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CHARTER ON ORGANIZATION AND OPERATION

DA NANG WATER SUPPLY JOINT STOCK COMPANY

(4th amendment and supplement at the General Meeting of Shareholders on October 30, 2026)

Da Nang, October 30, 2026

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PREAMBLE

This Charter of Da Nang Water Supply Joint Stock Company is the legal basis for all activities of Da Nang Water Supply Joint Stock Company, which was equitized under Decision No. 5354/QD-UBND dated August 9, 2016 of the Chairman of the People's Committee of Da Nang City approving the Plan and converting Da Nang Water Supply One Member Limited Liability Company into a Joint Stock Company.

Da Nang Water Supply Joint Stock Company is organized and operates in accordance with this Charter, the provisions of the Law on Enterprises and relevant current laws.

This Charter was approved by the General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company under Resolution No.03/NQ-DHDCD dated October 30, 2026 and takes effect from the date the Resolution is passed.

This Charter replaces the Charter approved by the General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company under Resolution No. 02/NQ-DHDCD dated October 29, 2021.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

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

a) *Company* means Da Nang Water Supply Joint Stock Company;

b) *Shareholder* means an individual or organization owning at least one share of a joint stock company;

c) *Major shareholder* means a shareholder as defined in Clause 18, Article 4 of the Law on Securities;

d) *Law on Enterprises* means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the laws amending, supplementing or replacing it (if any);

e) *Law on Securities* means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and the laws amending, supplementing or replacing it (if any);

f) *Date of establishment* means the date on which the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate and documents of equivalent validity);

g) *Related person* means an individual or organization with a direct or indirect relationship as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

h) *Family member* includes: spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological siblings, brothers-in-law, sisters-in-law and the biological siblings of one's spouse;

i) *Executives of the Company* means the General Director, Deputy General Directors, the Chief Accountant and other executives appointed by the Board of Directors;

j) *Insider* means a person holding an important position in the governance and management apparatus of the Company, including: the Chairman of the Board of Directors, members of the Board of Directors, the legal representative, the General Director, Deputy General Directors, the Chief Accountant and equivalent managerial positions elected by the General Meeting of Shareholders or appointed by the Board of Directors; the Head and members of the Supervisory Board, members of the Internal Audit Board; the Company Secretary, the Person in charge of corporate governance and the person authorized to disclose information;

k) *Managers of the Company* means the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial positions appointed by the General Meeting of Shareholders or the Board of Directors;

l) *Strategic investor* means a shareholder who has signed a Strategic Investor Share Purchase Agreement with the Company and has committed to long-term cooperation and support for the Company after equitization in terms of finance, technology, corporate governance and human resource training;

m) *Stock Exchange* means the Vietnam Exchange and its subsidiaries;

n) *Non-executive member of the Board of Directors* means a member of the Board of Directors who is not the General Director, a Deputy General Director, the Chief Accountant or another executive as prescribed by the Company's Charter;

o) *Operating duration* means the period of operation of the Company as specified in Clause 5, Article 2 of this Charter;

p) *Charter capital* means the total par value of shares sold or subscribed for upon the establishment of the joint stock company and as specified in Article 6 of this Charter;

q) *Voting capital* means share capital whose owners have the right to vote on matters within the decision-making competence of the General Meeting of Shareholders;

r) *Vietnam* means the Socialist Republic of Vietnam.

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

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

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING DURATION AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, form, head office, branches, representative offices, business locations and operating duration of the Company

1. Company name

- Company name in Vietnamese: **DA NANG WATER SUPPLY JOINT STOCK COMPANY**
- Company name in foreign language: **DA NANG WATER SUPPLY JOINT STOCK COMPANY**
- Abbreviated name of the Company: **DAWACO**

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

3. Registered office of the Company:

- Head office address: No. 57 Xo Viet Nghe Tinh Street, Hoa Cuong Ward, Da Nang City
- Telephone: 0236.3697 999
- E-mail: dawacojsc@gmail.com
- Website: www.dawaco.com.vn
- Logo:

4. The Company may establish branches and representative offices in its business area to achieve the Company's operating objectives in accordance with 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 65 or extended in accordance with Article 66 of this Charter, the operating duration of the Company is indefinite.

Article 3. Legal representative of the Company

1. The Company has one (01) legal representative, who is the General Director;

2. Powers and obligations of the legal representative of the Company:

a) The legal representative of the Company is the individual representing the Company in exercising the rights and performing the obligations arising from the Company's transactions, representing the Company as the petitioner for settlement of civil matters, plaintiff, defendant or person with related rights and obligations before Arbitration and Courts, and other rights and obligations as prescribed by law. The responsibilities of the legal representative shall comply with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current laws;

b) The legal representative of the Company must reside in Vietnam, and must authorize in writing another person to exercise the rights and perform the obligations of the legal representative of the Company when leaving Vietnam;

c) Where the authorization period expires but the legal representative of the Company has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and perform the obligations of the legal representative of the Company within the scope of authorization until the legal representative of the Company returns to work, or until the Board of Directors decides to appoint another person as a replacement;

d) Where the legal representative is absent from Vietnam for more than 30 days without authorizing another person to exercise the rights and perform the duties of the legal representative of the Company, the Board of Directors shall appoint another person as a replacement.

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

Article 4. Operating objectives of the Company

1. The Company's main business lines are:

Code of business line	Name of business line
3600 (Main)	Water collection, treatment and supply Details: Production and trading of clean water for domestic use, production and other needs
7110	Architectural activities and related technical consultancy Details: Preparation of construction investment projects. Consultancy, design and preparation of total cost estimates for small and medium-scale water supply and drainage works. Topographic and geological surveys, verification of design and cost estimate dossiers, construction supervision, and investment management of water supply and drainage works of Group B and below.
7120	Technical testing and analysis Details: Inspection and calibration of water meters
1104	Manufacture of soft drinks and mineral water Details: Production and trading of bottled drinking water
4322	Installation of water supply and drainage, heating and air-conditioning systems Details: Installation and construction of water supply works
4663	Wholesale of other construction materials and installation equipment Details: Wholesale of specialized materials and equipment for water supply and drainage construction.
4659	Wholesale of other machinery, equipment and spare parts Details: - Trading of mechanical processing products, machinery, equipment and materials. - Business cooperation as distributor, representative or agent for materials, equipment and technology products related to the Company's production and business activities.
4101	Construction of residential buildings Details: Construction of civil works

Code of business line	Name of business line
4102	Construction of non-residential buildings Details: Construction of industrial works
4212	Construction of road works Details: Construction of transport works, bridges and roads
4291	Construction of water works Details: Construction of irrigation, water supply and drainage works
4221	Construction of electrical works Details: Construction of electrical works up to 35KV
4312	Site preparation Details: Ground leveling

2. Operating objectives of the Company:

a) To supply clean water for the socio-economic, security and defense activities of Da Nang City, ensure the efficiency of the Company, continuously improve the living and working conditions and income of employees, fulfill the obligation to pay the State budget and ensure maximum benefits for shareholders;

b) To do business profitably, effectively preserve and develop the owner's capital invested in the Company, and ensure stable and sustainable development to become a strong enterprise of Da Nang City in terms of: production and business efficiency, budget contributions, job creation and income for employees.

Article 5. Scope of business and operations of the Company

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

IV. CHARTER CAPITAL, SHARES

Article 6. Charter capital, shares

1. The charter capital of the Company is **579,640,610,000** VND (Five hundred seventy-nine billion, six hundred forty million, six hundred ten thousand dong)**.**

   The total charter capital of the Company is divided into **57,964,061** shares (Fifty-seven million, nine hundred sixty-four thousand and sixty-one shares) with a par value of **10,000** VND/share (Ten thousand dong).
2. The ownership ratio of foreign investors in the Company is 0% of the charter capital.
3. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the law.
4. The shares of the Company as of the date of approval of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each class of shares are specified in Articles 16 and 17 of this Charter.
5. The Company may issue other classes of preference shares upon approval of the General Meeting of Shareholders and in accordance with the law.
6. The Company officially operates as a Joint Stock Company under Enterprise Registration Certificate No. 0400101066 issued by the Department of Planning and Investment of Da Nang City on November 1, 2016.
7. Ordinary shares must be offered preferentially to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders; shares not fully subscribed by shareholders shall be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders

and other persons on terms not more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or otherwise provided by the securities law.

8. The Company may purchase shares issued by itself in the manners prescribed in this Charter and current laws. Shares redeemed by the Company are treasury shares and the Board of Directors may offer them in manners consistent with this Charter, the Law on Securities and relevant guiding documents**.**

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

Article 7. Share certificates

1. Shareholders of the Company are issued share certificates corresponding to the number and class of shares owned.

2. A share is a type of security certifying the lawful rights and interests of its owner in a part of the share capital of the issuer. Share certificates must contain all contents specified in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 (thirty) days from the date of submission of a complete dossier requesting the transfer of share ownership in accordance with the Company's regulations, or within another time limit as specified in the terms of issue, the owner of the shares shall be issued a share certificate. Share owners are not required to pay the Company the cost of printing share certificates.

4. Where a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be reissued a share certificate by the Company at the request of such shareholder. The shareholder's request must include the following contents:

a) Information on the share certificate that has been lost, damaged or otherwise destroyed;
b) A commitment to take responsibility for disputes arising from the reissuance of the new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company shall be issued bearing the signature of the legal representative and the seal of the Company.

Article 9. Offering of shares, sale of shares

1. An offering of shares is the Company's increase in the number and classes of shares authorized for offering in order to increase its charter capital. The offering of shares shall be carried out in accordance with Articles 123, 124 and 125 of the Law on Enterprises and relevant laws on securities and the securities market and other relevant laws.
2. The Board of Directors decides on the timing, method and selling price of shares in accordance with Article 126 of the Law on Enterprises, this Charter, Resolutions of the General Meeting of Shareholders and relevant laws.

Article 10. Transfer of shares, inheritance of shares

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

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

3. Shares subject to conditional transfer:

a) Preferential shares: Additional preferential shares purchased by shareholders who are employees of the Company may not be transferred during the committed period; such shares shall be converted into ordinary shares after the end of the committed period.

- Where the joint stock company changes its structure or technology, relocates or downsizes its production and business premises at the request of a competent State authority... resulting in employees having to terminate their labor contracts, quit their jobs or lose their jobs in accordance with the Labor Code before the committed time limit, the shares purchased at preferential prices shall be converted into ordinary shares. Where employees wish to resell such shares to the enterprise, the joint stock company is responsible for repurchasing them at a price close to the market trading price.
- Where employees terminate their labor contracts before the committed time limit, they must resell to the joint stock company all of the shares purchased at a price close to the market trading price but not exceeding the purchase price at the time of equitization.

b) Shares sold to strategic investors: Strategic investors may not transfer the shares purchased for a minimum period of 05 years from the date the joint stock company is first granted the Enterprise Registration Certificate to operate under the Law on Enterprises. In special cases where such shares need to be transferred before the above time limit, the approval of the General Meeting of Shareholders is required.

4. Transfers shall be made by contract in the usual manner or through trading on the securities market. In case of transfer by contract, the transfer documents must be signed by the transferor and the transferee or their authorized representatives. In case of transfer through trading on the securities market, the order, procedures and recording of ownership shall comply with the law on securities.

5. Where an individual shareholder dies, the heir under the will or at law of such shareholder shall become a shareholder of the Company.

6. Where the shares of a deceased individual shareholder have no heir, or the heir refuses to accept the inheritance or is disinherited, such shares shall be handled in accordance with civil law.

7. Shareholders have the right to donate part or all of their shares in the Company to other individuals or organizations, or to use shares to pay debts. In this case, the individuals or organizations receiving the donation or the debt payment in shares shall become shareholders of the Company.

8. Individuals and organizations receiving shares in the cases specified in this Article only become shareholders of the Company from the time their information specified in Clause 2, Article 122 of the Law on Enterprises is fully recorded in the shareholder register.

Article 11. Revocation of shares

1. Where a shareholder fails to pay in full and on time the amount payable for the purchase of shares, the Board of Directors shall notify and has the right to request such shareholder to pay the remaining amount and be liable, to the extent of the total par value of the subscribed shares, for the financial obligations of the Company arising from such failure to pay in full.

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

3. The Board of Directors has the right to revoke shares that have not been paid in full and on time if the requirements in the above notice are not met.
4. Revoked 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 by authorization sell or redistribute them on such terms and in such manner as the Board of Directors deems appropriate.
5. Shareholders holding revoked shares must relinquish their shareholder status in respect of such shares, but remain liable, to the extent of the total par value of the subscribed shares, for the financial obligations of the Company arising at the time of revocation as decided by the Board of Directors from the date of revocation until the date of payment. The Board of Directors has full authority to decide on the enforcement of payment of the full value of the shares at the time of revocation.
6. The revocation notice shall be sent to the holder of the revoked shares before the time of revocation. The revocation remains effective even in case of errors or negligence in sending the notice.

Article 12. Redemption of shares, payment conditions and handling of redeemed shares

1. Shares of the Company may be purchased with Vietnam Dong, freely convertible foreign currencies, gold, land use rights, intellectual property rights, technology, technical know-how or other assets specified in the Company's Charter and must be paid in full at one time.
2. Shareholders who voted against a resolution on the reorganization of the Company or changes in the rights and obligations of shareholders specified in this Charter have the right to request the Company to redeem their shares. The request must be made in writing, clearly stating the name and address of the shareholder, the number of shares of each class, the proposed selling price and the reason for requesting the Company to redeem the shares. The request must be sent to the Company within 10 (ten) days from the date the General Meeting of Shareholders passes the resolution on the matters specified in this Clause.
3. The Company must redeem shares at the request of shareholders specified in Clause 2 of this Article at the market price or at a price calculated according to the principles specified in the Company's Charter within 90 days from the date of receipt of the request. If the parties fail to agree on the price, they may request a valuation organization to determine the price. The Company shall

recommend at least 03 valuation organizations for the shareholder to choose from, and such choice shall be final.

4. The Company has the right to redeem up to 30% (thirty percent) of the total number of ordinary shares sold, and part or all of the dividend preference shares sold, as follows:

4.1 The Board of Directors has the right to decide on the redemption of up to 10% of the total number of shares of each class sold within 12 months. In other cases, the redemption of shares shall be decided by the General Meeting of Shareholders;

4.2 The Board of Directors decides on the redemption price of shares. For ordinary shares, the redemption price may not be higher than the market price at the time of redemption, except for the case specified in Clause 4.3 of this Article. For other classes of shares, unless otherwise provided by the Company's Charter or otherwise agreed between the Company and the relevant shareholders, the redemption price may not be lower than the market price;

4.3 The Company may redeem shares from each shareholder in proportion to their shareholding in the Company in accordance with the following order and procedures:

a) The Company's decision to redeem shares must be notified by a method ensuring that it reaches all shareholders within 30 days from the date such decision is passed. The notice must include the name and head office address of the Company, the total number and class of shares to be redeemed, the redemption price or the principles for determining the redemption price, the procedures and time limit for payment, and the procedures and time limit for shareholders to sell their shares to the Company;

b) Shareholders agreeing to sell their shares must send a written consent to sell their shares by a method ensuring that it reaches the Company within 30 days from the date of the notice. The written consent to sell shares must contain the full name, contact address and legal document number of individual shareholders; the name, enterprise code or legal document number and head office address of institutional shareholders; the number of shares owned and the number of shares agreed to be sold; the method of payment; and the signature of the shareholder or the shareholder's legal representative. The Company shall only redeem shares within the above time limit.

5. The Company may only pay for shares redeemed from shareholders under Clauses 2, 3 and 4 of this Article if, immediately after paying for all redeemed shares, the Company is still able to pay in full its debts and other property obligations.

6. Shares redeemed under Clauses 2, 3 and 4 of this Article are considered unsold shares as specified in Clause 4, Article 112 of the Law on Enterprises. The Company must register the reduction of its charter capital corresponding to the total par value of the shares redeemed by the Company within 10 days from the date of completion of payment for the redeemed shares, unless otherwise provided by the securities law.

7. The order and procedures for redeeming shares at the request of shareholders or by decision of the Company, and the payment for and handling of redeemed shares, shall comply with Article 134 of the Law on Enterprises, the relevant provisions of the Law on Securities and current legal documents.

Article 13. Payment of dividends

1. Dividends paid on preference shares shall be in accordance with the conditions applicable to each class of preference shares.

2. Dividends paid on ordinary shares are determined based on the realized net profit, and dividend payments are made from the Company's retained earnings. The Company may only pay dividends on ordinary shares when the following conditions are satisfied:

a) The Company has fulfilled its tax obligations and other financial obligations as prescribed by law;

b) The Company has set aside its funds and fully offset previous losses in accordance with the law and the Company's Charter;

c) Immediately after paying all the determined dividends, the Company is still able to pay in full its debts and other due property obligations.

3. Dividends may be paid in cash or in shares of the Company. If paid in cash, payment must be made in Vietnam Dong (VND) and may be made by cheque, bank transfer or postal payment order sent to the permanent address or contact address of the shareholder.

4. Dividends must be paid in full within six (06) months from the end of the annual General Meeting of Shareholders. The Board of Directors shall prepare the list of shareholders entitled to receive dividends, and determine the dividend amount payable on each share and the time limit and form of payment at least thirty (30) days before each dividend payment. The notice of dividend payment shall be sent by registered method to shareholders at their

addresses registered in the shareholder register at least fifteen (15) days before the dividend payment. The notice must contain the following contents:

a) Name of the Company and address of its head office;

b) Full name, contact address, nationality, number of the Citizen Identity Card, People's Identity Card, Passport or other lawful personal identification of individual shareholders;

c) Name, enterprise code or legal document and head office address of institutional shareholders;

d) Number of shares of each class held by the shareholder; the dividend amount per share and the total dividend to be received by such shareholder;

e) Time and method of dividend payment;

f) Full names and signatures of the Chairman of the Board of Directors and the legal representative of the Company.

5. Where a shareholder transfers their shares between the time of closing the shareholder list and the time of dividend payment, the transferor shall receive the dividends from the Company.

6. Where dividends are paid in shares, the Company is not required to carry out the share offering procedures specified in Articles 123, 124 and 125 of the Law on Enterprises. The Company must register the increase of its charter capital corresponding to the total par value of the shares used to pay dividends within ten (10) days from the date of completion of the dividend payment.

Article 14. Recovery of payments for redeemed shares or dividends

Where the payment for redeemed shares is contrary to the law and the Company's Charter, or the dividend payment is contrary to Clause 5, Article 12 or contrary to Article 13 of this Charter, shareholders must return to the Company the money or other assets received. Where a shareholder is unable to return them to the Company, all members of the Board of Directors shall be jointly liable for the debts and other property obligations of the Company to the extent of the value of the money and assets paid to shareholders that have not been returned.

V. ORGANIZATIONAL, GOVERNANCE AND CONTROL STRUCTURE

Article 15. Organizational, governance and control structure

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

1. General Meeting of Shareholders

2. Board of Directors
3. Supervisory Board
4. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 16. Rights of shareholders

1. Ordinary shareholders have the following rights:

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

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

c) To be given priority to purchase new shares in proportion to each shareholder's ownership of ordinary shares in the Company;

d) To freely transfer their shares to others, except for the cases specified in Clause 3, Article 10 of this Charter and other relevant laws;

e) To review, look up and extract information on names and contact addresses in the list of shareholders with voting rights; to request the correction of their inaccurate information in accordance with Clause 3, Article 141 of the Law on Enterprises. Such request must be made in writing and include the following contents:

- Full name, contact address, nationality and legal document number of the individual for individual shareholders;
- Name, enterprise code or legal document number and head office address for institutional shareholders;
- Number of shares and time of share registration of each shareholder, the total number of shares of the whole group of shareholders and the ownership percentage of the Company's total shares;
- Contents and purposes of the information to be reviewed, looked up, extracted, copied or corrected;

f) To review, look up, extract or copy the Company's Charter, the minutes of the General Meeting of Shareholders and the Resolutions of the General Meeting

of Shareholders; the request must be made in writing and must include the contents specified in Point e, Clause 1 of this Article;

g) Upon dissolution or bankruptcy of the Company, to receive part of the remaining assets in proportion to their shareholding in the Company after the Company has fully performed its financial obligations as prescribed by law;

h) To request the Company to redeem their shares in the cases specified in Clauses 2 and 3, Article 12 of this Charter;

i) To be treated equally. Each share of the same class confers on its owner equal rights, obligations and benefits. Where the Company has classes of preference shares, the rights and obligations attached to such classes of preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

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

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

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

2. A shareholder or group of shareholders owning five percent (5%) or more of the total number of ordinary shares has the following rights:

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

b) To review, look up and extract the book of minutes and resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions subject to approval by the Board of Directors and other documents, except for documents relating to the Company's trade secrets and business secrets. The request must be made in writing and must include the contents specified in Point e, Clause 1 of this Article;

c) To request the Supervisory Board to examine each specific matter relating to the management and operation of the Company when deemed necessary. The request must be made in writing and must include the contents specified in Point e, Clause 1 of this Article;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least three (03) working days before the opening date. The proposal must clearly state the shareholder's name, the number of shares of each class held by the shareholder, and the issue proposed to be included in the agenda;

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

3. A shareholder or group of shareholders owning ten percent (10%) or more of the total number of ordinary shares has the right to nominate persons to the Board of Directors and the Supervisory Board. The nomination of persons to the Board of Directors and the Supervisory Board shall be carried out as follows:

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

b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this Clause has the right to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. Where 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 Supervisory Board and other shareholders.

4. Shareholders who are employees of the Company holding shares purchased at preferential prices based on their commitment to long-term work for the Company, and shareholders who are Strategic Investors holding shares purchased under the Strategic Investor commitment agreement upon the Company's equitization, have the same rights and obligations as other shareholders holding ordinary shares, except for the right to freely transfer such shares as specified in Clause 3, Article 10 of this Charter.

5. In addition to the above rights, strategic shareholders have additional powers as specified in the Strategic Investor Share Purchase Agreement signed between the Company and the strategic shareholders.

6. Other rights as prescribed by the Law on Enterprises.

Article 17. Obligations of ordinary shareholders

1. To pay in full and on time for the shares committed to be purchased.

2. Not to withdraw capital contributed in ordinary shares from the Company in any form, except where the shares are redeemed by the Company or purchased by others. Where a shareholder withdraws part or all of the contributed share capital contrary to this Clause, such shareholder and persons with related interests in the Company shall be jointly liable for the debts and other property obligations of the Company to the extent of the value of the shares withdrawn and the damage incurred.

3. To comply with the Company's Charter and the Company's Internal Management Regulations.

4. To comply with the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. To keep confidential the information provided by the Company in accordance with the Company's Charter and the law; to use the provided information only to exercise and protect their lawful rights and interests; and not to distribute, copy or send information provided by the Company to other organizations or individuals.

6. To attend the General Meeting of Shareholders and exercise their voting/election rights through the following forms:

a) Attending and voting/electing in person at the meeting;

b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;

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

d) Sending voting/election ballots to the meeting by mail, fax or email.

7. To be personally liable when acting on behalf of the Company in any form to commit any of the following acts:

a) Violating the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Paying debts not yet due in the face of financial risks to the Company.

8. Strategic shareholders also have additional responsibilities and obligations of strategic shareholders as specified in the Strategic Investor Share Purchase Agreement signed between the Company and the strategic shareholders.

9. To fulfill other obligations as prescribed by current laws.

Article 18. General Meeting of Shareholders

1. The General Meeting of Shareholders comprises all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold its annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors shall decide to extend the annual General Meeting of Shareholders when necessary, but not beyond 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 is determined as the place where the Chairman 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 an appropriate venue. The annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Charter, in particular approving the audited annual financial statements. Where the audit report on the Company's annual financial statements contains material exceptions, an adverse audit opinion or a disclaimer of opinion, the Company must invite a representative of the approved audit firm that audited the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative of the approved audit firm is responsible for attending the Company's annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a) The Board of Directors deems it necessary for the interests of the Company;

b) The number of remaining members of the Board of Directors or members of the Supervisory Board is less than the minimum number of members required by law;

c) At the request of a shareholder or group of shareholders specified in Clause 2, Article 16 of this Charter; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, bearing the signatures of all relevant shareholders, or the

request may be made in multiple copies collectively bearing the signatures of all relevant shareholders;

d) At the request of the Supervisory Board;

e) 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 thirty (30) days from the date the number of remaining members of the Board of Directors or members of the Supervisory Board is as specified in Point b, Clause 3 of this Article, or from the date of receipt of a request specified in Points c and d, Clause 3 of this Article. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, the Chairman of the Board of Directors and members of the Board of Directors must compensate for damage incurred by the Company;

b) Where the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the following 30 days, the Supervisory Board shall convene the General Meeting of Shareholders in place of the Board of Directors in accordance with Clause 3, Article 140 of the Law on Enterprises. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed, the Supervisory Board must compensate for damage incurred by the Company;

c) Where the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders specified in Point c, Clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders in accordance with the Law on Enterprises;

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

5. The convener of a General Meeting of Shareholders must carry out the following order and procedures:

a) Prepare the list of shareholders entitled to attend;

b) Provide information and resolve complaints relating to the list of shareholders;

c) Prepare the agenda and contents of the meeting;

d) Prepare documents for the meeting;

e) Draft resolutions of the General Meeting of Shareholders in accordance with the proposed contents of the meeting; the list and detailed information of candidates in case of election of members of the Board of Directors and Supervisors;

f) Determine the time and venue of the meeting;

g) Send the notice of invitation to all shareholders on the list of shareholders entitled to attend at least 21 days before the opening date.

- The notice of invitation must contain the name, head office address and enterprise code; the names and contact addresses of shareholders, the time and venue of the meeting and other requirements for attendees.
- The notice of invitation shall be sent by a method ensuring that it reaches the contact address of the shareholder, or posted on the Company's website.
- The notice of invitation shall be accompanied by the following documents:
  + The meeting agenda, documents used at the meeting and draft resolutions on each issue on the agenda;
  + Voting ballots.

h) Other tasks serving the meeting.

Article 19. Rights and obligations of the General Meeting of Shareholders

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

a) To approve the Company's development orientations;

b) To decide on the classes of shares and the total number of shares of each class authorized for offering; to decide on the annual dividend rate of each class of shares;

c) To elect, dismiss and remove members of the Board of Directors and members of the Supervisory Board;

d) To decide on investments in or sales of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent audited financial statements;

e) To decide on amendments and supplements to the Company's Charter;

f) To approve the annual financial statements;

g) To decide on the redemption of more than 10% of the total number of sold shares of each class;

h) To review and handle violations by members of the Board of Directors and members of the Supervisory Board causing damage to the Company and its shareholders;

i) To decide on the reorganization or dissolution of the Company;

j) To decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Supervisory Board;

k) To approve/amend and supplement the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors and the Supervisory Board;

l) To approve the list of approved audit firms; to decide on the approved audit firm to examine the Company's operations, and to remove approved auditors when deemed necessary;

m) Other rights and obligations as prescribed by law.

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

a) The Company's annual business plan;

b) Audited annual financial statements;

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

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

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

f) Dividend rate for each share of each class;

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

h) To elect, dismiss and remove members of the Board of Directors and members of the Supervisory Board;

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

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

k) Supplements and amendments to the Company's Charter;

l) Classes of shares and number of new shares to be issued for each class of shares;

m) Division, separation, consolidation, merger or conversion of the Company;

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

o) Decision on investments in or sales of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent audited Financial Statements;

p) To decide on the redemption of more than 10% of the total number of sold shares of each class;

q) The Company's entry into contracts and transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the Company's total asset value recorded in the most recent audited financial statements;

r) Approval of transactions between the Company and shareholders, managers of the Company and related persons in accordance with the law on securities and the securities market and the Company's Charter;

s) Approval of the Internal Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors and the Regulations on the Operation of the Supervisory Board;

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

3. All resolutions and matters included in the agenda must be discussed and voted on at the General Meeting of Shareholders or passed by collecting written opinions.

Article 20. Authorization to attend the General Meeting of Shareholders

1. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person, authorize one or more other individuals or organizations to attend, or attend through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises. Authorization shall be as follows:

a) An individual shareholder may only authorize 01 individual or 01 other organization to attend the meeting;

b) An institutional shareholder holding less than 10% of the total number of voting shares may authorize a maximum of 02 individuals or 02 other organizations; one holding from 10% to less than 50% of the total number of

voting shares may authorize a maximum of 03 individuals or 03 other organizations to attend the meeting; and one holding 50% or more of the total number of voting shares may authorize a maximum of 04 individuals or 04 other organizations to attend the meeting.

2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders under Clause 1 of this Article must be made in writing. The letter of authorization shall be made in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents, scope and term of the authorization, and the signatures of the authorizing party and the authorized party.

A person authorized to attend the General Meeting of Shareholders must submit the letter of authorization upon registering to attend the meeting. In case of sub-authorization, the attendee must also present the original letter of authorization of the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

3. Voting/election ballots of a person authorized to attend the meeting within the scope of authorization remain valid in any of the following cases:

a) The authorizing person has died, has restricted civil act capacity or has lost civil act capacity;

b) The authorizing person has revoked the appointment of authorization;

c) The authorizing person has revoked the authority of the person carrying out the authorization;

d) This provision does not apply if the Company receives a notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 21. Changes of rights

1. A change to or cancellation of the special rights attached to a class of preference shares takes effect when approved by shareholders representing 65% or more of the total votes of all attending shareholders. Resolutions of the General Meeting of Shareholders on matters adversely changing the rights and obligations of shareholders holding preference shares shall only be passed if approved by attending preference shareholders of the same class owning 75% or more of the total preference shares of that class, or approved by preference shareholders of the same class owning 75% or more of the total

preference shares of that class in case the resolution is passed by collecting written opinions.

2. A meeting of shareholders holding a class of preference shares to approve the above change of rights is only valid when attended by at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. Where the required number of delegates is not present, the meeting shall be reconvened within the following 30 days, and the holders of shares of that class (regardless of the number of persons and shares) present in person or through authorized representatives shall be deemed to constitute the required number of delegates. At the above meetings of preference shareholders, holders of shares of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the above meetings.

3. The procedures for conducting such separate meetings shall be similar to the provisions of Articles 23, 24 and 25 of this Charter.

4. Unless otherwise provided by the terms of issue of the shares, the special rights attached to classes of shares with preferential rights in respect of some or all matters relating to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same class.

Article 22. Convening, agenda and notice of invitation to the General Meeting of Shareholders

1. The Board of Directors convenes annual and extraordinary General Meetings of Shareholders. Extraordinary General Meetings of Shareholders shall be convened in the cases specified in Clause 3, Article 18 of this Charter.

   Where the Board of Directors fails to convene a General Meeting of Shareholders, Point b or Point c, Clause 4, Article 18 of this Charter shall apply;

2. The convener of a General Meeting of Shareholders must perform the following tasks:

a) Prepare the list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be made based on the shareholder register and the register of securities holders of the Company. The list of

shareholders entitled to attend the General Meeting of Shareholders shall be made no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the record date.

b) Prepare the agenda and contents of the meeting;

c) Prepare documents for the meeting;

d) Draft resolutions of the General Meeting of Shareholders in accordance with the proposed contents of the meeting;

e) Determine the time and venue of the meeting;

f) Announce and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend;

g) Other tasks serving the meeting.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring that it reaches their contact addresses, and simultaneously published on the website of the Company and of the State Securities Commission and the Stock Exchange where the Company's shares are registered for trading. The convener of the General Meeting of Shareholders must send the notice of invitation to all shareholders on the List of shareholders entitled to attend at least twenty-one (21) days before the opening date of the meeting (counting from the date the notice is validly sent or delivered). The agenda of the General Meeting of Shareholders and documents relating to the matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. Where the documents are not sent together with the notice of the General Meeting of Shareholders, the notice of invitation must clearly state the link to all meeting documents so that shareholders can access them, including:

a) The meeting agenda and documents used at the meeting;

b) The list and detailed information of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;

c) Voting/election ballots;

d) Draft resolutions on each issue on the agenda.

4. A shareholder or group of shareholders specified in Clause 2, Article 16 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 made in writing and

sent to the Company at least three (03) working days before the opening date of the meeting. The proposal must include the contents specified in Point e, Clause 1, Article 16 of this Charter and the issue proposed to be included in the agenda.

5. The convener of the General Meeting of Shareholders has the right to reject a proposal specified in Clause 4 of this Article in any of the following cases:

a) The proposal is not sent in accordance with Clause 4 of this Article;

b) At the time of the proposal, the shareholder or group of shareholders does not hold five percent (5%) or more of the ordinary shares as prescribed in Clause 2, Article 16 of this Charter;

c) The proposed issue does not fall within the decision-making competence of the General Meeting of Shareholders;

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

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

Article 23. Conditions for conducting the General Meeting of Shareholders

1. A General Meeting of Shareholders shall be conducted when attending shareholders represent more than fifty percent (50%) of the total votes.

2. Where the first meeting does not satisfy the conditions to be conducted under Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within thirty (30) days, from the date intended for the first meeting. The second General Meeting of Shareholders shall be conducted when attending shareholders represent thirty-three percent (33%) or more of the total votes.

3. Where the second meeting does not satisfy the conditions to be conducted under Clause 2 of this Article, the notice of invitation to the third meeting must be sent within twenty (20) days from the date intended for the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total votes of the attending shareholders.

Article 24. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the opening of the meeting, the Company must carry out the shareholder registration procedures and continue registration until all shareholders entitled to attend who are present have registered, in the following order:

a) Upon shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot stating the registration number, the full name of the shareholder, the full name of the authorized representative and the number of votes/election ballots of such shareholder. The General Meeting of Shareholders discusses and votes on each issue on the agenda. Voting is conducted by votes for, against and abstentions. The vote counting results shall be announced by the Chairman immediately before the closing of the meeting. The Meeting shall elect persons responsible for counting votes or supervising the vote counting at the proposal of the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

b) Shareholders, authorized representatives of institutional shareholders or authorized persons arriving after the opening of the meeting have the right to register immediately and thereafter to participate and vote/elect at the meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow late shareholders to register, and the validity of the contents voted/elected before then shall remain unchanged.

2. The election of the Chairman, the secretary, the Shareholder/Delegate Eligibility Verification Committee and the Vote Counting Committee is regulated as follows:

a) The Chairman of the Board of Directors shall chair, or authorize another member of the Board of Directors to chair, meetings of the General Meeting of Shareholders convened by the Board of Directors. Where the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them by majority to chair the meeting. Where no Chairman can be elected, the Head of the Supervisory Board shall preside over the General Meeting of Shareholders' election of a Chairman from among the

attendees, and the person with the highest number of votes shall chair the meeting;

b) Except for the case specified in Point a of this Clause, the person signing the notice convening the General Meeting of Shareholders shall preside over the General Meeting of Shareholders' election of a Chairman of the meeting, and the person with the highest number of votes shall chair the meeting;

c) The Chairman shall appoint one or more persons as secretary of the meeting and members of the Shareholder/Delegate Eligibility Verification Committee serving the meeting;

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

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly specify in detail the time for each issue on the agenda.

4. The Chairman of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.

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

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

c) Facilitating shareholders' attendance (or continued attendance) at the meeting. The convener of the General Meeting of Shareholders has full authority to change the above measures and apply all necessary measures. Measures applied may include issuing admission passes or using other options.

5. The convener or the Chairman of the General Meeting of Shareholders has the following rights:

a) To require all attendees to be subject to inspection or other lawful and reasonable security measures;

b) To request the competent authority to maintain order at the meeting; to expel from the General Meeting of Shareholders persons who fail to comply with the Chairman's authority, intentionally disrupt order, obstruct the normal progress of the meeting or fail to comply with security inspection requirements.

6. The Chairman has the right to postpone a General Meeting of Shareholders that has the required 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 venue in the following cases:

a) The meeting venue does not have sufficient convenient seating for all attendees;

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

c) An attendee obstructs or disrupts order, posing a risk that the meeting may not be conducted fairly and lawfully.

7. Where the Chairman postpones or suspends the General Meeting of Shareholders contrary to Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairman in conducting the meeting until its conclusion; all resolutions passed at such meeting shall be effective.

8. Where the Company applies modern technology to organize the General Meeting of Shareholders through an online meeting, the Company is responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic forms in accordance with Clause 3, Article 144 of the Law on Enterprises and Clause 3, Article 273 of the Government's Decree No. 155/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities.

Article 25. Conditions for Resolutions of the General Meeting of Shareholders to be passed

The General Meeting of Shareholders passes resolutions within its competence by voting at a meeting or by collecting written opinions.

1. Resolutions on the following contents are passed if approved by shareholders representing sixty-five percent (65%) or more of the total votes of all shareholders attending and voting at the meeting, or if approved by shareholders with voting rights representing sixty-five percent (65%) or more of the total votes when collecting shareholders' opinions in writing, except for the cases specified in Clauses 3 and 4 of this Article:

a) Amendments and supplements to the Company's Charter;

b) Classes of shares and the total number of shares of each class;

c) Types of shares and the number of shares to be offered;

d) Changes in business lines and fields;

e) Changes in the organizational and management structure of the Company;

f) Investment projects or sales of assets with a value of thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent audited financial statements;

g) Reorganization or dissolution of the Company.

2. Other resolutions are passed when approved by shareholders owning at least fifty-one percent (51%) of the total votes of all shareholders attending and voting at the meeting, or when approved by shareholders with voting rights representing fifty-one percent (51%) or more of the total votes when collecting shareholders' opinions in writing, except for the cases specified in Clauses 1, 3 and 4 of this Article.

3. Voting to elect members of the Board of Directors and the Supervisory Board must be conducted by the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and shareholders have the right to cast all or part of their total votes for one or several candidates. Elected members of the Board of Directors or members of the Supervisory Board are determined by the number of votes in descending order, starting from the candidate with the highest number of votes until the number of members specified in Clause 1, Article 31 or Clause 1, Article 48 of this Charter is reached. Where 02 or more candidates obtain the same number of votes for the last seat on the Board of Directors or the Supervisory Board, a re-election shall be held among the candidates with equal votes, or a selection shall be made according to the criteria specified in the election regulations or the Company's Charter.

4. Resolutions of the General Meeting of Shareholders on matters adversely changing the rights and obligations of shareholders holding preference shares shall only be passed if approved by attending preference shareholders of the same class owning 75% or more of the total preference shares of that class, or approved by preference shareholders of the same class owning 75% or more of the total preference shares of that class in case the resolution is passed by collecting written opinions.

5. Resolutions of the General Meeting of Shareholders passed by 100% of the total number of voting shares are lawful and effective even if the order and procedures for convening the meeting and passing such resolutions violate the provisions of the Law on Enterprises and this Charter.

6. Resolutions of the General Meeting of Shareholders must be posted on the Company's website within twenty-four (24) hours from the end of the General Meeting of Shareholders.

Article 26. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders

1. The Board of Directors has the right to collect shareholders' written opinions on all matters within the competence of the General Meeting of Shareholders as specified in Article 19 of this Charter to pass resolutions of the General Meeting of Shareholders when deemed necessary for the interests of the Company, except for the organization of the annual General Meeting of Shareholders.

2. The Board of Directors must prepare the opinion ballots, draft resolutions of the General Meeting of Shareholders and documents explaining the draft resolutions and send them to all shareholders with voting rights at least fifteen (15) days before the deadline for returning the opinion ballots. The preparation of the list of shareholders to whom opinion ballots are sent shall comply with Point a, Clause 2, Article 22 of this Charter. The requirements and methods for sending opinion ballots and accompanying documents shall comply with Point g, Clause 5, Article 18 of this Charter;

3. An opinion ballot must contain the following principal contents:

a) Name, head office address and enterprise code;

b) Purpose of collecting opinions;

c) Full name, contact address, nationality and legal document number of the individual for individual shareholders; name, enterprise code or legal document number and head office address for institutional shareholders, or full name, contact address, nationality and legal document number of the individual representative of an institutional shareholder; the number of shares of each class and the number of votes of the shareholder;

d) Issues on which opinions are collected for decision;

e) Voting options including for, against and abstain for each issue on which opinions are collected;

f) Deadline for returning the completed opinion ballot to the Company;

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

4. Shareholders may send completed opinion ballots to the Company by mail, fax or email as follows:

a) In case of sending by mail, the completed opinion ballot must bear the signature of the individual shareholder, or of the authorized representative or legal representative of the institutional shareholder. Opinion ballots sent to the Company must be placed in a sealed envelope and no one may open them before the vote counting;

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

c) Opinion ballots sent to the Company after the deadline stated in the opinion ballot, or which have been opened in case of sending by mail or disclosed in case of sending by fax or email, are invalid. Opinion ballots not returned are deemed not to have participated in the vote.

5. The Board of Directors shall count the votes and prepare the vote counting minutes in the presence of the Supervisory Board or of shareholders not holding managerial positions in the Company. The vote counting minutes must contain the following principal contents:

a) Name, head office address and enterprise code;

b) Purpose and issues on which opinions are collected to pass resolutions;

c) Number of shareholders and total votes/election ballots that participated in voting/election, distinguishing between valid and invalid votes/election ballots and the method of sending voting/election ballots, with an appendix listing the shareholders participating in voting/election;

d) Total votes for, against and abstentions on each issue, and total votes for each candidate (if any);

e) Issues approved and the corresponding approval ratios;

f) Full names and signatures of the Chairman of the Board of Directors, the vote counter and the vote counting supervisor.

Members of the Board of Directors, the vote counter and the vote counting supervisor shall be jointly liable for the truthfulness and accuracy of the vote

counting minutes, and jointly liable for damage arising from decisions passed due to untruthful or inaccurate vote counting.

6. The vote counting minutes and resolutions must be published by posting them on the Company's website within twenty-four (24) hours.

7. Completed opinion ballots, vote counting minutes, passed resolutions and relevant documents sent together with the opinion ballots must be kept at the Company's head office.

8. Resolutions passed by collecting shareholders' written opinions have the same validity as resolutions passed at a General Meeting of Shareholders.

Article 27. Resolutions and Minutes of the General Meeting of Shareholders

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

a) Name, head office address and enterprise code;

b) Time and venue of the General Meeting of Shareholders;

c) Agenda and contents of the meeting;

d) Full names of the Chairman and the secretary;

e) Summary of the proceedings of the meeting and the opinions expressed at the General Meeting of Shareholders on each issue on the agenda;

f) Number of shareholders and total votes of the attending shareholders, an appendix listing the registered shareholders and shareholders' representatives attending the meeting with the corresponding number of shares and votes;

g) Total votes on each issue voted on, clearly stating the voting method, total valid and invalid votes, votes for, against and abstentions; and the corresponding percentages of the total votes of the attending shareholders;

h) Aggregate number of votes for each candidate (if any);

i) Issues approved and the corresponding approval ratios;

j) Full names and signatures of the Chairman and the secretary. Where the Chairman or the secretary refuses to sign the meeting minutes, such minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and containing all contents specified in this Clause. The

meeting minutes shall clearly state the refusal of the Chairman or the secretary to sign them.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting.
3. The Chairman and the secretary of the meeting or other signatories of the meeting minutes shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.
4. Minutes made in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the minutes in Vietnamese and in the foreign language, the contents of the minutes in Vietnamese shall prevail.
5. Resolutions, Minutes of the General Meeting of Shareholders, the appendix listing the shareholders registered to attend, letters of authorization to attend the meeting, all documents attached to the Minutes (if any) and relevant documents accompanying the notice of invitation must be kept at the Company's head office.
6. Resolutions and Minutes of the General Meeting of Shareholders must be disclosed in accordance with the law on information disclosure on the securities market.

Article 28. Request for annulment of Resolutions of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the collection of opinions of the General Meeting of Shareholders, a shareholder or group of shareholders specified in Clause 2, Article 16 of this Charter has the right to request a Court or Arbitration to review and annul the resolution or part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 5, Article 25 of this Charter.
2. The contents of the resolution violate the law or this Charter.

Article 29. Effectiveness of Resolutions of the General Meeting of Shareholders

1. Resolutions of the General Meeting of Shareholders take effect from the date of approval or from the effective date stated in such resolution.
2. Where a shareholder or group of shareholders requests a Court or Arbitration to annul a resolution of the General Meeting of Shareholders under Article 28 of this Charter, such resolution remains in effect until the decision of the Court or Arbitration annulling it takes effect, except where provisional emergency measures are applied by decision of a competent authority.

VII. BOARD OF DIRECTORS

Article 30. Self-nomination and nomination of members of the Board of Directors

1. Where Board of Directors candidates have been identified, the Company must disclose information relating to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must make a written commitment to 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 members of the Board of Directors. The disclosed information relating to Board of Directors candidates includes:

a) Full name, date of birth;
b) Professional qualifications;
c) Work history;
d) Other managerial positions (including positions on the Boards of Directors of other companies);
e) Interests related to the Company and the Company's related parties;
f) The Company is responsible for disclosing information about the companies in which the candidate holds the position of member of the Board of Directors or other managerial positions and the interests related to the Company of the Board of Directors candidate (if any).

2. A shareholder or group of shareholders owning ten percent (10%) or more of the total number of ordinary shares has the right to aggregate their voting rights to nominate candidates to the Board of Directors in accordance with

Clause 3, Article 16 of this Charter. The number of Board of Directors candidates that may be nominated depends on the percentage of shares owned by the shareholder or group of shareholders against the total number of voting shares, as follows:

a) From 10% to less than 20%: may nominate a maximum of one (01) candidate;

b) From 20% to less than 30%: may nominate a maximum of two (02) candidates;

c) From 30% to less than 40%: may nominate a maximum of three (03) candidates;

d) From 40% to less than 50%: may nominate a maximum of four (04) candidates;

e) From 50% or more: may nominate a maximum of five (05) candidates.

3. Where the number of Board of Directors candidates through nomination and self-nomination is still insufficient as required under Point b, Clause 3, Article 16 and Clause 1, Article 31 of this Charter, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with this Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation 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. Where the number of candidates additionally nominated by the incumbent Board of Directors under Clause 3 of this Article is still insufficient, the Board of Directors shall organize nominations by other shareholders in accordance with the Company's Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors. The organization by the incumbent Board of Directors of additional nominations of candidates by other shareholders must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

Article 31. Composition and term of office of members of the Board of Directors

1. The Board of Directors consists of five (05) members.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and members may be re-elected for an unlimited number of terms.

3. Where the terms of office of all members of the Board of Directors expire at the same time, such members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

4. The composition of the Company's Board of Directors must ensure that at least 01 (one) member of the Board of Directors is a non-executive member. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

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

Article 32. Standards and conditions for membership of the Board of Directors; dismissal, removal and addition of members of the Board of Directors

1. Members of the Board of Directors must satisfy the following standards and conditions:

a) Not being a subject specified in Clause 2, Article 17 of the Law on Enterprises;

b) Holding at least a university degree; Having professional qualifications and experience in business management or in the Company's principal business lines, and not necessarily being a shareholder of the Company;

c) A member of the Company's Board of Directors may only concurrently be a member of the Board of Directors or Members' Council of at most 05 other companies;

d) Members of the Board of Directors must not be family members of the General Director and other Managers of the Company;

e) Other conditions and standards as prescribed by current laws, the Internal Regulations on Corporate Governance and other regulations of the Company from time to time.

2. The General Meeting of Shareholders shall dismiss, remove and add members of the Board of Directors in the following cases:

a) The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

- Failing to satisfy the standards and conditions specified in Clause 1 of this Article;
- Having submitted a resignation letter which is accepted;
- No longer being an authorized representative or capital representative of an institutional shareholder as decided by such organization;
- Being an authorized representative of an institutional shareholder which is no longer a shareholder of the Company.

b) The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

- Failing to participate in the activities of the Board of Directors for six (06) consecutive months, except in force majeure events;

c) When deemed necessary, the General Meeting of Shareholders may decide to replace members of the Board of Directors, or dismiss or remove members of the Board of Directors in cases other than those specified in Points a and b, Clause 2 of this Article;

d) The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in case the number of members of the Board of Directors is reduced by more than one-third (1/3) compared with the number of members of the Board of Directors specified in this Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members of the Board of Directors is reduced by more than one-third (1/3).

Article 33. Powers, obligations and responsibilities of the Board of Directors and members of the Board of Directors

1. The Board of Directors is the management body of the Company, is accountable to shareholders for the Company's operations and has full authority, on behalf of the Company, to decide on and exercise the rights and perform the obligations of the Company, except for the rights and obligations falling within the competence of the General Meeting of Shareholders.

2. The rights, obligations and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders, specifically as follows:

a) To decide on the Company's strategy, medium-term development plan and annual business plan for submission to the General Meeting of Shareholders for approval as prescribed in Point a, Clause 1, Article 19 of this Charter;

b) To propose the classes of shares and the total number of shares of each class authorized for offering;

c) To decide on the sale of unsold shares within the number of shares of each class authorized for offering; to decide on raising additional capital in other forms;

d) To decide on the selling prices of the Company's shares and bonds;

e) To decide on the redemption of shares as prescribed in Sections 4.1 and 4.2, Clause 4, Article 12 of this Charter;

f) To decide on investment plans and investment projects within its competence and limits as prescribed by law;

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

h) To approve purchase, sale, borrowing and lending contracts and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent audited financial statements, except for contracts and transactions falling within the decision-making competence of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 19 of this Charter and Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) To elect, dismiss and remove the Chairman of the Board of Directors; to appoint, dismiss, sign contracts with and terminate contracts with the General Director and other managers in accordance with the Company's Charter and the law; to decide on salaries, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and decide on the remuneration and other benefits of such persons;

j) To supervise and direct the General Director and other managers in the day-to-day management of the Company's business and the implementation of resolutions and decisions of the Board of Directors; to supervise and prevent conflicts of interest of members of the Board of Directors, members of the Supervisory Board, the General Director and other managers, including the misuse of the Company's assets and abuse of transactions with related parties; to resolve the Company's complaints against managerial staff and decide on

the selection of the Company's representative to handle matters related to legal procedures against such managerial staff;

k) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contributions to and purchases of shares in other enterprises;

l) To approve the agenda and contents of documents for the General Meeting of Shareholders, to convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;

m) To submit the audited annual financial statements to the General Meeting of Shareholders;

n) To propose the annual dividend rate and determine the interim dividend rate; to decide on the time limit and procedures for dividend payment or the handling of losses incurred in business operations; to organize the payment of dividends;

o) To propose the reorganization or dissolution of the Company; to request the bankruptcy of the Company;

p) To report to the General Meeting of Shareholders on the appointment of the General Director by the Board of Directors;

q) To develop and promulgate the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors after approval by the General Meeting of Shareholders; to develop and promulgate the Company's Regulations on Information Disclosure and other regulations in accordance with current laws for effective corporate governance;

r) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, the Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors of the Company.

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

4. Members of the Board of Directors must fully attend meetings of the Board of Directors and give opinions on the issues brought up for discussion. Meetings of the Board of Directors pass decisions by voting at the meeting or by collecting written opinions. Each member of the Board of Directors has one

(01) vote; a member of the Board of Directors may authorize another person to attend a meeting if approved by a majority of the remaining members of the Board of Directors.

5. In exercising its rights, obligations and responsibilities, the Board of Directors shall strictly comply with current laws, decisions of the General Meeting of Shareholders, this Charter, the Internal Regulations on Corporate Governance and other internal regulations of the Company and perform its duties honestly and prudently in the best interests of the shareholders and the Company. Where a decision passed by the Board of Directors is contrary to current laws or this Charter and causes damage to the Company, the members of the Board of Directors who approved such decision shall be jointly and personally liable for such decision and must compensate the Company for the damage; members of the Board of Directors who opposed the passing of such decision shall be exempt from liability.

6. Members of the Board of Directors have the right to request the General Director, Deputy General Directors and other managers of the Company to provide information and documents on the financial position and business operations of the Company and of the units within the Company. Managers so requested must provide information and documents promptly, fully and accurately at the request of members of the Board of Directors. The order and procedures for requesting and providing information are specified in the Regulations on the Operation of the Board of Directors;

7. Members of the Board of Directors and their related persons, when conducting transactions in the Company's shares, must report to the State Securities Commission and disclose information on such transactions in accordance with the law.

8. Members of the Board of Directors are responsible for reporting to the Board of Directors other relevant matters as prescribed by current laws.

Article 34. Remuneration, bonuses and other benefits of members of the Board of Directors

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

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 on a consensus basis. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its annual meeting.
4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working on sub-committees of the Board of Directors or performing other work outside the scope of the ordinary duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee per assignment, salary, commission, percentage of profits or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation and other reasonable expenses incurred in performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or sub-committees of the Board of Directors.
6. Members of the Board of Directors may be provided with liability insurance by the Company upon approval of the General Meeting of Shareholders. Such insurance does not cover liabilities of members of the Board of Directors relating to violations of the law and the Company's Charter.

Article 35. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed and removed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors may not concurrently hold the position of General Director of the Company or General Director (Director) of another public company.
3. The Chairman of the Board of Directors is responsible for directing the work of the Board of Directors during their term of office, and for considering and deciding on the governance work of the Company in accordance with the

Company's Charter, internal regulations and current laws. The Chairman of the Board of Directors has the following rights and obligations:

a) To formulate the programs and operation plans of the Board of Directors; to assign members of the Board of Directors to perform tasks within the responsibility of the Board of Directors; to monitor and urge members of the Board of Directors in performing their duties;

b) To prepare agendas, contents and documents for meetings; to convene, preside over and chair meetings of the Board of Directors;

c) To organize the passing of resolutions and decisions of the Board of Directors;

d) To supervise the implementation of resolutions and decisions of the Board of Directors and the Company's activities;

e) To chair the General Meeting of Shareholders;

f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. Where the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation letter or the dismissal or removal.

5. Where the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors. Where there is no authorized person, or the Chairman of the Board of Directors dies, goes missing, is held in temporary detention, is serving a prison sentence, is subject to an administrative handling measure at a compulsory drug rehabilitation establishment or compulsory education establishment, absconds from their place of residence, has restricted or lost civil act capacity, has difficulties in cognition or behavior control, or is prohibited by a Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one of their members to hold the position of Chairman of the Board of Directors by a majority vote of the remaining members until a new decision of the Board of Directors is made.

Article 36. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end of the

election of such Board of Directors. This meeting shall be convened and chaired by the member with the highest number or percentage of votes. Where more than one member has the same highest number or percentage of votes, the members shall elect by majority one (01) of them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once (01) every quarter and may hold extraordinary meetings.

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

a) At the request of the Supervisory Board;

b) At the request of the General Director or at least five (05) other managers;

c) At the request of at least two (02) members of the Board of Directors;

d) Other cases as prescribed by law and the Company's Charter.

4. A request specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and the issues to be discussed and decided within the competence of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of a request specified in Clause 3 of this Article. If the Chairman fails to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be liable for any damage caused to the Company; the requester has the right to convene the meeting of the Board of Directors in place of the Chairman of the Board of Directors.

6. The Chairman of the Board of Directors or the convener of a meeting of the Board of Directors must send the notice of invitation at least five (05) working days before the meeting date. The notice of invitation must specify the time and venue of the meeting, the agenda and the issues to be discussed and decided. The notice of invitation must be accompanied by the documents used at the meeting and the members' voting ballots.

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

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

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

8. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members of the Board of Directors or their authorized representatives under Clause 4, Article 33 of this Charter attend. Where a meeting convened under this Clause does not have the required number of attending members, it shall be convened for the second time within seven (07) days from the date intended for the first meeting. In this case, the meeting shall be conducted if more than half (1/2) of the members of the Board of Directors attend.

9. A member of the Board of Directors is considered to attend and vote at a meeting in the following cases:

a) Attending and voting in person at the meeting;

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

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

d) Sending voting ballots to the meeting by mail, fax or email;

e) Sending voting ballots by other means.

10. Where voting ballots are sent to the meeting by mail, they must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors at least one (01) hour before the opening. Voting ballots may only be opened in the presence of all meeting attendees.

11. Voting

a) Except as provided in Point b, Clause 11 of this Article, each member of the Board of Directors or authorized person under Clause 8 of this Article who is personally present at a meeting of the Board of Directors has one (01) vote;

b) A member of the Board of Directors may not vote on contracts, transactions or proposals in which such member or their related person has an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted towards the minimum quorum

required to hold a meeting of the Board of Directors on decisions on which such member has no voting rights;

c) In accordance with Point d, Clause 11 of this Article, when an issue arises at a meeting concerning the interests or voting rights of a member of the Board of Directors and such member does not voluntarily waive their voting rights, the ruling of the Chairman of the meeting shall be final, unless the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

d) A member of the Board of Directors benefiting from a contract as specified in Points a and b, Clause 6, Article 53 of this Charter is deemed to have a material interest in such contract.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction signed or proposed to be signed with the Company and who is aware of having an interest therein is responsible for disclosing such interest at the first meeting of the Board at which the signing of such contract or transaction is discussed. Where a member of the Board of Directors is not aware that they or their related persons have an interest at the time the contract or transaction is signed with the Company, such member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after such member becomes aware that they have or will have an interest in the above transaction or contract.

13. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the attending members; in case of a tie, the final decision shall be on the side of the opinion of the Chairman of the Board of Directors.

14. The Board of Directors has the right to collect written opinions of members of the Board of Directors to pass Resolutions of the Board of Directors when approving matters within the competence of the Board of Directors under Clause 2, Article 33 of this Charter.

A resolution in the form of collecting written opinions is passed on the basis of the approval of a majority of the members of the Board of Directors with voting rights. Such resolution has the same effect and validity as a resolution passed at a meeting.

15. Meetings of the Board of Directors may be held in the form of an online conference or an in-person conference combined with an online conference among members of the Board of Directors when all or some members are at different locations, provided that each participating member is able to:

a) Hear each of the other participating members of the Board of Directors speak at the meeting;

b) Speak to all other attending members simultaneously. Discussions among members may be conducted directly by telephone or by other means of communication or a combination of these methods. A member of the Board of Directors participating in such a meeting is deemed to be "present" at that meeting. The venue of a meeting held under this provision is the location where the largest number of members of the Board of Directors are present, or the location where the Chairman of the meeting is present.

Decisions passed at a meeting by telephone or by other means of communication or a combination of these methods, duly organized and conducted, take effect immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors attending such meeting.

Article 37. Minutes of meetings of the Board of Directors

1. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded and stored in other electronic forms. The minutes must be made in Vietnamese and may additionally be made in a foreign language, and shall contain the following principal contents:

a) Name, head office address and enterprise code;

b) Purposes, agenda and contents of the meeting;

c) Time and venue of the meeting;

d) Full name of each member attending the meeting or person authorized to attend and the manner of attendance; full names of members not attending and the reasons;

e) Issues discussed and voted on at the meeting;

f) Summary of the opinions expressed by each attending member in the chronological order of the meeting;

g) Voting results, clearly stating the members who voted for, against and abstained;

h) Issues approved and the corresponding approval ratios;

i) Full names and signatures of the Chairman, the minute-taker and all members of the Board of Directors attending the meeting, except for the case specified in Clause 2 of this Article.

2. Where the Chairman or the minute-taker refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors who attended and agreed to approve the minutes, and contain all contents specified in Points a, b, c, d, e, f, g and h, Clause 1 of this Article, such minutes shall be valid. The meeting minutes shall clearly state the refusal of the Chairman or the minute-taker to sign them. The signatories of the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors. The Chairman and the minute-taker shall be personally liable for damage caused to the enterprise due to their refusal to sign the meeting minutes in accordance with this Law, the Company's Charter and relevant laws.

3. The Chairman and the minute-taker shall be responsible for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.

4. Minutes of meetings of the Board of Directors and documents used at the meetings must be kept at the Company's head office.

5. Minutes made in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the minutes in Vietnamese and in the foreign language, the contents of the minutes in Vietnamese shall prevail.

6. The Chairman of the Board of Directors is responsible for sending the minutes of meetings of the Board of Directors to the members, and such minutes constitute conclusive evidence of the work conducted at the meeting unless objections to the contents of the minutes are raised within ten (10) days from the date of sending.

Article 38. Sub-committees under the Board of Directors

1. The Board of Directors may establish sub-committees under it in charge of development policies, personnel, remuneration and bonuses, internal audit, risk management, etc. The number of members of a sub-committee shall be decided by the Board of Directors, with at least three (03) persons including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority of a sub-committee, and one of them shall be appointed Head of the sub-committee as decided by the Board of Directors. The activities of sub-committees must comply with the regulations of the Board of Directors. Resolutions of a sub-

committee are only valid when a majority of its members who are members of the Board of Directors attend and vote in favor at a meeting of the sub-committee.

2. The implementation of decisions of the Board of Directors or of sub-committees under the Board of Directors must be in accordance with current laws and the provisions of the Company's Charter and the Internal Regulations on Corporate Governance.

Article 39. the Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least 01 Person in charge of corporate governance. The Person in charge of corporate governance may concurrently act as Company Secretary in accordance with Article 40 of this Charter.

2. The Person in charge of corporate governance may not concurrently work for the approved audit firm auditing the Company's financial statements.

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

a) To advise the Board of Directors on organizing General Meetings of Shareholders as prescribed and on related work between the Company and its shareholders;

b) To prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;

c) To advise on meeting procedures;

d) To attend meetings;

e) To advise on procedures for preparing resolutions of the Board of Directors in accordance with the law;

f) To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Supervisory Board;

g) To supervise and report to the Board of Directors on the Company's information disclosure activities;

h) To act as the focal point of contact with stakeholders;

i) To keep information confidential in accordance with the law and the Company's Charter;

j) Other rights and obligations as prescribed by law and this Charter.

Article 40. Company Secretary

When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary for a term decided by the Board of Directors. The Board of Directors may remove the Company Secretary when necessary, provided that this is not contrary to current labor laws. The Company Secretary has the following rights and obligations:

1. To assist in organizing and convening meetings of the General Meeting of Shareholders and the Board of Directors; to take meeting minutes.
2. To assist members of the Board of Directors in exercising their assigned rights and performing their assigned obligations.
3. To assist the Board of Directors in applying and implementing corporate governance principles.
4. To assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; and in complying with the obligations to provide information, disclose information and carry out administrative procedures.
5. Other rights and obligations as prescribed in the Company's Charter and the Company's Internal Regulations.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 41. Organization of the management apparatus

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the day-to-day business of the Company. Executives of the Company include the General Director, Deputy General Directors, the Chief Accountant and other managerial positions appointed by the Board of Directors. The appointment, dismissal and removal of the above positions must be approved by resolutions or decisions of the Board of Directors.

Article 42. Executives of the Enterprise

1. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in the number and with

the standards consistent with the Company's management structure and regulations as prescribed by the Board of Directors. Executives of the Company are responsible for supporting the Company in achieving its operational and organizational objectives.

2. Executives of the Company are paid salaries and bonuses. The salaries and bonuses of Executives of the Company are decided by the Board of Directors.

3. Salaries of executives are 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 its annual meeting.

Article 43. Appointment, dismissal, rights and obligations of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person as General Director.

2. The General Director manages the day-to-day business of the Company, is subject to the supervision of the Board of Directors, and is accountable to the Board of Directors and the law for the exercise of the assigned rights and the performance of the assigned obligations.

3. The term of office of the General Director shall not exceed 05 years and the General Director may be reappointed for an unlimited number of terms. The General Director must satisfy the following standards and conditions.

a) Not being a subject specified in Clause 2, Article 17 of the Law on Enterprises;

b) Not being a related person of an enterprise manager or Supervisor of the Company, a representative of state capital, or a capital representative of an enterprise at the Company;

c) Holding at least a university degree; Having professional qualifications and experience in the business administration of the Company.

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

a) To decide on matters relating to the day-to-day business of the Company which do not fall within the competence of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) To organize the implementation of the Company's business plans and investment plans approved by the Board of Directors or the General Meeting of Shareholders;

d) To develop and submit to the Board of Directors for approval plans for the organizational structure, economic and technical norms and internal management regulations of the Company;

e) To appoint, dismiss and remove managerial positions in the Company, except for positions within the competence of the Board of Directors;

f) To decide on salaries and other benefits for employees of the Company, including managers within the appointing competence of the General Director;

g) To recruit employees;

h) To propose plans for dividend payment or the handling of business losses;

i) To sign contracts on behalf of the Company, except for cases within the competence of the Board of Directors;

j) To submit annual financial finalization reports to the Company's Board of Directors;

k) Other rights and obligations as prescribed by law, the Company's Charter, the Internal Regulations on Corporate Governance and resolutions and decisions of the Board of Directors.

5. The General Director must manage the day-to-day business of the Company in accordance with the law, the Company's Charter and resolutions of the Board of Directors. Where the General Director manages contrary to these provisions and causes damage to the Company, the General Director of the Company shall be accountable before the law and must compensate the Company for the damage.

6. The Board of Directors may dismiss the General Director when approved by a majority of the attending members of the Board of Directors with voting rights, and appoint a new General Director as a replacement.

Article 44. Deputy General Directors and Chief Accountant

1. The Company has Deputy General Directors and a Chief Accountant who are appointed, dismissed, contracted and whose contracts are terminated by the

Company's Board of Directors at the proposal of the General Director of the Company.

2. Deputy General Directors assist the General Director in managing the Company as assigned and authorized by the General Director, and are accountable to the General Director, the Board of Directors and the law for the assigned and authorized tasks.

3. The Chief Accountant is responsible for organizing the financial and accounting work of the Company, and is accountable to the General Director, the Company's Board of Directors and the law for the assigned and authorized tasks. The professional standards and conditions of the Chief Accountant shall comply with the law on accounting and relevant laws.

Article 45. Support apparatus

1. The Company has specialized and professional departments and affiliated units to perform the function of advising and assisting the Board of Directors and the General Director and organizing the implementation of the Company's production and business activities.

2. The organizational structure, functions, duties, powers and working relationships of the specialized and professional departments and affiliated units shall comply with the law, the Company's Charter, the establishment decisions and task assignment decisions of the Company's Board of Directors, and the internal management regulations developed by the General Director of the Company and submitted to the Company's Board of Directors for approval, with the Company's Board of Directors signing the decision on their promulgation.

3. In the course of operation, the General Director of the Company has the right to request the Board of Directors to consider and decide on changes to the organizational structure, functions and duties of the specialized and professional departments and affiliated units to suit the requirements of the Company's production and business activities.

Article 46. Salaries and other benefits of the General Director, Deputy General Directors and Chief Accountant

1. The Company has the right to pay salaries to the General Director, Deputy General Directors and the Chief Accountant of the Company based on business results and efficiency.
2. Salaries and other benefits of the General Director, Deputy General Directors and the Chief Accountant of the Company are decided by the Board of Directors.
3. Salaries of the General Director, Deputy General Directors and the Chief Accountant of the Company are included in the Company's business expenses in accordance with the law on corporate income tax, must be presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its annual meeting.

IX. SUPERVISORY BOARD

Article 47. Self-nomination and nomination of members of the Supervisory Board

1. The self-nomination and nomination of members of the Supervisory Board shall be carried out similarly to Clause 1, Article 30 of this Charter. A shareholder or group of shareholders owning ten percent (10%) or more of the total number of ordinary shares has the right to aggregate their voting rights to nominate candidates to the Supervisory Board in accordance with Clause 3, Article 16 of this Charter. The number of Supervisory Board candidates that may be nominated depends on the percentage of shares owned by the shareholder or group of shareholders against the total number of voting shares, as follows:

a) From 10% to less than 20%: may nominate a maximum of one (01) candidate;

b) From 20% to less than 30%: may nominate a maximum of two (02) candidates;

c) From 30% or more: may nominate a maximum of three (03) candidates;

2. Where the number of Supervisory Board candidates through nomination and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance

and the Regulations on the Operation of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 48. Composition of the Supervisory Board

1. The Company's Supervisory Board consists of three (03) members. The term of office of a member of the Supervisory Board shall not exceed 05 years and members may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must satisfy the standards and conditions specified in Article 169 of the Law on Enterprises and must not fall into any of the following cases:

a) Working in the accounting or finance department of the Company;

b) Being a member or employee of the independent audit firm auditing the Company's financial statements in the preceding 03 consecutive years.

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

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

b) Having submitted a resignation letter which is accepted;

c) Other cases as prescribed by law and this Charter.

4. A member of the Supervisory Board shall be removed in the following cases:

a) Failing to complete assigned duties and tasks;

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

c) Repeatedly or seriously violating the obligations of a member of the Supervisory Board as prescribed by the Law on Enterprises and the Company's Charter;

d) Other cases as decided by resolution of the General Meeting of Shareholders.

Article 49. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal and removal shall be carried out on the majority principle. More than half of the members of the Supervisory Board must reside permanently in Vietnam. The Head of the Supervisory Board must hold at least a university degree in one of the fields

of economics, finance, accounting, auditing, law, business administration or a field relating to the Company's business operations.

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

a) To convene and chair meetings of the Supervisory Board;

b) On behalf of the Supervisory Board, to request the Board of Directors, the General Director and other executives of the Company to provide relevant information for reporting to the Supervisory Board;

c) To prepare and sign the reports of the Supervisory Board after consulting the Board of Directors for submission to the General Meeting of Shareholders;

d) To prepare agendas for meetings of the Supervisory Board on the basis of considering the issues and concerns of all supervisors relating to matters within the duties and powers of the Supervisory Board;

e) On behalf of the Supervisory Board, to request the Board of Directors to hold an extraordinary meeting when necessary to perform the duties of the Supervisory Board; on behalf of the Supervisory Board, to convene an extraordinary General Meeting of Shareholders when the Board of Directors commits violations of law as prescribed by this Charter and the law;

f) On behalf of the Supervisory Board, to sign documents within the competence of the Supervisory Board;

g) To prepare work plans and assign specific tasks to members of the Supervisory Board in accordance with the internal regulations of the Supervisory Board;

h) To ensure that members of the Supervisory Board receive complete, objective, accurate and comprehensible information on the matters to be considered by the Supervisory Board; to ensure that there is sufficient time before and during meetings of the Supervisory Board to discuss and consider complex or controversial issues;

i) To supervise and direct members of the Supervisory Board in performing their assigned tasks and the general duties and powers of the Supervisory Board;

j) On behalf of the Supervisory Board, to attend meetings of the Company's Board of Directors, give opinions and make recommendations but without voting rights;

k) To request that their opinions be recorded in the minutes of meetings of the Company's Board of Directors if such opinions differ from the decisions of the Company's Board of Directors;

l) To authorize another member of the Supervisory Board to perform their duties during their absence;

m) Other duties and powers as prescribed by this Charter and the law.

Article 50. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations specified in Articles 170 and 171 of the Law on Enterprises and the following rights and obligations:

1. To propose and recommend to the General Meeting of Shareholders for approval the list of audit firms approved to audit the Company's Financial Statements; to decide on the approved audit firm to examine the Company's operations, and to remove approved auditors when deemed necessary.

2. To be accountable to shareholders for its supervisory activities.

3. To supervise the Company's financial position and the compliance with the law in the activities of members of the Board of Directors, the General Director and other managers.

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

5. Upon detecting violations of the law or the Company's Charter by members of the Board of Directors, the General Director or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to stop the violation and take measures to remedy the consequences.

6. To develop the Regulations on the Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

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

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

9. To have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, operation and business activities of the Company.

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

Article 51. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least 02 times a year, and the number of members attending a meeting must be at least 2/3 of the members of the Supervisory Board. Minutes of Supervisory Board meetings shall be prepared in detail and clearly. The minute-taker and the members of the Supervisory Board attending the meeting must sign the meeting minutes. Minutes of Supervisory Board meetings must be retained in order to determine the responsibility of each member of the Supervisory Board.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director and representatives of the approved audit firm to attend and answer matters requiring clarification.

Article 52. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board

Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board shall be implemented as follows:

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

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

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

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

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

Article 53. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Supervisory Board, 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 Supervisory Board, the General Director, other managers and their related persons may only use information obtained by virtue of their positions to serve the interests of the Company.
3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other managers are obliged to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries or other companies in which the Company controls 50% or more of the charter capital and such persons themselves or 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 on such resolutions in accordance with the securities law on information disclosure.
4. Members of the Board of Directors may not vote on transactions that bring benefits to such members 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 Supervisory Board, the General Director, other managers and their related persons must not use or disclose to others internal information to conduct related transactions.
6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives and individuals or organizations related to them shall not be invalid in the following cases:

a) For transactions with a value of less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statements, the material contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Supervisory Board, General Director or other executive have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors without related interests;

b) For transactions with a value of thirty-five percent (35%) or more, or transactions resulting in a transaction value arising within 12 months from the date of the first transaction of thirty-five percent (35%) or more, of the total asset value recorded in the most recent financial statements, the material contents of such transaction as well as the relationships and interests of the member of the Board of Directors, member of the Supervisory Board, General Director or other executive have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders without related interests.

Article 54. Liability for damages and indemnification

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

2. The Company shall indemnify persons who have been, are or may become a related party in complaints, lawsuits or prosecutions (including civil and administrative cases, other than lawsuits initiated by the Company) if such persons have been or are members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, employees or representatives authorized by the Company who have performed or are performing duties under the Company's authorization, acting honestly and prudently in the interests of the Company in compliance with the law, and there is no evidence confirming that such persons have breached their responsibilities.

3. Indemnification expenses include judgment costs, fines and payments actually incurred (including attorney fees) or deemed reasonable in resolving such cases within the framework permitted by law. The Company may purchase insurance for such persons to cover the above indemnification liabilities.

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 55. Right to inspect books and records

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

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

b) A shareholder or group of shareholders owning five percent (05%) or more of the total number of ordinary shares has the right to review, look up and extract the book of minutes and resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions subject to approval by the Board of Directors and other documents, except for documents relating to the Company's trade secrets and business secrets.

2. Where an authorized representative of a shareholder or group of shareholders requests to inspect books and records, the request must be accompanied by the letter of authorization of the shareholder or group of shareholders represented by such person or a notarized copy of such letter of authorization.

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

4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place, provided that shareholders and the business registration authority are notified of the storage location of such documents.

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

XII. EMPLOYEES AND TRADE UNION

Article 56. Employees and trade union

1. The General Director must prepare plans for the Board of Directors to approve matters relating to recruitment, dismissal of employees, salaries, social insurance, welfare, commendation and discipline for employees and executives of the enterprise.
2. The General Director must prepare plans for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies specified in this Charter, the Company's regulations and current laws.

XIII. PROFIT DISTRIBUTION

Article 57. Profit distribution

1. The General Meeting of Shareholders decides on the annual dividend payout rate and form of dividend payment from the Company's retained earnings.
2. The Company does not pay interest on dividend payments or payments relating to a class of shares.
3. The Board of Directors may recommend that the General Meeting of Shareholders approve the payment of all or part of the dividends in shares, and the Board of Directors is the body implementing this decision.
4. Where dividends or other amounts relating to a class of shares are paid in cash, the Company must pay in Vietnam Dong. Payment may be made directly or through banks based on the bank account details provided by shareholders. Where the Company has made a transfer in accordance with the bank details provided by a shareholder but such shareholder does not receive the money, the Company shall not be liable for the amount transferred to such shareholder. Dividend payments for shares registered for trading on the Stock Exchange may be made through securities companies 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 fixing a specific date for closing the list of shareholders. Based on that date, persons registered as shareholders

or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

6. Other matters relating to profit distribution shall comply with the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING REGIME

Article 58. Bank accounts

1. The Company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.
2. Subject to the prior approval of the competent authority, where necessary, the Company may open bank accounts abroad in accordance with the law.
3. The Company conducts all payments and accounting transactions through Vietnam Dong or foreign currency accounts at the banks where the Company opens accounts.

Article 59. Fiscal year

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

Article 60. Accounting regime

1. The accounting regime used by the Company is the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.
2. The Company keeps its accounting books in Vietnamese and retains accounting records in accordance with the law on accounting and relevant laws. Such records must be accurate, up-to-date and systematic and sufficient to prove and explain the Company's transactions.
3. The Company uses Vietnam Dong as the accounting currency. Where the Company's economic transactions arise mainly in a foreign currency, it may choose that foreign currency as its accounting currency, be accountable before the law for such choice and notify the directly managing tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 61. Annual, semi-annual and quarterly financial statements

1. The Company must prepare annual financial statements, and the annual financial statements must be audited in accordance with the law. The Company shall disclose its audited annual financial statements in accordance with the law on information disclosure on the securities market and submit them to the competent State authorities.
2. The annual financial statements must include all reports, appendices and notes as prescribed by the law on enterprise accounting. The annual financial statements must truthfully and objectively reflect the Company's operations.
3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the securities market and submit them to the competent State authorities.

Article 62. Annual report

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

XVI. AUDIT OF THE COMPANY

Article 63. Audit

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of them to audit the Company's financial statements for the following fiscal year on the terms and conditions agreed with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor auditing the Company's financial statements may attend meetings of the General Meeting of Shareholders, is entitled to receive notices and other information relating to the General Meeting of Shareholders, and may express opinions at the meeting on matters relating to the audit of the Company's financial statements.

XVII. SEAL OF THE ENTERPRISE

Article 64. Seal of the enterprise

1. Seals include seals made at a seal engraving establishment or seals in the form of digital signatures in accordance with the law on electronic transactions.

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

3. The Board of Directors and the General Director use and manage the seals in accordance with current laws.

XVIII. DISSOLUTION OF THE COMPANY

Article 65. Dissolution of the Company

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

a) The operating duration stated in the Company's Charter expires without a decision on extension;

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

c) The Enterprise Registration Certificate is revoked, unless otherwise provided by the Law on Tax Administration;

d) Other cases as prescribed by law.

2. The dissolution of the Company before the expiry of its operating duration (including the extended duration) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (if required) as prescribed.

Article 66. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the expiry of the operating duration so that shareholders can vote on the extension of the Company's operation at the proposal of the Board of Directors.

2. The operating duration shall be extended when approved by shareholders representing 65% or more of the total votes of all shareholders attending the General Meeting of Shareholders.

Article 67. Liquidation

1. At least six (06) months before the expiry of the Company's operating duration or after a decision on the dissolution of the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, two (02) of whom shall be appointed by the General Meeting of Shareholders and one (01) by the Board of Directors from an independent audit 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 expenses relating to the liquidation shall be paid by the Company in priority to other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the business registration authority on its date of establishment and date of commencement of operation. From that time, the Liquidation Committee shall represent the Company in all matters relating to the liquidation of the Company before Courts and administrative agencies.

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

a) Liquidation expenses;

b) Unpaid salaries, severance allowances, social insurance and other benefits of employees under the collective labor agreement and signed labor contracts;

c) Tax debts;

d) Other debts of the Company;

e) The remainder after payment of all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be paid first.

XIX. RESOLUTION OF INTERNAL DISPUTES

Article 68. Resolution of internal disputes

1. Where disputes or complaints arise relating to the Company's operations or the rights and obligations of shareholders under the Law on Enterprises, the Company's Charter, other legal provisions or agreements between:

a) Shareholders and the Company;

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

c) The parties concerned shall endeavor to resolve such disputes through negotiation and conciliation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the

Board of Directors shall preside over the resolution of the dispute and request each party to present information relating to the dispute within 10 working days from the date the dispute arises. Where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to act as a mediator in the dispute resolution process.

2. Where no conciliation decision is reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may bring the dispute to Arbitration or a Court.

3. The parties shall bear their own costs relating to the negotiation and conciliation procedures. Court costs shall be paid in accordance with the judgment of the Court.

XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 69. Charter of the Company

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

2. Where there are legal provisions relating to the Company's operations not mentioned in this Charter, or where new legal provisions differ from the provisions of this Charter, such provisions shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 70. Effective date

1. This Charter, consisting of 21 sections and 70 articles, was unanimously approved by the General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company on October 30, 2026 at the Head Office of Da Nang Water Supply Joint Stock Company, which also approved the full text of this Charter taking effect.

2. The Charter is made in ten (10) copies of equal validity, which must be kept at the Company's head office.

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

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

Da Nang, October 30, 2026

LEGAL REPRESENTATIVE

GENERAL DIRECTOR



Ho Minh Nam