance results of the Board of Directors, and the CEO;

d) The self-assessment report on the performance results of the Board of Supervisors and its members;

e) Dividend rate for each share of each type;

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

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

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

k) Approval of the list of approved audit firms; decision on the approved audit firm to perform the inspection of the Company's operations when deemed necessary;

l) Amendment and supplementation of the Company's Charter;

m) Types of shares and the number of new shares issued for each type of share and the transfer of shares of founding shareholders within the first 03 years from the date of establishment;

n) Division, splitting, consolidation, merger, or conversion of the Company;

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

p) Decision on the investment or sale of assets valued at [35%] or more of the total asset value as recorded in the Company's most recent financial statements;

q) Decision on the repurchase of more than 10% of the total sold shares of each type;

r) The Company's signing of contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company as recorded in the most recent financial statements;

s) Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

t) Approval of the Internal Regulations on Corporate Governance; Regulations on the Operation of the Board of Directors and Regulations on the Operation of the Board of Supervisors;

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

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

Article 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting or attend via one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be in writing. The power of attorney shall be made in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of

the authorization, the duration of the authorization, and the signatures of the authorizing and authorized parties.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend the meeting. In case of re-authorization, the attendee must also present the original power of attorney of the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

3. The voting ballot of the authorized person attending the meeting within the scope of authorization shall remain valid even when one of the following cases occurs, except in the case of:

- a) The authorizing party has died, is limited in civil act capacity, or has lost their civil act capacity;
- b) The authorizing party has revoked the authorization;
- c) The authorizing party has revoked the authority of the person performing the authorization.

This provision does not apply in case the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Changes to rights

1. Any change or cancellation of special rights attached to a type of preference share shall take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders holding preference shares shall only be approved if it is approved by shareholders holding 75% or more of the total preference shares of that type attending the meeting, or if it is approved by shareholders holding 75% or more of the total preference shares of that type in case the resolution is passed by way of collecting opinions in writing.

2. The organization of a meeting of shareholders holding a type of preference share to approve the change of rights mentioned above shall only be valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that type. In case there is an insufficient number of attendees as mentioned above, the meeting shall be reconvened within the next 30 days, and holders of shares of that type (regardless of the number of people and number of shares) present in person or through an authorized representative shall be considered as sufficient for the required quorum. At the aforementioned meetings of shareholders holding preference shares, holders of shares of that type present in person or through a representative may request a secret ballot. Each share of the same type shall have equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 19, 20, and 21 of this Charter.

4. Unless otherwise provided in the terms of share issuance, the special rights attached to types of preference shares regarding some or all matters related to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same type.

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

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.

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

a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than [10 days] before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information about the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the record date;

b) Prepare the agenda and content of the meeting;

c) Prepare documents for the meeting;

d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

d) Determine the time and venue for the meeting;

e) Notify and send the notice of the General Meeting of Shareholders to all shareholders eligible to attend;

g) Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the meeting notice to all shareholders on the list of shareholders eligible to attend at least [21 days] before the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted upon at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not sent with the notice of the General Meeting of Shareholders, the meeting notice must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda and documents used in the meeting;

b) List and detailed information of candidates in case of electing members of the Board of Directors or the Board of Supervisors;

c) Voting ballot;

d) Draft resolution for each issue in the meeting agenda.

4. A shareholder or group of shareholders as specified in Clause 2, Article 12 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least [03 working days] before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the quantity of each type of share held by the shareholder, and the issue proposed to be included in the agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse

the proposal specified in Clause 4 of this Article if it falls into one of the following cases:

- a) The proposal is not sent in accordance with the provisions of Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold [5%] or more of ordinary shares as specified in Clause 2, Article 12 of this Charter;
- c) The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

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

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents over [50%] of the total voting rights.

2. In case the first meeting does not meet the conditions for conduct as specified in Clause 1 of this Article, the notice for the second meeting must be sent within [30 days] from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents [50%] or more of the total voting rights.

3. In case the second meeting does not meet the conditions for conduct as specified in Clause 2 of this Article, the notice for the third meeting must be sent within [20 days] from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting rights of the shareholders attending.

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

1. Before the opening of the meeting, the Company must perform shareholder registration procedures and must continue registration until all shareholders eligible to attend the meeting have registered, in the following order:

a) When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, which records the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting rights of that shareholder. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in approval, disapproval, or abstention. At the meeting, the cards voting in approval of the resolution shall be collected first, then the cards voting in disapproval of the resolution shall be collected, and finally, the total number of votes in approval or disapproval shall be counted to make a decision. The voting results shall be announced by the Chairperson immediately before the closing of the meeting. The meeting shall elect persons responsible for counting or supervising the counting of votes at the request of the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the request of the meeting Chairperson;

b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened have the right to register immediately and then

have the right to participate and vote at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted upon shall not change.

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

a) The Chairperson of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one among them to act as the chairperson of the meeting by majority principle. In case no one can be elected as the chairperson, the Head of the Board of Supervisors shall preside so that the General Meeting of Shareholders can elect a meeting chairperson from among those present, and the person with the highest number of votes shall act as the meeting chairperson;

b) Except for the case specified in Point a of this Clause, the person who signed the notice convening the General Meeting of Shareholders shall preside so that the General Meeting of Shareholders can elect a meeting chairperson, and the person with the highest number of votes shall act as the meeting chairperson;

c) The Chairperson shall appoint one or more persons as meeting secretary;

d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee at the request of the meeting chairperson.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time for each issue in the meeting agenda.

4. The meeting Chairperson 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 to reflect the wishes of the majority of attendees.

a) Arranging seating at the venue of the General Meeting of Shareholders;

b) Ensuring safety for everyone present at the meeting venues;

c) Creating conditions for shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. Applied measures may include issuing entry passes or using other selection forms.

5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in approval, disapproval, or abstention. The voting results shall be announced by the Chairperson immediately before the closing of the meeting.

6. Shareholders or authorized persons attending the meeting after the meeting has opened are still entitled to register and have the right to participate and vote immediately after registration; in this case, the validity of matters already voted upon shall not change.

7. The person convening the meeting or the Chairperson of the General Meeting of Shareholders has the following rights:

a) Requesting all attendees to be subject to inspection or other legal and reasonable security measures;

b) Requesting competent authorities to maintain order at the meeting; expelling from the General Meeting of Shareholders those who do not comply with the Chairperson's right to preside, intentionally disrupt order, prevent the normal progress of the meeting, or do not comply with security inspection requirements.

8. The Chairperson has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:

- a) The meeting venue does not have enough convenient seating for all attendees;
- b) Communication equipment at the meeting venue does not ensure that shareholders can participate, discuss, and vote;
- c) Someone attending the meeting obstructs or disrupts order, posing a risk that the meeting will not be conducted fairly and legally.

9. In case the Chairperson postpones or pauses 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 those present to replace the Chairperson and preside over the meeting until its conclusion; all resolutions approved at that meeting shall be effective for implementation.

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

Article 21. Conditions for passing a resolution of the General Meeting of Shareholders

1. A resolution on the following content shall be passed if it is approved by shareholders representing [65%] or more of the total voting rights of all shareholders attending the meeting, except for cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

- a) Types of shares and total number of shares of each type;
- b) Change of business lines and sectors;
- c) Change of the Company's management organizational structure;
- d) Investment projects or sales of assets valued at 35% or more of the total asset value as recorded in the Company's most recent financial statements;
- d) Reorganization or dissolution of the Company;

2. Resolutions shall be passed when approved by shareholders holding over [50%] of the total voting rights of all shareholders attending the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total shares with voting rights are legal and effective even if the order and procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 22. Authority and procedures for collecting shareholders' opinions in writing to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' opinions in writing to pass Resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the right to collect shareholders' written opinions to pass a resolution of the General Meeting of Shareholders when deemed necessary for the interests of the Company, except for cases specified in Clause 2, Article 147 of the Law on Enterprises.

2. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Meeting of Shareholders, explanatory documents for the draft resolution, and send them to all shareholders with voting rights at least [10 days] before the deadline for returning the opinion collection ballot. The requirements and methods for sending the opinion collection ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The opinion collection ballot must contain the following main contents:

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

b) Purpose of opinion collection;

c) Full name, contact address, nationality, legal identification number of the individual for individual shareholders; name, business registration number or legal identification number of the organization, head office address for institutional shareholders, or full name, contact address, nationality, legal identification number of the individual for the representative of the institutional shareholder; quantity of shares of each type and number of voting rights of the shareholder;

d) Issue requiring opinion collection to pass a decision;

d) Voting options including in approval, disapproval, or abstention for each issue requiring opinion collection;

e) Deadline for sending the completed opinion collection ballot back to the Company;

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

4. Shareholders may send their completed opinion collection ballots to the Company by mail, fax, or email in accordance with the following provisions:

a) In case of sending by mail, the completed opinion collection ballot must be signed by the individual shareholder, or by the authorized representative or legal representative of the institutional shareholder. The opinion collection ballot sent to the Company must be placed in a sealed envelope, and no one has the right to open it before vote counting;

b) In case of sending by fax or email, the opinion collection ballot sent to the Company must be kept confidential until the time of vote counting;

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

5. The Board of Directors shall count the votes and prepare a vote-counting minutes under the witness of the Board of Supervisors or shareholders not holding management positions in the Company. The vote-counting minutes must contain the following main

contents:

- a) Name, head office address, business registration number;
- b) Purpose and issues requiring opinion collection to pass a resolution;
- c) Number of shareholders with the total number of voting rights that participated in the vote, distinguishing between valid and invalid voting rights and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the vote;
- d) Total number of votes in approval, disapproval, or abstention for each issue;
- đ) Issues that have been passed and the corresponding approval voting ratio;
- e) Full name and signature of the Chairperson of the Board of Directors, the vote counter, and the vote supervisor.

Members of the Board of Directors, the vote counter, and the vote supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote-counting minutes; and jointly and severally liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

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

7. The completed opinion collection ballots, vote-counting minutes, passed resolutions, and accompanying documents sent with the opinion collection ballots must all be kept at the Company's head office.

8. A resolution is passed by way of collecting shareholders' written opinions if it is approved by shareholders holding over [50%] of the total voting rights of all shareholders with voting rights and shall have the same value as a resolution passed at a General Meeting of Shareholders.

Article 23. Resolution 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 prepared in Vietnamese, may be prepared in a foreign language as well, and must contain the following main contents:

- a) Name, head office address, enterprise code;
- b) Time and venue of the General Meeting of Shareholders;
- c) Meeting agenda and content of the meeting;
- d) Full name of the chairperson and secretary;
- d) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each issue in the meeting agenda;
- e) Number of shareholders and total voting rights of shareholders attending the meeting, appendix of the list of registered shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and voting rights;
- g) Total voting rights for each voting issue, clearly stating the voting method, total valid and invalid votes, votes in approval, disapproval, or abstention; and the corresponding ratio to the total voting rights of shareholders attending the meeting;

h) Issues that have been passed and the corresponding approval voting ratio;

i) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all contents as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting or other persons signing the meeting minutes shall be jointly and severally liable for the truthfulness and accuracy of the minutes' content.

3. Minutes prepared in Vietnamese and a foreign language have the same legal validity. In case there is a difference in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall apply.

4. The resolution, minutes of the General Meeting of Shareholders, appendix of the list of shareholders registered to attend with signatures, power of attorney to attend the meeting, all documents attached to the minutes (if any), and related documents attached to the meeting notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Article 24. Request for cancellation of Resolutions of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the results of collecting opinions of the General Meeting of Shareholders, shareholders or groups of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and issuing decisions of the General Meeting of Shareholders violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified 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. Self-nomination and nomination of members of the Board of Directors

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

- a) Full name, date, month, and year of birth;
- b) Professional qualifications;
- c) Work history;

d) Other management titles (including Board of Directors positions in other companies);

d) Interests related to the Company and the Company's related parties;

e) Other information (if any);

g) Public companies shall be responsible for disclosing information about companies where the candidate currently holds the position of member of the Board of Directors, other management titles, and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders holding 10% or more of the total number of ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.

3. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operating of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Company's Charter.

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 from [03 to 05] persons.

2. The term of a member of the Board of Directors shall not exceed 05 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

The composition of the Board of Directors of a public company must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company shall limit the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

For listed companies, the total number of independent members of the Board of Directors must comply with the following regulations:

a) There is at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors;

b) There are at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors;

c) There are at least 03 independent members in case the company has from 09 to 11

members of the Board of Directors.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

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

6. A member of the Board of Directors is not necessarily a shareholder of the Company.

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide and exercise the rights and obligations of the Company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

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

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

b) Recommending the types of shares and the total number of shares authorized to be offered of each type;

c) Deciding on the sale of unsold shares within the scope of the number of shares authorized to be offered of each type; deciding on raising additional capital in other forms;

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

d) Deciding on share buybacks in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

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 equal to or greater than 20% of the total asset value recorded in the most recent financial statement of the Company, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i) Deciding on the investment or sale of assets with a value of less than 35% of the total asset value recorded in the most recent financial statement of the Company.

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

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

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 of other enterprises;

n) Approving the program and content of documents serving the General Meeting of Shareholders, convening the General Meeting of Shareholders, or seeking opinions for the General Meeting of Shareholders to pass resolutions;

o) Presenting the annual audited financial statements to the General Meeting of Shareholders;

p) Recommending the dividend payout ratio; deciding on the time limit and procedures for dividend payment or handling losses incurred during business operations;

q) Recommending the reorganization or dissolution of the Company; requesting the bankruptcy of the Company;

r) Deciding on the issuance of the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders; and the Company's Information Disclosure Regulations;

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Company's Charter.

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

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

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and performance.

2. Members of the Board of Directors are entitled to work remuneration and bonuses.

Work remuneration is calculated based on the number of working days required to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.

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

4. Members of the Board of Directors holding executive positions or members of the Board of Directors working on subcommittees of the Board of Directors or performing other tasks outside the scope of the normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel,

accommodation, and other reasonable expenses that they have incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.

2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director.

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

- a) Establishing the program and activity plan of the Board of Directors;
- b) Preparing the program, content, and documents serving the meeting; convening, presiding over, and chairing meetings of the Board of Directors;
- c) Organizing the passing of resolutions and decisions of the Board of Directors;
- d) Supervising the process of organizing the implementation of resolutions and decisions of the Board of Directors;
- d) Chairing meetings of the General Meeting of Shareholders;
- e) Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.

4. In case the Chairperson of the Board of Directors resigns or is dismissed or removed, the Board of Directors must elect a replacement within [10 days] from the date of receiving the resignation letter or the dismissal or removal decision.

5. In case the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairperson of the Board of Directors according to the principles prescribed in the Company's Charter. In case there is no authorized person or the Chairperson of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or a compulsory education institution, flees from their place of residence, has their civil act capacity restricted or lost, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one of them to hold the position of Chairperson of the Board of Directors based on the principle that the majority of the remaining members agree until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and presided over by the member with the highest number of votes or the highest percentage of votes. In case there is more than

one member with the highest and equal number of votes or percentage of votes, the members shall elect one person among them to convene the Board of Directors meeting based on the majority principle.

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

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

a) Upon the request of the Board of Supervisors or an independent member of the Board of Directors;

b) Upon the request of the General Director or at least 05 other managers;

c) Upon the request of at least 02 members of the Board of Directors;

4. The request prescribed in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request prescribed in Clause 3 of this Article. In case the Chairperson of the Board of Directors does not convene the meeting as requested, they shall be responsible for any damages occurring to the Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send a meeting invitation notice at least [03 working days] before the meeting date. The meeting invitation notice must clearly specify the time and venue of the meeting, the program, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by the documents used at the meeting and the voting ballots of the members.

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

7. The Chairperson of the Board of Directors or the convener shall send the meeting invitation notice and accompanying documents to the members of the Board of Supervisors in the same manner as to the members of the Board of Directors.

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

8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend. In case a meeting convened in accordance with this Clause does not have enough members to attend as prescribed, it shall be convened for the second time within [07 days] from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.

9. A member of the Board of Directors shall be considered as attending and voting at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 11 of this

Article;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a voting ballot to the meeting via mail, fax, or email;

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chairperson of the Board of Directors at least 01 hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

11. Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by the majority of the members of the Board of Directors.

12. Resolutions and decisions of the Board of Directors are passed if approved by the majority of members attending the meeting; in case of a tie in votes, the final decision shall belong to the side with the opinion of the Chairperson of the Board of Directors.

Article 31. Subcommittees under the Board of Directors

1. The Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall consist of at least [03 people], including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the Subcommittee according to the decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. A resolution of the subcommittee is only effective when passed by the majority of members attending and voting at the meeting of the subcommittee.

2. The implementation of decisions of the Board of Directors, or of a subcommittee under the Board of Directors, must be in accordance with current legal regulations and the provisions of the Company's Charter and the Internal Regulations on Corporate Governance.

Article 32. Person in charge of corporate governance

1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate governance shall not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

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

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and matters related to the relationship between the Company and shareholders;

b) Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;

- c) Advising on meeting procedures;
- d) Attending meetings;
- 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 Board of Supervisors;
- g) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
- h) Being the contact point with related parties;
- i) Maintaining confidentiality of information in accordance with the provisions of law and the Company's Charter;
- k) Other rights and obligations as prescribed by law and the Company's Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Management organizational structure

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

Article 34. Executives of the Company

1. Company Executives include the General Director, Deputy General Directors, Chief Accountant, and other executives as prescribed by the Company's Charter.
2. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with numbers and standards appropriate to the Company's structure and management regulations as decided by the Board of Directors. Enterprise executives have the responsibility to support the Company in achieving the goals set out in operations and organization.
3. The General Director is paid a salary and bonuses. The salary and bonuses of the General Director are decided by the Board of Directors.
4. The salary of executives shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

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

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person to be the General Director.
2. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and the law for the exercise of assigned rights and obligations.
3. The term of office of the General Director shall not exceed 05 years and they may

be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the Company's Charter.

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

a) Deciding on matters related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;

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

c) Deciding on all matters that, according to this Charter and the Law on Enterprises, do not require a resolution of the Board of Directors, including representing the Company in signing financial and commercial contracts, and organizing and managing the daily production and business activities of the Company according to best management practices; approving purchase and sale contracts and other contracts with a value of less than 20% of the total asset value of the Company recorded in the most recent financial statement.

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

d) Proposing the organizational structure plan and internal management regulations of the Company;

e) Appointing, dismissing, or removing management titles in the Company, except for titles falling under the authority of the Board of Directors;

f) Deciding on the salary and other benefits for employees in the Company, including managers under the appointment authority of the General Director;

g) Recruiting labor;

h) Proposing plans for dividend payment or handling losses in business;

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

5. The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors with voting rights attending the meeting agree, and appoint a new General Director to replace them.

IX. BOARD OF SUPERVISORS

Article 36. Self-nomination and nomination of members of the Board of Supervisors

1. The self-nomination and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions of Clause 1 and Clause 2, Article 25 of this Charter.

2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operating of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 37. Composition of the Board of Supervisors

1. The number of members of the Board of Supervisors of the Company is from [03 to

05 people]. The term of office of a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not be a member or employee of the independent auditing firm that audited the company's financial statements in the 03 consecutive years prior.

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

a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as prescribed in Clause 2 of this Article;

b) Having submitted a resignation letter that has been accepted;

4. Members of the Board of Supervisors shall be removed in the following cases:

a) Failing to complete assigned tasks or work;

b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c) Violating multiple times or committing serious violations of the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Company's Charter;

Article 38. Head of the Board of Supervisors

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

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

a) Convening meetings of the Board of Supervisors;

b) Requesting the Board of Directors, the General Director, and other executives to provide relevant information to report to the Board of Supervisors;

c) Drafting and signing reports of the Board of Supervisors after consulting the Board of Directors to present to the General Meeting of Shareholders.

Article 39. Rights and obligations of the Board of Supervisors

The Board of Supervisors has the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. Proposing and recommending the General Meeting of Shareholders to approve the list of approved auditing organizations to audit the Company's Financial Statements; deciding on the approved auditing organization to inspect the Company's activities; and removing the approved auditor when deemed necessary.

2. Being responsible to shareholders for their supervision activities.

3. Supervising the financial situation of the Company and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.

4. Ensuring coordination of activities with the Board of Directors, the General Director, and shareholders.

5. In case of detecting acts of violation of the law or the Company's Charter by members of the Board of Directors, the General Director, and other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to terminate the violation and have solutions to overcome the consequences.

6. Developing the Regulations on the Operation of the Board of Supervisors and submitting them to the General Meeting of Shareholders for approval.

7. Reporting at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Having the right to access records and documents of the Company stored at the head office, branches, and other locations; having the right to come to the workplace of managers and employees of the Company during working hours.

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

10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least 02 times a year, with the number of members attending the meeting being at least 2/3 of the members of the Board of Supervisors. The minutes of the Board of Supervisors meeting shall be made in a detailed and clear manner. The minute-taker and the members of the Board of Supervisors attending the meeting must sign the minutes of the meeting. The minutes of the Board of Supervisors meetings must be stored to determine the responsibility of each member of the Board of Supervisors.

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

Article 41. Salary, remuneration, bonuses, and other benefits of members of the Board of Supervisors

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

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

2. Members of the Board of Supervisors are reimbursed for food, accommodation, travel expenses, and costs for using independent consulting services at reasonable levels. The total remuneration and these expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, except in cases where the General Meeting of Shareholders decides otherwise.

3. The salary and operating expenses of the Board of Supervisors shall be included in

the Company's business expenses in accordance with the law on corporate income tax and other relevant legal provisions, and must be presented as a separate item in the Company's annual financial statements.

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

Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the responsibility to perform their duties, including those as members of subcommittees of the Board of Directors, honestly and prudently in the best interests of the Company.

Article 42. Responsibility for honesty and avoidance of conflicts of interest

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

2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related persons of these members shall only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, subsidiaries, or other companies controlled by the public company with 50% or more of charter capital, with themselves or with their related persons in accordance with the law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with securities law on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that bring benefits to that member or their related persons in accordance with the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related persons of these subjects shall not use or disclose internal information to others to perform related transactions.

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

a) For transactions with a value less than or equal to [35%] of the total asset value recorded in the most recent financial statement, the important contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other executive have been reported to the Board of Directors and approved by the Board of Directors with a majority of votes of the members of the Board of Directors who have no related interests;

b) For transactions with a value greater than [35%] or transactions leading to 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 important contents of this transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other

executive have been disclosed to shareholders and approved by the General Meeting of Shareholders with the voting ballots of shareholders who have no related interests.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives who violate their obligations, the responsibility for honesty and prudence, or fail to complete their duties must be responsible for the damages caused by their violations.

2. The Company shall compensate those who have been, are, or may become a related party in complaints, lawsuits, or prosecutions (including civil and administrative cases and not cases where the Company is the plaintiff) if that person has been or is a member of the Board of Directors, member of the Board of Supervisors, General Director, other executive, employee, or representative authorized by the Company who has been or is performing duties under the Company's authorization, acting honestly and prudently in the interests of the Company on the basis of compliance with the law, and there is no evidence confirming that that person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and amounts actually payable (including attorney fees) when resolving these cases within the framework allowed by law. The Company may purchase insurance for these people to avoid the above-mentioned compensation liabilities.

XI. RIGHT TO ACCESS COMPANY BOOKS AND RECORDS

Article 44. Right to access books and records

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

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

b) A shareholder or group of shareholders holding [05%] or more of the total number of ordinary shares has the right to review, access, and extract the minutes and resolutions or decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In case an authorized representative of a shareholder or group of shareholders requests to access books and records, they must be accompanied by a power of attorney from the shareholder or group of shareholders they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the right to access the Company's register of shareholders, the list of shareholders, and other books and records of the Company for purposes related to their positions, provided that this information must be kept confidential.

4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving asset ownership,

resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another place, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

1. The General Director must prepare plans for the Board of Directors to approve matters related to recruitment, termination of employment, salary, social insurance, welfare, rewards, and discipline for employees and enterprise executives.

2. The General Director must prepare plans for the Board of Directors to approve matters related to the Company's relationship with trade union organizations according to the best standards, practices, and management policies, the practices and policies prescribed in this Charter, the Company's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

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

2. The Company shall not pay interest on any dividend payment or any payment related to a class of shares.

3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in the form of shares, and the Board of Directors shall be the body responsible for implementing this decision.

4. In the event that dividends or other payments related to a class of shares are paid in cash, the Company shall make such payments in Vietnamese dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. In the event that the Company has transferred funds according to the bank account details provided by the shareholder but the shareholder does not receive the funds, the Company shall not be held responsible for the funds transferred to said shareholder. Payment of dividends for shares listed/registered for trading at a Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

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

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

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Article 47. Bank accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign

banks permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of the law.

3. The Company shall conduct all payments and accounting transactions through its Vietnamese dong or foreign currency accounts at the banks where the Company maintains its accounts.

Article 48. Fiscal year

The Company's fiscal year begins on January 1 and ends on December 31 of each year. The first fiscal year began on the date of issuance of the Enterprise Registration Certificate and ended on December 31, 2001.

Article 49. Accounting regime

1. The accounting regime used by the Company shall be the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.

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

3. The Company shall use the Vietnamese dong as its accounting currency. In the event that the Company has economic transactions primarily conducted in a foreign currency, it may select that foreign currency as its accounting currency, provided that it takes responsibility for such selection before the law and notifies the direct tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 50. Annual, semi-annual, and quarterly financial statements

1. The Company must prepare annual financial statements, and such annual financial statements must be audited in accordance with the provisions of the law. The Company shall disclose its audited annual financial statements in accordance with the laws on information disclosure in the securities market and submit them to the competent state authority.

2. The annual financial statements must include all reports, appendices, and notes as required by the law on enterprise accounting. The annual financial statements must reflect the Company's operational status in a truthful and objective manner.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the laws on information disclosure in the securities market and submit them to the competent state authority.

Article 51. Annual report

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

XVI. AUDITING OF THE COMPANY

Article 52. Auditing

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these entities to audit the Company's financial statements for the

following 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 be entitled to attend General Meetings of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. ENTERPRISE SEAL

Article 53. Enterprise seal

1. The seal includes a seal made at a seal-engraving facility or a seal in the form of a digital signature in accordance with the laws on electronic transactions.

2. The Board of Directors shall decide on the type, quantity, form, and content of the seal of the Company, its branches, and its representative offices.

3. The Board of Directors and the General Director shall use and manage the seal in accordance with the provisions of current law.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the company

1. The Company may be dissolved in the following cases:

a) Upon the expiration of the operational duration stated in the Company Charter without a decision on extension;

b) Pursuant to a resolution or decision of the General Meeting of Shareholders;

c) Revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;

d) Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of its term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority as required.

Article 55. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least [7 months] before the expiration of the operational duration so that shareholders may vote on the extension of the Company's operation as proposed by the Board of Directors.

2. The operational duration shall be extended when shareholders representing at least 65% of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.

Article 56. Liquidation

1. At least [06 months] before the expiration of the Company's operational duration or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating

regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized by the Company for payment before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority regarding the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. Proceeds from the liquidation shall be paid in the following order:

- a) Liquidation expenses;
- b) Debts for wages, severance pay, social insurance, and other benefits of employees according to the signed collective labor agreement and labor contracts;
- c) Tax debts;
- d) Other debts of the Company;
- e) The remainder after paying all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be prioritized for payment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In the event of any dispute or complaint arising related to the Company's operations, or the rights and obligations of shareholders as provided in the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:

- a) A shareholder and the Company;
- b) A shareholder and the Board of Directors, the Board of Supervisors, the General Director, or other executives;

The involved parties shall attempt to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairperson of the Board of Directors, the Chairperson of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within [07] working days from the date the dispute arises. In the event that the dispute involves the Board of Directors or the Chairperson of the Board of Directors, any party may request the appointment of an independent expert to act as a mediator for the dispute resolution process.

2. In the event that a mediation decision is not reached within [06 weeks] from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute to Arbitration or a Court.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Payment of Court costs shall be made in accordance with the Court's judgment.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

Article 58. Company Charter

1. Any amendment or supplementation of this Charter must be considered and decided by the General Meeting of Shareholders.

2. In the event that legal provisions related to the Company's operations are not mentioned in this Charter, or in the event that new legal provisions differ from the clauses in this Charter, such legal provisions shall be applied to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 59. Effective date

1. This Charter, consisting of 21 sections and 59 articles, was unanimously approved by the General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company on April 24, 2021, at the 2021 Annual General Meeting of Shareholders, and amended and supplemented on October 16, 2026, and the full text of this Charter was approved for effectiveness. Matters not yet regulated in this Charter shall be implemented in accordance with the Law on Enterprises.

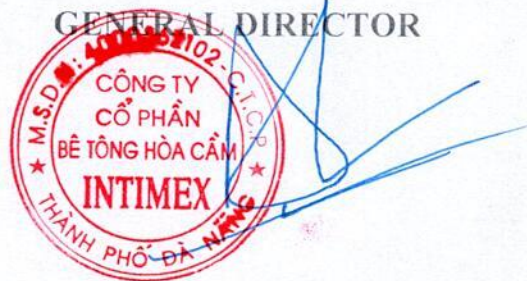
2. This Charter is made in 03 copies, each having equal validity, and must be kept at the Company's head office.

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

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

LEGAL REPRESENTATIVE OF THE COMPANY

GENERAL DIRECTOR



Ngo Van Long