CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ
Digitally signed by CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ
DN: C=VN, L=BÌNH PHƯỚC, CN=CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ, OID.0.9.2342.19200300.100.1.1=MST:3800100464, E=NGUYENVIETDUNG21@GMAIL.COM
Reason: I am the author of this document
Location: your signing location here
Date: 2026.11.09 15:33:38+07'00'
Foxit PDF Reader Version: 11.0.0

SONG BE RUBBER JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Chon Thanh, September 11th, 2026.

INFORMATION DISCLOSURE

To:

- State Securities Commission;
- Hanoi Stock Exchange.

I. INFORMATION OF ORGANIZATION

- Name of the company: SONG BE RUBBER JOINT STOCK COMPANY.
- Stock symbol: SBR
- Address of head office: DT 751, Minh Thanh 3 Quarter, Chon Thanh ward, Dong Nai city.
- Phone number: 02713640502; Fax: 02713667260;
- Website: www.caosusongbe.vn

II. INFORMATION DISCLOSURE PERSON

- Full name: Mr. Huynh Quang Vinh.
- Address: Le Quy Don street, Tan Xuan Quarter, Binh Phuoc ward, Dong Nai city.
- Phone number: 0913880074.

III. CONTENTS OF INFORMATION DISCLOSURE

Information disclosure type: Abnomal.

Contents of information disclosure:

Song Be Rubber Joint Stock Company has issued Board of Directors' Decision No. 51/QD-HĐQT dated September 11th, 2026 regarding the promulgation of the Charter on the Organization and Operation of Song Be Rubber Joint Stock Company (5th amended and supplemented version). We hereby disclose this information to the State Securities Commission of Vietnam, the Hanoi Stock Exchange, our valued shareholders, and investors for their information.

The information was published on the company's website on September 11th, 2026 at the following link: www.caosusongbe.vn

We hereby certify that the information published above is true and take full legal responsibility for the content of the published information./.

PERSON AUTHORIZED TO
INFORMATION DISCLOSURE
CHIEF ACCOUNTANT

M.S.D.N:3800100464 C.T.C.P
CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ
P.CHƠN THÀNH-T.ĐỒNG NAI

Huỳnh Quang Vinh

SONG BE RUBBER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No: 51./QĐ-HĐQT	**Independence – Freedom – Happiness**
	Chon Thanh, November .09., 2026

DECISION
Regarding the issuance of the charter on organization and operation of song be rubber joint stock company

THE BOARD OF DIRECTORS OF SONG BE RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises and guiding documents for implementation;

Pursuant to Decision No. 35/QĐ-CSSB-HĐQT dated Juny 10, 2026 of the Board of Directors of Song Be Rubber Joint Stock Company promulgating the Charter on Organization and Operation of the Company;

Pursuant to Minutes No. 02/BB-ĐHĐCĐ dated October 29, 2026 of the 2026 Extraordinary General Meeting of Shareholders of Song Be Rubber Joint Stock Company

Pursuant to Resolution No. 02/NQ-ĐHĐCĐ dated October 29, 2026 of the 2026 Extraordinary General Meeting of Shareholders of Song Be Rubber Joint Stock Company;

DECIDES

Article 2. To promulgate together with this Decision the Charter on Organization and Operation of Song Be Rubber Joint Stock Company, comprising 22 Chapters and 90 Articles (*as amended and supplemented for the fifth time).*

Article 2. Members of the Board of Directors, the Board of Management, the Supervisory Board, the Chief Accountant, Heads of Professional Departments, leaders of subordinate units, and relevant individuals of Song Be Rubber Joint Stock Company shall be responsible for implementing this Decision from the date of signing.

This Decision replaces Decision No. 35/QĐ-HĐQT dated Juny 10, 2026 of the Board of Directors of Song Be Rubber Joint Stock Company.

Recipients:
- City People's Committee (for reporting purposes);
- Department of Finance (for reporting purposes);
- Department of Home Affairs (for reporting purposes);
- As stated in Article 2;
- Archived at Administration Office. website.

ON BEHALF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3800100464-C.T.C.P
CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ
P. CHƠN THÀNH - T. ĐỒNG NAI

Thái Công Cẩn

SONG BE RUBBER
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CHARTE
SONG BE RUBBER JOINT STOCK COMPANY
Stock symbol: SBR

(Note: This Charter was amended and supplemented in accordance with Resolution No. 02/NQ-DHĐCĐ dated October 29, 2026 of the 2026 Extraordinary General Meeting of Shareholders, specifically amending and supplementing the legal representative of the Company in Article 3. Other contents of the Charter remain unchanged)

Chon Thanh, October 29th,2026

MỤC LỤC

Chapter I: DEFINITIONS AND TERMS IN THE CHARTER 1

Article 1. Interpretation of terms 1

Chapter II: NAME, HEAD OFFICE ADDRESS, BRANCHES, REPRESENTATIVE OFFICES AND OPERATIONAL TERM OF THE COMPANY 2

Article 2. Name, head office address, branches, representative offices and operational term of the Company 2

Article 3. Legal representative of the Company 3-4

Article 4. Party organization and socio-political organizations within the Company 4

Chapter III: OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY 4

Article 5. Business lines and operational objectives of the Company 4-6

Article 6. Scope of business and organization of operations. 6

Chapter IV: CHARTER CAPITAL, SHARES, SHAREHOLDERS 7

Article 7. Charter capital of the Company 7

Article 8. Shares, ordinary shareholders 7-8

Article 9. Stock certificate 8-9

Article 10. Offering of shares 9

Article 11. Offering of shares 9

Article 12. Transfer of shares 9-10

Article 13. Inheritance of shares 10

Article 14. Forfeiture of shares 10-11

Article 15. Share repurchase at the request of shareholders 11

Article 16. Share repurchase under the decision of the Company 12

Article 17. Conditions for payment and handling of repurchased shares 12-13

Chapter V: ORGANIZATIONAL, MANAGEMENT, EXECUTIVE AND CONTROL STRUCTURE 13

Article 18. Organizational, management, executive and control structure 13

Chapter VI: SHAREHOLDERS & GENERAL MEETING OF SHAREHOLDERS 13

Article 19. Rights of shareholders 13-15

Article 20. Obligations of shareholders 15-16

Article 21. General Meeting of Shareholders 16-18

Article 22. Rights & obligations of the General Meeting of Shareholders 18-19

Article 23. Shareholder register 20

Article 24. Exercise of the right to attend the General Meeting of Shareholders 21

Article 25. Variation of rights..... 22

Article 26. Convening, agenda & notice of the General Meeting of Shareholders..... 22-23

Article 27. Conditions for conducting the General Meeting of Shareholders..... 24

Article 28. Procedures for conducting and voting at the General Meeting of Shareholders 24-26

Article 29. Conditions for approval of resolutions of the General Meeting of Shareholders 26-27

Article 30. Authority & procedures for collecting written opinions of shareholders to pass resolutions of the General Meeting of Shareholders 27-29

Article 31. Minutes of the General Meeting of Shareholders..... 29-30

Article 32. Request for cancellation of resolutions of the General Meeting of Shareholders 30

Chapter VII: BOARD OF DIRECTORS..... 30

Article 33. Nomination and candidacy for members of the Board of Directors 30-32

Article 34. Composition & term of office of members of the Board of Directors . 32-33

Article 35. Powers & Obligations of the Board of Directors..... 33-37

Article 36. Remuneration, bonuses & other benefits of members of the Board of Directors..... 37

Article 37. Dismissal, removal & addition of members of the Board of Directors 37-38

Article 38. Chairman of the Board of Directors 38-40

Article 39. Meetings of the Board of Directors..... 40-42

Article 40. Minutes of Board of Directors Meetings 42-43

Article 41. Right to Information of Members of the Board of Directors..... 43

Article 42. Subcommittees of the Board of Directors..... 44

Article 43. Person in Charge of Corporate Governance 44-45

CHAPTER VIII: THE GENERAL DIRECTOR AND OTHER EXECUTIVES.....45

Article 44. Organization of the Management Apparatus 45

Article 45. Company Executives..... 45

Article 46. General Director; Criteria and Conditions of the General Director..... 45-46

Article 47. Powers and Obligations of the General Director..... 46-48

Article 48. Relief of Duty, Dismissal, and Replacement of the General Director ... 48-49

Article 49. Deputy General Directors,Chief Accountant,and Professional 49-50

CHAPTER IX: THE SUPERVISORY BOARD 50

Article 50. The Supervisory Board 50

Article 51. Criteria and Conditions for Serving on the Supervisory Board 51

Article 52. Rights and Obligations of the Supervisory Board..... 51-53

Article 53. Rights and Obligations of the Head of the Supervisory Board 53

Article 54. Right to Information of the Supervisory Board..... 53

Article 55. Remuneration, Salaries, and Other Benefits of Supervisors..... 54

Article 56. Responsibilities of Supervisors 54

Article 57. Relief of Duty and Dismissal of Supervisors 54-55

CHAPTER X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, THE GENERAL DIRECTOR, AND OTHER EXECUTIVES 55

Article 58. Duty of Prudence..... 55

Article 59. Duty of Honesty and Avoidance of Conflicts of Interest..... 55-56

Article 60. Liability for Damages and Compensation 56

CHAPTER XI: RIGHT TO INSPECT COMPANY BOOKS AND RECORDS ..57

Article 61. Right to Inspect Books and Records 57

CHAPTER XII: EMPLOYEES AND THE TRADE UNION 58

Article 62. Employees and the Trade Union..... 58

CHAPTER XIII: RELATIONSHIP BETWEEN THE COMPANY AND ITS MEMBER UNITS 58

Article 63. Rights and Responsibilities of the Company towards Member UnitS 58-60

Article 64. Relationship between the Company and Subsidiaries 100% Owned by the Company..... 60-61

Article 65. Relationship between the Company and Subsidiaries with Dominant Shares or Capital Contributions, or over which the Company Holds Controlling Power... 61-63

Article 66. Relationship between the Company and Associated Companies..... 63-65

Article 67. Relationship between the Company and Voluntarily Associated 65

Article 68. Relationships among Member Units of the Company and Relationships between a Member Unit and a Dependent Unit 65

Article 69. Capital of the Company at Subsidiaries and Associated Companies..... 66

Article 70. Rights and Obligations of the Company in Managing Shares and Capital Contributions at Subsidiaries and Associated Companies..... 66

Article 71. Representatives of the Company's Contributed Capital in Other Enter. 66-68

CHAPTER XIV: PROFIT DISTRIBUTION 68

Article 72. Profit Distribution 68-70

Article 73. Establishment of Funds 70

CHAPTER XV: BANK ACCOUNTS, RESERVE FUNDS, FINANCIAL YEAR, AND ACCOUNTING REGIME 70

Article 74. Bank Accounts 70

Article 75. Financial Mechanism 70-71

Article 76. Financial Year 71

Article 77. Accounting Regime 71

CHAPTER XVI: ANNUAL REPORT, FINANCIAL STATEMENTS, AND DISCLOSURE OF INFORMATION OBLIGATIONS 71

Article 78. Annual, Semi-Annual, and Quarterly Financial Statements 71-72

Article 79. Disclosure of Information 72

Article 80. Annual Report 72

CHAPTER XVII: AUDITING OF THE COMPANY 72

Article 81. Audit 72

Article 82. Internal Control 73

CHAPTER XVIII: CORPORATE SEAL 73

Article 83. Corporate Seal 73

Article 84. Confidentiality 73-74

CHAPTER XIX: DISSOLUTION OF THE COMPANY 72

Article 85. Termination of Operations 74

Article 86. Extension of the Operational Term 74

Article 87. Liquidation 74-75

CHAPTER XX: INTERNAL DISPUTE RESOLUTION 75

Article 88. Internal dispute resolution 75

CHAPTER XXI: GENERAL PROVISIONS 76

Article 89. Articles of Association 76

CHAPTER XXII: EFFECTIVE DATE 76

Article 90. Effective Date 76

CHAPTER I

DEFINITIONS OF TERMS USED IN THE CHARTER

Article 1. Interpretation of Terms

1. In this Charter, the following terms shall have the meanings set out below:

a) *Company* means Song Be Rubber Joint Stock Company;

b) *Charter Capital* means the aggregate par value of issued shares that have been fully paid by shareholders and is specified in Article 7 of this Charter;

c) *Law on Enterprises* means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a number of articles of the 2020 Law on Enterprises, together with guiding Decrees;

d) *Dependent Unit* means accounting-dependent units forming part of the organizational structure of the Company;

đ) *Voting Capital* means share capital under which the owner has voting rights on matters falling within the decision-making authority of the General Meeting of Shareholders;

e) *Law on Securities* means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, and Law No. 56/2026/QH15 dated 29 November 2024 amending and supplementing a number of articles of the 2019 Law on Securities, together with guiding Decrees;

f) *Law on Management and Investment of State Capital in Enterprises* means Law No. 68/2025/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on 14 June 2025, together with guiding Decrees;

g) *VietNam* means the Socialist Republic of Vietnam;

h) *Date of Incorporation* means the date on which the Company was first granted its Enterprise Registration Certificate (Business Registration Certificate or equivalent legal documents);

i) *Executive Officer* means the General Director, Deputy General Directors and Chief Accountant;

j) *Manager* means a manager of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and other managerial positions as prescribed in the Charter;

k) *Related Person* means an individual or organization as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

l) *Shareholder* means an individual or organization owning at least one share in the joint stock company;

m) *Major Shareholder* means a shareholder owning five percent (5%) or more of the voting shares of an issuing organization;

n) *Representative of the Company's Capital Contribution* (hereinafter referred to as the "Representative") means a person appointed by the Company to represent part or all of the Company's contributed capital in another enterprise in order to exercise all or

part of the rights, responsibilities and obligations of a shareholder or capital-contributing member in such enterprise in accordance with law;

o) *Member Unit* (hereinafter referred to as a "Member Unit") means subsidiaries, dependent units, affiliated companies and voluntarily affiliated companies of the Company;

p) *Dependent Unit* means accounting-dependent units forming part of the organizational structure of the Company;

q) *Operating Term* means the period of operation of the Company as prescribed in Article 2 of this Charter and any extension period (if any) approved by the General Meeting of Shareholders;

r) *Stock Exchange* means the Vietnam Stock Exchange and its subsidiaries.

2. References in this Charter to any provision or document shall include amendments, supplements or replacement documents thereof.

3. The headings (Chapters and Articles) of this Charter are inserted for convenience only and shall not affect the interpretation of the Charter.

4. Terms defined in this Charter shall, unless otherwise required by the context, have the same meanings as prescribed in the Law on Enterprises.

CHAPTER II

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

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

1. Company Name:

- Vietnamese Name: SONG BE RUBBER JOINT STOCK COMPANY
- Vietnamese trading Name:SONG BE RUBBER JOINT STOCK COMPANY
- English Name: SONG BE RUBBER JOINT STOCK COMPANY
- Abbreviation Name: SORUCO
- Logo and Symbol:



2. Enterprise Type: Joint Stock Company

3. Head Office: DT 751 Road, Group 8, Minh Thanh Quarter, Chon Thanh Ward, Dong Nai City.

Telephone: (0271) 3667249

Website: www.caosusongbe.vn

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

5. Unless terminated prior to its expiry pursuant to Clause 2, Article 85 or extended pursuant to Article 86 of this Charter, the Company shall commence operation from the Date of Incorporation and shall operate for an indefinite term.

Article 3. Legal Representative of the Company

1. The Company has 02 (two) legal representatives:

+ The General Director of the Company.

+ The Deputy General Director of the Company.

2. Principles for the allocation of authority and limitations on representation

The powers and obligations of the legal representatives shall be exercised in accordance with applicable laws.

2.1. First legal representative: General Director of the Company.

The General Director is the legal representative primarily and comprehensively responsible for all management, administration, and day-to-day production and business activities of the Company in accordance with the law, the Company's Charter, and resolutions of the General Meeting of Shareholders and the Board of Directors. The General Director shall have full authority, in the name of the Company, to sign documents, contracts, economic and financial transaction documents, and other documents falling within the authority of the General Director as prescribed by law and the Company's Charter.

2.2. Second legal representative: Deputy General Director of the Company

a) Authority Lock Mechanism: Under normal conditions when the General Director manages the Company, Deputy General Directors shall exercise signing authority under a standard power of attorney and are strictly prohibited from arbitrarily acting in the capacity of an independent Legal Representative to execute transactions, contracts, and financial or economic transaction documents. Deputy General Directors shall only sign documents, dossiers, contracts, and transactions within the scope of work assigned in writing by the General Director or decentralized under the Internal Regulations of the Company.

b) Conditions for activating the role of the Company's highest Legal Representative: The Deputy General Director shall only exercise the rights and obligations of the highest Legal Representative in the following special cases:

+ The position of General Director becomes vacant due to retirement, resignation, job transfer, dismissal, stepping down, or removal from office, while the Company has not yet completed the process of consolidating and appointing a new General Director.

+ The General Director encounters a force majeure event (severe illness, accident, or loss of civil capacity) or a prolonged, continuous absence (of 30 consecutive days or more) and is unable to authorize another person in accordance with the provisions of law.

The Deputy General Director of the Company (the second Legal Representative) shall automatically assume all rights and obligations of the Company's highest Legal Representative. The Deputy General Director shall have full authority to act on behalf of the Company to execute documents, contracts, financial or economic transaction documents, and other instruments within the scope of authority of the Company's General Director in accordance with the provisions of law and the Company's Charter. Shall be personally liable before the law for all dossiers, decisions, and contracts executed during their temporary management period; and shall perform their duties with honesty and maximum prudence to ensure the legitimate interests of the enterprise.

2.3. Mechanisms and Methods for Terminating the Legal Representation Authority of the Deputy General Directo:

This authority of the Deputy General Director shall automatically terminate immediately upon the effective date of the Decision on appointing a new General Director or the Decision on assigning an Acting General Director; or when the General Director returns to work after a prolonged absence and issues an official written notice to legally resume management duties, the legal representation authority of the Deputy General Director shall automatically terminate

Article 4. Party Organization and Socio-Political Organizations within the Company

1. The Communist Party of Vietnam organization within the Company shall operate in accordance with the Constitution, laws and the Charter of the Communist Party of Vietnam.

2. Socio-political organizations within the Company shall operate in accordance with the Constitution, laws and their respective charters in compliance with applicable legal regulations.

3. The Company shall create favorable conditions for Party organizations, Trade Union organizations and other socio-political organizations within the Company to operate in accordance with law and their respective charters.

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

Article 5. Objectives of the Company

1. Business Lines:

(1) Cultivation of rubber trees (Industry Code: 0125 – principal business);

(2) Cultivation of other perennial crops (Industry Code: 0129);

(3) Cultivation of other annual crops (Industry Code: 0119);

(4) Manufacture of synthetic rubber in primary forms (Industry Code: 2013);

(5) Other specialized wholesale activities not elsewhere classified (including wholesale of rubber, fertilizers, chemicals, plastics in primary forms, textile fibers, yarns, metal and non-metal scrap and waste) (Industry Code: 4679);

(6) Electricity generation (including solar power generation) (Industry Code: 3512);

(7) Operation of sports facilities (including golf courses) (Industry Code: 9311);

(8) Real estate business and land use rights owned, used or leased (including investment in residential and urban infrastructure projects and real estate business) (Industry Code: 6810);

(9) Construction of non-residential buildings (Industry Code: 4102);

(10) Construction of roads and highways (Industry Code: 4212);

(11) Retail sale of hardware, paints, glass and other installation materials in specialized stores (including trading of construction materials and precast concrete products) (Industry Code: 4752);

(12) Architectural and engineering activities and related technical consultancy (including detailed planning consultancy; preparation and appraisal of investment projects; design of medium-voltage and low-voltage electrical works and transformers up to 35kV; design of lighting systems for civil and industrial projects; structural design of transportation, civil and industrial works; supervision of transportation, civil and industrial projects) (Industry Code: 7110);

(13) Quarrying of stone, sand, gravel and clay (Industry Code: 0810);

(14) Sewerage and wastewater treatment activities (Industry Code: 3700);

(15) Collection of non-hazardous waste (including waste collection and environmental sanitation services) (Industry Code: 3811);

(16) Treatment and disposal of non-hazardous waste (including waste treatment and environmental sanitation services) (Industry Code: 3821);

(17) Electrical installation activities (Industry Code: 4321);

(18) Construction of electrical utility projects (Industry Code: 4221);

(19) Construction of water supply and drainage utility projects (Industry Code: 4222);

(20) Cultivation of vegetables, legumes and flowers (Industry Code: 0118);

(21) Construction of other civil engineering projects (including civil and industrial construction works) (Industry Code: 4299);

(22) Manufacture of construction materials from clay (Industry Code: 2392);

(23) Manufacture of concrete and products made from concrete, cement and plaster (Industry Code: 2395);

(24) Wholesale of solid, liquid and gaseous fuels and related products (including petroleum and related products) (Industry Code: 4671);

(25) Pig farming and pig breeding (Industry Code: 0145);

(26) Poultry farming (including chicken farming) (Industry Code: 0146);

(27) Freight transport by road (including transport by specialized trucks, other trucks and other road vehicles) (Industry Code: 4933);

(28) Warehousing and storage (including bonded warehouses and other warehousing services) (Industry Code: 5210);

(29) Travel agency activities (Industry Code: 7911);

(30) Tour operator activities (Industry Code: 7912);

(31) Reservation services and other travel-related support services (Industry Code: 7990);

(32) Sawmilling, planing and preservation of wood (Industry Code: 1610);

(33) Manufacture of builders' carpentry and joinery products (Industry Code: 1622);

(34) Manufacture of products of wood, bamboo, rattan, straw and plaiting materials (Industry Code: 1629);

(35) Manufacture of furniture (Industry Code: 3101);

(36) Wholesale of other household goods (Industry Code: 4649);

(37) Wholesale of machinery, equipment and spare parts (Industry Code: 4659);

(38) Wholesale of construction materials and installation equipment (Industry Code: 4673);

(39) Other business support service activities not elsewhere classified (Industry Code: 8299).

2. Corporate Objectives

a) To develop the Company with advanced technology, modern management standards and a high degree of specialization, serving as a core enterprise contributing to the rapid and sustainable development of Vietnam's rubber industry, enhancing competitiveness and international economic integration;

b) To combine business development and investment expansion with the mission of maintaining national security, political stability and defense, while supporting social welfare programs in remote, border and disadvantaged areas; and to combine investment activities with the expansion of diplomatic and cooperative relationships within the Company's production and business operations;

c) To operate profitably, preserve and develop capital, generate returns for shareholders, and ensure employment as well as the material and spiritual well-being of employees.

Article 6. Scope of Business and Operations

1. The Company is authorized to plan and conduct all business activities within the business lines published on the National Enterprise Registration Portal and specified in this Charter, in compliance with applicable laws, and to undertake all appropriate measures to achieve its objectives.

2. The Company may engage in other business sectors and activities permitted by law and approved by the General Meeting of Shareholders.

3. The scope of business and operations of the Company shall extend both within and outside Vietnam.

4. The Company may establish wholly-owned subsidiaries; participate in the establishment of, contribute capital to, or acquire shares in other subsidiaries and affiliated companies operating domestically and internationally.

CHAPTER IV

CHARTER CAPITAL AND SHARES

Article 7. Charter Capital and Shares

1. As of the date this Charter is approved by the General Meeting of Shareholders, the Charter Capital of the Company is: VND 813,961,920,000 (Eight Hundred Thirteen Billion Nine Hundred Sixty-One Million Nine Hundred Twenty Thousand Vietnamese Dong);

The Charter Capital is divided into: 81,396,192 shares Par value per share:VND 10,000 (Ten Thousand Vietnamese Dong).

2. The State shareholder of the Company shall have the right to continue divesting capital to reduce its ownership ratio in accordance with the approved equitization plan.

3. The Company may adjust its Charter Capital subject to approval by the General Meeting of Shareholders and in accordance with applicable laws. The Charter and the Enterprise Registration Certificate shall be lawfully amended to reflect any increase or decrease in Charter Capital

4. Methods of Increasing Charter Capital

a) Public offering of shares or private placement of shares to raise additional capital, including issuance of shares for dividend payment;

b) Conversion of issued convertible bonds into shares (if any);

c) Capitalization of share premium and other surplus funds in accordance with law;

d) Other methods approved by the General Meeting of Shareholders and permitted by applicable laws.

5. Methods of Reducing Charter Capital:

a) Repurchase and cancellation of issued shares corresponding to the amount of capital proposed to be reduced;

b) Other methods as prescribed by law.

6. The Company may issue other types of securities upon approval of the General Meeting of Shareholders and in accordance with applicable laws.

Article 8. Shares and Ordinary Shareholders

1. All shares of the Company at the time of adoption of this Charter are ordinary shares.

2. Owners of ordinary shares shall be ordinary shareholders.

3. The issuance of preference shares (if any) shall be decided by the General Meeting of Shareholders from time to time and must comply with applicable laws. Holders of preference shares shall enjoy rights and obligations corresponding to each class of preference shares in accordance with law.

4. Shares of the same class shall confer equal rights, obligations and benefits upon their holders.

5. Ordinary shares may not be converted into preference shares.

6. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless the General Meeting of Shareholders decides otherwise. The number of shares not subscribed for by shareholders will be decided by the Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders, except in cases where the shares are sold through an auction on the stock exchange

7. The Company may repurchase shares it has issued in accordance with Articles 15 and 16 of this Charter and applicable laws. Repurchased ordinary shares shall constitute treasury shares and may be re-offered by the Board of Directors in accordance with this Charter, the Law on Securities and relevant regulations.

8. The Company may issue other classes of securities subject to approval by the General Meeting of Shareholders and compliance with applicable laws.

9. The Company has no founding shareholders.

Article 9. Share Certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own. A share certificate shall contain the following principal particulars:

a) Name, enterprise code and head office address of the Company;

b) Number of shares and class of shares;

c) Par value per share and aggregate par value of the shares stated in the share certificate;

d) Full name, contact address, nationality and legal identification document number of an individual shareholder; name, enterprise code or legal entity identification number and head office address of an organizational shareholder;

e) Signature of the legal representative and seal of the Company (if any);

f) Registration number in the Shareholders Register and date of issuance of the share certificate;

g) Other contents as prescribed in Articles 116, 117 and 118 of the Law on Enterprises applicable to certificates of preference shares.

2. Within two (02) months from the date of submission of a complete dossier requesting transfer of share ownership in accordance with the Company's regulations, or within two (02) months or such longer period as may be prescribed under the issuance terms from the date full payment for subscribed shares is made in accordance with the Company's issuance plan, the owner of such shares shall be issued a share certificate. The shareholder shall not be required to pay any fee for the printing of the share certificate.

3. Where a share certificate is lost, destroyed or damaged, the shareholder may request the issuance of a replacement share certificate, provided that evidence of ownership is supplied and all related expenses are paid to the Company. Such request must contain:

a) A statement that the certificate has been lost, destroyed or otherwise damaged; in the event of loss, a declaration that all reasonable efforts have been made to locate it and that, if recovered, it shall be returned to the Company for cancellation;

b) An undertaking to assume responsibility for any disputes arising from the issuance of the replacement certificate.

4. In the event of any error in the contents or form of a share certificate issued by the Company, the rights and interests of its holder shall not be affected. The legal representative of the Company shall be liable for any damage caused by such errors.

5. Upon the Company's listing or centralized securities depository registration, shares owned by shareholders shall be recorded in book-entry form. The issuance, transfer and matters relating to such shares shall thereafter be governed by applicable laws.

Article 10. Other Securities Certificates

Bond certificates and other securities certificates issued by the Company shall bear the signature of the legal representative and the seal of the Company.

Article 11. Offering of Shares

1. Shares may be offered through one of the following methods:

a) Offering to existing shareholders. Such offering shall comply with Article 124 of the Law on Enterprises and relevant regulations;

b) Public offering;

c) Private placement. Such offering shall comply with Article 125 of the Law on Enterprises and relevant regulations.

2. Public Offering of Shares. Once the Company satisfies the conditions applicable to a public company and a listed joint stock company, any public offering of shares shall be conducted in accordance with securities laws.

3. The Company shall register any change in Charter Capital within ten (10) days from the completion of the share offering.

4. The Board of Directors shall determine the timing, method and offering price of shares within the authorized number of shares available for issuance. The offering price shall not be lower than the market price at the time of offering or the book value of the shares at the nearest valuation date, except in the following cases:

a) Shares offered to all shareholders in proportion to their existing shareholdings;

b) Shares offered to brokers or underwriters, provided that the discount amount or discount rate has been approved by the General Meeting of Shareholders.

Article 12. Transfer of Shares

1. Shares may be freely transferred unless otherwise provided by law. Any restriction on transfer set forth in this Charter shall only be valid if clearly stated on the corresponding share certificate.

2. Shares may be transferred by contract in the ordinary manner or through transactions conducted on the securities market. Where the transfer is made by contract, the transfer instrument must be signed by the transferor and transferee or their authorized

representatives. Where the Company's shares are listed or registered for trading on a Stock Exchange, transfers shall be conducted in accordance with securities laws and regulations governing the securities market.

3. Shares that have not been fully paid for may not be transferred and shall not enjoy related rights, including dividend rights, bonus share entitlements, or rights to subscribe for newly issued shares.

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

5. Shares acquired by strategic investors under an approved equitization plan may not be transferred during the lock-up period stipulated in the share purchase agreement or under applicable law, whichever period is longer. Strategic investors may transfer such shares only after expiration of the restriction period or with approval of the General Meeting of Shareholders. Existing shareholders shall have priority rights to acquire such shares. If existing shareholders do not purchase all offered shares, the strategic investor may offer the remaining shares to third parties at a price not lower than that offered to existing shareholders.

6. The Company shall update changes in share ownership in the Shareholders Register at the request of the relevant shareholder within twenty-four (24) hours from receipt of a valid request in accordance with this Charter.

Article 13. Inheritance of Shares

1. Upon the death of an individual shareholder, his or her lawful heir(s) under a will or by operation of law shall become shareholder(s) of the Company. Inheritance procedures shall comply with applicable laws.

Where a deceased shareholder leaves no heir, or the heir renounces or is disqualified from inheritance, the shares shall be handled in accordance with civil law provisions.

2. Where a corporate shareholder is dissolved, declared bankrupt, merged, divided, split or converted into another legal form, all rights and obligations relating to its shares shall be resolved in accordance with applicable laws.

Article 14. Forfeiture of Shares

1. Where a shareholder fails to pay in full and on time the amount payable for subscribed shares, the Board of Directors may issue a notice requiring payment of the outstanding amount together with interest and expenses incurred by the Company due to such default.

2. The notice shall specify a new payment deadline (being not less than seven (07) days from the date of the notice), the place of payment, and a statement that failure to comply shall result in forfeiture of the unpaid shares.

3. The Board of Directors may forfeit shares not fully paid in accordance with the notice. The forfeiture shall include all declared but unpaid dividends relating to the forfeited shares.

4. Forfeited shares shall be deemed authorized but unissued shares under Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may sell, reallocate or otherwise dispose of such shares upon such terms as it deems appropriate.

5. Shareholders who vote against a resolution regarding the reorganization of the Company or changes to the rights and obligations of shareholders as stipulated in this Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders approves the resolution on the matters stipulated in this Clause.

6. Notice of forfeiture shall be sent to the registered address of the shareholder before forfeiture. The forfeiture shall remain valid notwithstanding any error or omission in the delivery of such notice.

Article 15. Repurchase of Shares at the Request of Shareholders

1. Shareholders who vote against a resolution regarding the reorganization of the Company or changes to the rights and obligations of shareholders as stipulated in this Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders approves the resolution on the matters stipulated in this Clause.

2. The Company must repurchase the shares as requested by the shareholder as stipulated in Clause 1 of this Article within 90 days from the date of receipt of the request. The shares will be repurchased at the market price at that time; if the market price cannot be determined, it will be agreed upon by the parties.

3. If the parties fail to reach agreement on the repurchase price, either party may request an independent valuation organization to determine the value. The Company shall introduce at least three (03) professional valuation organizations for the shareholder's selection, and such selection shall be final. The valuation costs shall be borne by the requesting shareholder. The share price shall be determined based on the valuation report issued by the competent valuation organization.

Within five (05) days after the valuation result is issued, if neither party objects, the valuation price shall be deemed accepted. If either party objects, such objection must be submitted in writing to the Company. If no agreement is reached within ten (10) days from receipt of the objection, the dispute shall be resolved in accordance with Article 88 of this Charter.

Article 16. Repurchase of Shares by Decision of the Company

The Company may repurchase not more than thirty percent (30%) of the total issued ordinary shares and part or all of the issued dividend preference shares in accordance with the following provisions:

1. The Board of Directors may decide to repurchase up to ten percent (10%) of the total issued shares of each class within any twelve-month period. Repurchases exceeding this limit must be approved by the General Meeting of Shareholders.

2. The Board of Directors shall determine the repurchase price. For ordinary shares, the repurchase price shall not exceed the market price at the time of repurchase, except in the case specified in Clause 3 of this Article. For other classes of shares, unless otherwise stipulated in the Charter or agreed between the Company and the relevant shareholder, the repurchase price shall not be lower than market value.

3. The Company may repurchase shares from shareholders in proportion to their shareholding ratio in the Company. In such case, the repurchase decision must be notified to all shareholders within thirty (30) days from the date of approval. The notice must include the name and registered address of the Company, the total number and types of shares to be repurchased, the repurchase price or principles for determining the repurchase price, the payment procedures and deadlines, and the procedures and deadlines for shareholders to offer their shares to the Company.

Shareholders agreeing to sell their shares must submit a written offer to the Company within thirty (30) days from the date of notification. The offering must include the full name, contact address, nationality, and legal document number of the individual shareholder; the name, business registration number, or legal document number of the organization, and the registered office address of the organization shareholder; the number of shares owned and the number of shares offered; the method of payment; and the signature of the shareholder or the shareholder's legal representative. The company will only repurchase the offered shares within the aforementioned period.

Article 17. Payment Conditions and Treatment of Repurchased Shares

1. The company is only entitled to pay for repurchased shares to shareholders as stipulated in Articles 15 and 16 of these Charters if, immediately after paying for all repurchased shares, the company can still ensure that it has sufficient funds to pay all debts and other financial obligations. If the repurchase of shares results in a reduction of the company's charter capital, it must be approved by the General Meeting of Shareholders.

2. Shares repurchased under Articles 15 and 16 of this Charter shall become treasury shares. The Board of Directors may reissue or dispose of treasury shares in accordance with this Charter, the Law on Securities and relevant regulations.

3. Treasury shares shall be deemed authorized but unissued shares in accordance with Clause 4, Article 112 of the Law on Enterprises. Treasury shares do not have voting rights, dividend rights, rights arising from the offering or issuance of additional shares, or other rights.

4. Share certificates representing repurchased shares must be destroyed immediately after payment has been completed. The Chairman of the Board of Directors and the General Director shall be jointly liable for any loss or damage resulting from failure or delay in destroying such certificates.

5. If, after completion of the repurchase, the total assets recorded in the Company's accounting books decrease by more than ten percent (10%), the Company must notify all creditors within fifteen (15) days from completion of the repurchase.

6. Where payment for repurchased shares is made in violation of Clause 1 of this Article, or dividends are paid contrary to Article 71 of this Charter, shareholders shall return the money or assets received. If shareholders fail to do so, all members of the Board of Directors shall be jointly and severally liable for the Company's debts and obligations up to the value of the improperly distributed amounts not yet recovered.

CHAPTER V

ORGANIZATIONAL STRUCTURE, CORPORATE GOVERNANCE AND SUPERVISION

Article 18. Organizational Structure, Governance and Supervision

1. The Company's governance and supervisory structure consists of: General Meeting of Shareholders; Board of Directors; General Director; Supervisory Board.

2. The executive support structure consists of: Deputy General Directors; Chief Accountant; Functional departments and divisions. During the course of operation, the organizational structure, management system, supervisory mechanism and supporting departments may be adjusted to meet the Company's business and operational requirements.

CHAPTER VI: SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 19. Rights of Shareholders

1. Shareholders are the owners of the Company and shall enjoy rights and assume obligations corresponding to the number and class of shares they hold. Shareholders shall only be liable for the debts and obligations of the Company to the extent of the capital contributed to the Company.

2. Ordinary shareholders shall have the following rights:

a) Attending and speaking at General Meetings of Shareholders and exercising voting rights directly at the General Meeting of Shareholders or through an authorized representative or by remote voting. Shareholders are considered to have attended and voted at the General Meeting of Shareholders in the following cases:

(i) Attends and votes in person;

(ii) Authorizes another person to attend and vote;

(iii) Participates through online meetings, electronic voting systems or other electronic means;

(iv) Sends voting ballots by mail, facsimile or email.

b) To receive dividends as determined by the General Meeting of Shareholders;

c) To freely transfer fully paid shares in accordance with the provisions of this Charter and current law to other persons, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;

d) To be given priority in subscribing for newly issued shares in proportion to existing shareholdings;

e) To inspect, review and obtain extracts of information relating to names and contact addresses in the list of voting shareholders and request correction of inaccurate information;

f) To inspect, review, extract or copy the Charter, minutes of General Meetings of Shareholders and resolutions of the General Meeting of Shareholders;

g) Upon dissolution or bankruptcy of the Company, to receive a proportionate share of the remaining assets after all liabilities and obligations have been settled in accordance with law;

h) To require the Company to repurchase shares in accordance with Article 132 of the Law on Enterprises;

i) To be treated fairly. Shares of the same class shall confer equal rights, obligations and interests. Any rights attached to preference shares must be approved by the General Meeting of Shareholders and fully disclosed;

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

k) To protect legitimate rights and interests and request cancellation or suspension of resolutions adopted in violation of law or this Charter in accordance with the Law on Enterprises;

l) Other rights prescribed by law and this Charter.

3. Shareholders or groups of shareholders holding five percent (5%) or more of the total ordinary shares shall, in addition to the rights prescribed in Clause 2 of this Article, have the following rights:

a) To request the Board of Directors to convene a General Meeting of Shareholders in the circumstances prescribed in Clause 4 of this Article;

b) To inspect, review and obtain extracts from the minutes book and resolutions 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 those relating to the Company's trade secrets and business secrets;

c) To request the Supervisory Board to examine specific matters relating to the management and operation of the Company whenever deemed necessary. The request must be in writing; it must include the full name, contact address, nationality, and legal document number of the individual shareholder; the name, business code, or legal document number of the organization, and the registered office address of the organization shareholder; the number of shares and the registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;

d) Other rights provided by law and this Charter.

4. Shareholders or groups of shareholders referred to in Clause 3 of this Article shall have the right to request the convening of a General Meeting of Shareholders in the following circumstances:

a) The Board of Directors has seriously violated shareholders' rights, managers' obligations, or adopted decisions beyond its authority;

b) In other cases as stipulated in the Articles of Association, the request to convene a General Meeting of Shareholders must be made in writing and must include the full name, contact address, nationality, and valid identification number of the individual shareholder; the name, business registration number or valid identification number of the organization, and the head office address of the organization shareholder; the number of shares and the date of registration of shares for each shareholder, the total number of shares of the entire group of shareholders, and the ownership percentage in the total number of shares of the Company, and the basis and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. Shareholders or groups of shareholders are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders.

5. Shareholders or groups of shareholders holding ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors and Supervisory Board as follows:

a) Ordinary shareholders forming a group for nomination purposes must notify attending shareholders of such grouping 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 Clause 3 of this Article shall have the right to nominate one or several persons as decided by the General Meeting of Shareholders to be 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.

6. Rights of State Capital Representatives

a) To decide and select the method for disposing of unsold shares arising from the equitization process, ensuring that State ownership remains at a maximum of sixty-five percent (65%) of the Company's Charter Capital;

b) To decide on further transfers of State-invested capital in the Company in accordance with law and this Charter;

c) To exercise shareholder rights in accordance with law and this Charter;

d) To be liable for debts and obligations of the Company only to the extent of the State capital contributed to the Company.

Article 20. Obligations of Shareholders

1. To comply with this Charter and the Company's internal governance regulations.

2. To comply with resolutions of the General Meeting of Shareholders and the Board of Directors.

3. To fully and timely pay for subscribed shares.

4. Shareholders are not permitted to withdraw contributed capital in the form of common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.

5. To provide an accurate address when subscribing for shares.

6. To perform other obligations prescribed by law.

7. Ordinary shareholders shall bear personal liability when acting in the name of the Company to commit any of the following acts:

a) Violations of law;

b) Conducting business activities or transactions for personal gain or for the benefit of another organization or individual;

c) Paying debts not yet due where such payment may expose the Company to financial risk.

8. To attend meetings of the General Meeting of Shareholders and exercise voting rights directly, through authorized representatives or by remote voting methods. A shareholder may authorize a member of the Board of Directors to act as his/her representative at a General Meeting of Shareholders;

9. Major shareholders shall not abuse their position to adversely affect the rights and interests of the Company or other shareholders;

10. Major shareholders shall disclose information in accordance with applicable laws;

11. To maintain confidentiality of information provided by the Company pursuant to this Charter and applicable laws; such information shall only be used for exercising and protecting lawful rights and interests. Disclosure, copying or transmission of such information to third parties is strictly prohibited.

Article 21. General Meeting of Shareholders

The General Meeting of Shareholders consists of all shareholders having voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once every year within four (04) months from the end of the fiscal year. The Board of Directors may extend the time for holding the Annual General Meeting where necessary, provided that such extension shall not exceed six (06) months from the end of the fiscal year. In addition to annual meetings, extraordinary meetings may be convened. The location of a General Meeting of Shareholders shall be deemed to be the place where the Chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and determine an appropriate venue. The Annual General Meeting shall decide matters prescribed by law and this Charter, particularly the approval of audited annual financial statements. Where the audit report on the Company's annual financial statements contains material qualifications, adverse opinions or disclaimers of opinion, the Company must invite representatives of the approved audit firm that conducted the audit to attend the Annual General Meeting. Such representatives shall be responsible for attending the meeting.

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

a) Where deemed necessary for the interests of the Company;

b) Where quarterly, semi-annual or audited annual financial statements indicate that the Company's equity has decreased by one-half (1/2) compared with the beginning of the accounting period;

c) Where the number of members of the Board of Directors, Independent Directors or Supervisory Board members falls below the minimum number prescribed by law, or where the number of Board members decreases by more than one-third (1/3) of the number stipulated in this Charter;

d) Upon request by shareholders or groups of shareholders specified in Clause 3, Article 19 of this Charter.

The request to convene the General Meeting of Shareholders must clearly state the reasons and purposes of the meeting and bear the signatures of the relevant shareholders, or the written request may be made in multiple copies, provided that each copy must be signed by at least one relevant shareholder;

e) Upon written request of the Supervisory Board where it determines that members of the Board of Directors or managers have seriously breached their obligations under Article 165 of the Law on Enterprises, or where the Board of Directors has acted or intends to act beyond its authority;

f) Other cases prescribed by law.

4. Convening Extraordinary General Meetings

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

b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, the Supervisory Board shall, within the next 30 days, replace the Board of Directors in convening the General Meeting of Shareholders. If the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Supervisory Board shall compensate the company for any arising damages

c) In the event that the Supervisory Board fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, the shareholder or

group of shareholders specified in Clause 3, Article 19 of this Charter shall have the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the Enterprise Law;

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

d) Procedures for convening such meetings shall comply with Clause 5, Article 140 of the Law on Enterprises.

Article 22. Powers and Duties of the General Meeting of Shareholders

The General Meeting of Shareholders shall have the following powers and duties:

a) To approve the development strategy and orientation of the Company;

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

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

d) To approve investment transactions or disposals of assets falling within any of the following categories (determined based on the lowest applicable threshold):

+ Transactions with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;

+ Transactions with a value exceeding fifty percent (50%) of the Company's equity, or exceeding fifty percent (50%) of the owner's invested capital where equity is lower than owner's invested capital, as determined by the Company's most recent financial statements;

+ Transactions of other values as prescribed by laws governing the management and investment of State capital in enterprises;

đ) To decide on amendments and supplements to the Charter;

e) To approve annual financial statements;

f) To approve the repurchase of more than ten percent (10%) of the total issued shares of any class;

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

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

i) To determine the budget or aggregate remuneration, bonuses and other benefits payable to the Board of Directors and the Supervisory Board;

j) To approve the Internal Corporate Governance Regulations, the Operating Regulations of the Board of Directors and the Operating Regulations of the Supervisory Board;

k) To approve the list of approved auditing firms; to appoint an approved auditing firm to audit the Company's activities; and to dismiss an approved auditor where deemed necessary;

l) Other powers and duties prescribed by law.

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

a) Annual business plans of the Company;

b) Audited annual financial statements;

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

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

đ) Self-assessment reports of the Supervisory Board and each Supervisory Board member;

e) Dividend rates applicable to each class of shares;

f) Cases where the number of members of the Board of Directors, Independent Directors or Supervisory Board members falls below the number required by law, or where the number of Board members decreases by more than one-third (1/3) of the number prescribed by this Charter;

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

h) Approval of the budget or aggregate remuneration, bonuses and other benefits for the Board of Directors and Supervisory Board;

i) Approval of the list of approved auditing firms and appointment of auditing firms to conduct audits or inspections when necessary;

j) Amendments and supplements to the Charter;

k) Classes of shares and numbers of newly issued shares of each class and transfers of founding shareholders' shares during the first three (03) years following incorporation;

l) Division, demerger, consolidation, merger or conversion of the Company;

m) Reorganization, dissolution (liquidation) of the Company and appointment of liquidators;

n) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, or a value exceeding 50% of the enterprise's equity, or exceeding 50% of the owner's investment capital in cases where equity capital is lower than the owner's investment capital as determined in the Company's most recent financial statement, or other values as

prescribed by law on the management and investment of state capital in enterprises (determined based on the lowest value);

o) Approval of the repurchase of more than ten percent (10%) of the total issued shares of any class;

p) Approval of contracts and transactions between the Company and persons specified in Clause 1, Article 167 of the Law on Enterprises where the transaction value is equal to or greater than thirty-five percent (35%) of the Company's total assets recorded in the most recent financial statements;

q) Approval of transactions prescribed in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020, as amended and supplemented by Decree No. 245/2025;

r) Approval of the Internal Corporate Governance Regulations, Operating Regulations of the Board of Directors and Operating Regulations of the Supervisory Board;

s) Other matters prescribed by law and this Charter.

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

Article 23. Shareholders Register

1. The Company or an entity authorized by the Company shall establish and maintain the Shareholders Register from the date of issuance of the Enterprise Registration Certificate. The Shareholders Register may be maintained in physical form, electronic data form, or both.

2. The Shareholders Register shall contain the following principal information:

a) Name and head office address of the Company;

b) Total number of shares authorized for issuance, classes of shares authorized for issuance and number of shares authorized for issuance for each class;

c) Total number of issued shares of each class and contributed share capital value;

d) Full name, contact address, nationality and legal identification documents of individual shareholders; name, enterprise registration number or legal entity identification documents and head office address of organizational shareholders;

e) Number of shares of each class held by each shareholder and date of share registration.

3. The Shareholders Register shall be maintained at the Company's head office or another organization authorized to maintain such register. Shareholders shall have the right during business hours to:Inspect the register, Review information contained therein, Obtain extracts,Request copies of relevant records. Such access shall comply with applicable laws, this Charter and confidentiality requirements. Where a shareholder changes his/her permanent address, prompt notification must be provided to the Company for updating the register. The Company shall not be responsible for failure to contact a shareholder due to the shareholder's failure to notify an address change.

4. The Company shall promptly update shareholder information in the Shareholders Register upon valid request from a shareholder in accordance with this Charter.

Article 24. Exercise of Rights to Attend Meetings of the General Meeting of Shareholders

1. Shareholders entitled to attend meetings of the General Meeting of Shareholders under law and this Charter may:Attend in person, Authorize another person in writing to attend Participate through methods prescribed in Clause 2, Article 144 of the Law on Enterprises. An authorized representative need not be a shareholder. The authorized representative may not further delegate authority to another person and may not act beyond the scope of authorization. Where more than one authorized representative is appointed, the number of shares and voting rights represented by each representative must be clearly specified.

2. Organizational shareholders may authorize one or more persons to attend meetings of the General Meeting of Shareholders in accordance with law. Where an organizational shareholder has not appointed an authorized representative pursuant to Clause 4, Article 14 of the Law on Enterprises, it may authorize another person to attend the meeting.

3. Authorization must be made in writing in accordance with civil law and must specify the name of the authorized individual or organization and the number of shares represented.

a) Where the authorizing party is an individual shareholder, the authorization document must bear the signatures of both the shareholder and the authorized representative;

b) Where the authorizing party is an authorized representative of an organizational shareholder, the document must bear the signatures of The authorized representative, The legal representative of the shareholder organization, The authorized attendee;

c) In all other cases, the authorization document must bear the signatures of the legal representative of the shareholder and the authorized attendee;

d) The authorized attendee must submit the authorization document before entering the meeting venue;

e) Where a lawyer signs an appointment document on behalf of the authorizing party, such appointment shall only be valid if accompanied by the power of attorney granted to that lawyer (unless previously registered with the Company).

4. Except as provided in Clause 3 of this Article, votes cast by an authorized representative shall remain valid within the authorized scope even if:

a) The authorizing shareholder dies, loses civil act capacity or has restricted legal capacity;

b) The authorization is revoked;

c) The authority granted under the authorization is terminated.

This provision shall not apply where the Company receives notice of any such event before the opening of the meeting or before a reconvened meeting is held.

Article 25. Variation of Rights

The amendment or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders holding at least 65% of the ordinary shares attending the meeting, and simultaneously approved by shareholders holding at least 65% of the voting rights of such preference shares. A meeting of shareholders holding a class of preference shares to approve the alteration of the aforementioned rights shall be valid only when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. If the quorum is not met, the meeting shall be reconvened within 30 days thereafter, and the holders of shares of that class (regardless of the number of persons and shares) present in person or through an authorized representative shall be deemed to constitute a sufficient quorum. At meetings of shareholders holding the aforementioned preference shares, holders of shares of that class present in person or by proxy may demand a secret ballot. Each share of the same class shall have equal voting rights at the aforementioned meetings.

b) Procedures governing separate class meetings shall be similar to those applicable to meetings prescribed in Articles 27 and 29 of this Charter.

c) Unless otherwise provided in the terms of issue, rights attached to preference shares relating to distributions of profits or assets shall not be deemed varied by the issuance of additional shares of the same class.

5. Where a resolution is adopted by written voting, it shall be deemed approved if shareholders representing more than fifty percent (50%) of the total voting rights vote in favor.

6. Resolutions of the General Meeting of Shareholders must be notified to shareholders entitled to attend within fifteen (15) days from the date of approval. Such notification may be replaced by publication on the Company's website.

Article 26. Convening Meetings, Meeting Agenda and Notice of Meeting of the General Meeting of Shareholders.

1. The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders. The Board of Directors shall convene extraordinary meetings in the cases specified in Clause 3, Article 21 of this Charter.

2. The person convening the General Meeting of Shareholders shall perform the following duties:

a) Prepare a list of shareholders entitled to attend and vote at the meeting. The list of shareholders entitled to attend shall be prepared based on the Shareholders Register and the securities ownership register of the Company. Such list shall be prepared not more than ten (10) days prior to the date on which the notice of meeting is issued. The Company shall disclose information regarding the preparation of the list of eligible shareholders at least twenty (20) days prior to the record date.

b) Prepare the meeting agenda and contents;

c) Prepare meeting materials and supporting documents;

d) Prepare draft resolutions corresponding to the proposed matters to be submitted to the meeting;

đ) Determine the time and venue of the meeting;

e) Issue and deliver notices of meeting to all shareholders entitled to attend;

f) Perform other tasks necessary for the organization of the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting no later than 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and related documents concerning the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a) The meeting agenda and documents to be used in the meeting;

b) List and detailed information of candidates in case of election of Board of Directors members and Supervisory Board members;

c) Voting ballot;

d) Draft resolution for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 19 of these Charters have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than 3 working days before the opening of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed matter to be included in the agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse a proposal as stipulated in Clause 4 of this Article. No later than 2 working days before the opening of the General Meeting of Shareholders, a written response stating the reasons must be provided if any of the following cases apply:

a) The proposal was submitted late or was incomplete or inaccurate;

b) At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 3, Article 19 of these Charters;

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

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if it is approved by the General Meeting of Shareholders.

Article 27. Conditions for Conducting Meetings of the General Meeting of Shareholders

1. A meeting shall proceed when shareholders attending in person or by proxy represent more than fifty percent (50%) of the total voting shares.

2. Where the first meeting fails to meet the conditions for being held as prescribed in Clause 1 of this Article, the notice of the second meeting shall be sent within 30 days from the date of the intended first meeting, unless the Company's Charter provides otherwise. The second General Meeting of Shareholders shall be convened when the attending shareholders represent from 33% or more of the total voting rights.

3. In case the second meeting fails to meet the conditions for being conducted as prescribed in Clause 2 of this Article, the notice of the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted irrespective of the total number of votes of the attending shareholders.

4. Only the General Meeting of Shareholders has the right to decide on changes to the meeting agenda that was sent with the notice of meeting as stipulated in Article 142 of the Enterprise Law.

Article 28. Meeting Procedures and Voting Methods

1. Before the meeting commences, the Company must conduct shareholder registration procedures and continue registration until all shareholders entitled to attend the meeting have registered, following this procedure:

a) When registering shareholders, the Company issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting number. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. At the meeting, the voting cards in favor of the resolution are collected first, followed by those against the resolution. Finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

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

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

a) The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman is absent or

temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no chairperson can be elected, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a chairperson from among those present, and the person with the highest number of votes shall preside over the meeting;

b) Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;

c) The chairperson shall appoint one or more individuals to serve as meeting secretaries;

d) The General Meeting of Shareholders shall elect one or more individuals to the vote counting committee as proposed by the chairperson.

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

4. Shareholders or their authorized representatives who arrive after the meeting has opened may still register and have the right to vote immediately after registration; the chairperson may not interrupt the meeting to allow latecomers to register. In this case, the validity of the previously voted items remains unchanged.

5. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting is conducted by collecting voting cards for the resolution, then collecting voting cards for the resolution against it, and finally counting the votes to determine the total number of votes in favor, against, and abstentions. The results of the vote count are announced by the Chairman immediately before the closing of the meeting.

6. The person convening the General Meeting of Shareholders has the right to:

a) Require all attendees to undergo inspection or other reasonable and lawful security measures;

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

7. The chairman of the meeting may conduct necessary activities to conduct the General Meeting of Shareholders in a valid, orderly manner, according to the approved agenda and reflecting the wishes of the majority of attending delegates. The chairman's decision on the procedures, events, or issues arising outside the agenda of the General Meeting of Shareholders shall have the highest final judgment.

8. The Chairperson has the right to postpone a Shareholders' General Meeting that has reached the required number of registered attendees to another time or change the meeting location in the following cases:

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

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

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

The maximum postponement period shall not exceed 3 days from the date the meeting was scheduled to begin.

9. If the Chairman postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attending members to replace the Chairman in presiding over the meeting until its conclusion, and the validity of the votes cast at that meeting shall not be affected.

10. The person convening the General Meeting of Shareholders, after careful consideration, may take appropriate measures to:

a) Arrange seating at the meeting venue;

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

c) Facilitate the attendance (or continued attendance) of shareholders at the meeting.

The Board of Directors has the full right to modify the above measures and to apply all measures if the Board of Directors deems it necessary. Measures may include issuing entry passes or using other selection methods.

11. In certain special cases, the Company applies modern information technology to enable shareholders to attend and express their opinions at the General Meeting of Shareholders through online meetings, electronic voting, or other electronic forms (the Notice of Convening the General Meeting of Shareholders of the Company specifies the electronic form) as stipulated in Article 144 of the Enterprise Law and Clause 3, Article 273 of Government Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of some articles of the Securities Law.dity of the votes cast at that meeting shall not be affected.

Article 29. Conditions for the Adoption of a Resolution of the General Meeting of Shareholders

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

a) Type of shares and total number of shares of each type;

b) Changes in business lines, professions and business sectors;

c) Changes in the organizational structure of the Company's management;

d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's Charter stipulates a different percentage or value;

đ) Reorganization or dissolution of the Company;

e) Other matters as stipulated in the Company's Charter.

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

3. The voting for members of the Board of Directors and the Supervisory Board must be conducted using cumulative voting, 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. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the equal number of votes, or a selection will be made according to the criteria stipulated in the election regulations or the company's charte.

Article 30. Authority and procedures for collecting written opinions from shareholders to pass decisions of the General Meeting of Shareholders

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

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company. The following cases (Clause 2, Article 147 of the Enterprise Law) are not permitted to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders.

a) Amending and supplementing the content of the company's charter;

b) Company development orientation;

c) Types of shares and the total number of shares of each type;

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

đ) Deciding on the investment or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

e) Approving the annual financial statement;

f) Reorganizing and dissolving the company.

2. The Board of Directors shall prepare ballots, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions, and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the ballots. Opinions. The process of compiling the list of shareholders to be included in the opinion poll is carried out in accordance with Clauses 1 and 2 of Article 141 of the Enterprise Law. The requirements and methods for sending opinion poll ballots and accompanying documents are carried out in accordance with Article 143 of the Enterprise Law;

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

a) Name, head office address, enterprise code;

b) Purpose of the opinion poll;

c) Full name, contact address, nationality, legal document number of the individual shareholder (for individual shareholders); name, enterprise code or legal document number of the organization, head office address for organizational shareholders; or full name, contact address, nationality, legal document number of the representative of an organizational shareholder; number of shares of each type and number of voting rights of the shareholder;

d) Issues requiring opinion poll for decision-making;

đ) The voting options include "agree," "disagree," and "no opinion" for each issue being considered;

e) The deadline for returning the completed opinion forms to the Company;

f) The full name and signature of the Chairman of the Board of Directors.

4. The completed opinion poll ballot must be signed by the individual shareholder, or the legal representative of the shareholder (organization or individual), or the authorized legal representative of the organization;

5. Shareholders may send the completed opinion poll ballot to the Company by mail, fax, or email according to the following regulations:

a) In the case of mail, the completed opinion poll ballot must be signed by the individual shareholder, or by the authorized representative or the legal representative of the shareholder (organization). The ballot sent to the Company must be enclosed in a sealed envelope and no one is allowed to open it before the vote count;

b) In the case of fax or email, the opinion poll ballot sent to the Company must be kept confidential until the vote count;

c) Opinion ballots sent to the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions or disclosed in the case of fax or email submissions, are invalid. Unsubmitted ballots will be considered as non-voting ballots.

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

a) Name, registered office address, and business registration number;

b) Purpose and issues requiring a vote to pass the resolution;

c) Number of shareholders and total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;

d) Total number of votes in favor, against, and abstentions for each issue;

đ) Issues passed and the corresponding percentage of votes in favor;

e) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

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

7. The vote count minutes and resolutions must be sent to shareholders within 15 days from the date the vote count is completed. Sending the vote count minutes and resolutions may be replaced by posting them on the Company's website within 24 hours from the time the vote count is completed.

8. The completed ballots, vote count minutes, approved resolutions, and related documents accompanying the ballots must be kept at the Company's head office.

9. Resolutions adopted by written shareholder consultation are considered valid if approved by shareholders holding more than 50% of the total voting rights of all eligible shareholders, and are considered as valid as resolutions adopted at a General Meeting of

Article 31. Minutes of the General Meeting of Shareholders

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

a) Name, address of the head office, number and date of issuance of the business registration certificate, place of business registration;

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

c) Agenda and content of the meeting;

d) Chairperson and secretary;

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

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

g) The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by shareholders present at the meeting;

h) The decisions that were passed and the corresponding percentage of votes cast in favor;

i) The names, signatures, and titles of the chairperson and secretary.

If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and contain all the content as stipulated in this clause. The minutes shall clearly state the chairperson or secretary's refusal to sign.

Minutes prepared in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies between the Vietnamese and foreign language versions, the Vietnamese version shall prevail.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting.

3. The chairperson and secretary of the meeting shall be jointly responsible for the truthfulness and accuracy of the minutes.

4. The minutes of the General Meeting of Shareholders must be sent to all shareholders within 15 days from the date of the meeting's conclusion; sending the vote count minutes may be replaced by posting them on the Company's website.

5. The minutes of the General Meeting of Shareholders shall be considered authentic evidence of the proceedings conducted at the General Meeting of Shareholders unless objections to the content of the minutes are raised in accordance with the prescribed procedures within 10 days of the date the minutes are sent. The full name and signature of the chairperson and secretary.

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

Article 32. Request for Annulment of Shareholders' Meeting Resolutions

1. Within 90 days from the date of receiving the minutes of the Shareholders' Meeting or the minutes of the vote count results of the Shareholders' Meeting, the shareholder or group of shareholders specified in Clause 3, Article 19 of this Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the Shareholders' Meeting in the following cases:

a) The procedures for convening the meeting and making decisions of the Shareholders' Meeting were not carried out in accordance with the provisions of the Enterprise Law and this Charter, except for the case specified in Clause 2 of this Article;

b) The content of the resolution violates the law or this Charter;

2. Resolutions of the Shareholders' Meeting adopted by 100% of the total number of voting shares are legal and effective even if the procedures for adopting the resolution were not carried out in accordance with the provisions.

3. In the event that a decision of the General Meeting of Shareholders is annulled by a court or arbitration award, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within 30 days in accordance with the procedures stipulated in the Enterprise Law and these Charters.

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

Chapter VII

BOARD OF DIRECTORS

Article 33. Candidacy and nomination of Board members

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

a) Not be subject to the provisions of Clause 2, Article 17 of the Enterprise Law;

b) Have a university degree or higher, possess management and business capabilities, and have practical experience in business administration or in the field, industry, or profession of the Company's activities;

c) A member of the Board of Directors of a public company may only simultaneously be a member of the Board of Directors or Board of Members in a maximum of 05 other companies.

d) A member of the Board of Directors of a subsidiary company may not be the spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, daughter-in-law, or daughter-in-law of

the Director, General Director, or other managers of the Company; They must not be related to the manager or have the authority to appoint the manager of the parent company;

e) Never been dismissed from the position of Chairman of the Board of Members, member of the Board of Members, or Chairman, Director, Deputy Director, or General Director, Deputy General Director of a State-owned enterprise;

f) Possess good health, moral character, honesty, integrity, knowledge, and a sense of compliance with the law.

2. An independent member of the Board of Directors is a member of the Board of Directors who meets the conditions and standards as stipulated in Clause 1 of this Article and satisfies the following conditions:

a) Not having a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling who is a major shareholder of the Company, or a manager of the Company or its subsidiary;

b) Not currently working for the Company, its parent company, or its subsidiary; not having worked for the Company, its parent company, or its subsidiary for at least three consecutive years prior to the appointment;

c) Not a person who directly or indirectly owns at least 1% of the total voting shares of the Company;d) Not a person currently receiving salary or remuneration from the Company, except for allowances that Board members are entitled to according to regulations;

e) Not a person who has previously served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed continuously for 02 terms.

3. An independent Board member must notify the Board of Directors that they no longer meet the conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent Board member from the date they no longer meet the conditions. The Board of Directors must notify the case of an independent Board member no longer meeting the conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or supplementary independent Board member within 06 months from the date of receiving the notification from the relevant independent Board member.

4. Nomination and Candidacy of Board Members:

If candidates have been pre-determined, information regarding the Board of Directors candidates shall be included in the Shareholders' General Meeting documents

and published at least 10 days before the opening of the Shareholders' General Meeting on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the disclosed personal information and must commit to performing their duties honestly if elected as a member of the Board of Directors. The information disclosed regarding Board of Directors candidates shall include at least the following:

a) Full name, date of birth;

b) Educational qualifications;

c) Professional qualifications;

d) Work experience;

e) Companies where the candidate currently holds a position as a member of the Board of Directors and other management positions;

f) An evaluation report on the candidate's contributions to the Company, in case the candidate is currently a member of the Company's Board of Directors;

g) Any interests related to the Company (if any);

h) The full name of the shareholder or group of shareholders nominating the candidate (if any);

i) Other information (if any).

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

6. If the number of candidates for the Board of Directors nominated and elected through nominations is still insufficient as stipulated in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or nominate candidates in accordance with the Company's charter, internal regulations on corporate governance, and the operating regulations of the Board of Directors. The nomination 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.

Article 34. Composition and Term of Office of Board of Directors Members

1. The number of Board of Directors members shall be decided by the General Meeting of Shareholders and shall be 5 members. The structure of the Board of Directors must ensure a balance between members with knowledge and experience in law, finance, and the Company's business activities, and shall take gender into account. The term of office for Board of Directors members and independent Board members is 5 years; Board members may be re-elected for an unlimited term. An individual may only be elected as an independent Board member of a Company for no more than two consecutive terms.

The number of non-executive Board members of a public company must comply with the following regulations:

a) There must be at least one non-executive member if the company has 3 to 5 members on its Board of Directors;

b) There must be at least two non-executive members if the company has 6 to 8 members on its Board of Directors;

c) There must be at least three non-executive members if the company has 9 to 11 members on its Board of Directors.

When the company is already a listed company, the total number of independent members on the Board of Directors must account for at least 1/3 of the total number of members on the Board of Directors. The minimum number of independent members on the Board of Directors is determined by rounding down.

2. If all members of the Board of Directors complete their term at the same time, those members will continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. Shareholders holding voting shares for a continuous period of at least 6 months have the right to combine their individual voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate 1 candidate; from 20% to less than 30% may nominate a maximum of 2 candidates; from 30% to less than 40% may nominate a maximum of 3 candidates; from 40% to less than 50% may nominate a maximum of 4 candidates; from 50% to less than 60% may nominate a maximum of 5 candidates; from 60% to less than 70% may nominate a maximum of 6 candidates; from 70% to less than 80% may nominate a maximum of 7 candidates; and from 80% to less than 90% may nominate a maximum of 8 candidates.

4. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The Board of Directors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

5. The Board of Directors may appoint another person temporarily to fill any vacant position, and this new member must be approved at the next General Meeting of Shareholders. After approval by the General Meeting of Shareholders, the appointment of the new member takes effect on the date of the appointment by the Board of Directors. The term of the new Board member is calculated from the date the appointment takes effect until the end of the Board's term. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the General Meeting of Shareholders with the participation of the replacement Board member remain valid.

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

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

Article 35. Role and Authority of the Board of Directors

1. The Board of Directors is the management body of the Company and shall have full authority, on behalf of the Company, to exercise and perform the rights and

obligations of the Company, except for matters falling within the authority of the General Meeting of Shareholders.

2. The Board of Directors shall be responsible to the General Meeting of Shareholders for the management and operation of the Company.The Board of Directors shall exercise the following powers and duties:

a) To determine the Company's medium-term and annual business development strategies, plans and budgets;

b) To decide on the Company's organizational structure, internal management regulations and management systems;

c) Resolving the Company's complaints against business executives and deciding on the Company's representatives to handle legal matters related to those executives;

d) Deciding on the repurchase of shares as stipulated in Clause 1, Article 16 of this Charter;

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

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

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

h) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, contracting, terminating contracts, and determining the salary of the General Director; appointing, dismissing, contracting, terminating contracts, and determining the salary of the Deputy General Director, Chief Accountant, and other executives of the Company;

i) Approving for the General Director's decision on planning, appointment, reappointment, resignation, dismissal, transfer, rotation, commendation, disciplinary action, termination of employment, and retirement of the Heads and Deputy Heads of departments, subsidiary units, and equivalent positions in accordance with labor law regulations;

j) Reporting to the General Meeting of Shareholders on the appointment of the General Director;

k) Appointing representatives of the Company's capital contribution and appointing authorized representatives to participate in the Board of Directors/Board of Members, Supervisory Board in other enterprises, and determining the remuneration, rights, and obligations of those individuals;

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

m) Deciding on internal regulations on Company governance after approval by the General Meeting of Shareholders to effectively protect shareholders;

n) Organizing internal audit activities and deciding on the establishment of the Company's internal audit unit (if any);

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

p) Approving the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders or soliciting opinions for the General Meeting of Shareholders to approve decisions;

q) Submitting the audited annual financial statements and the Company's governance report to the General Meeting of Shareholders;

r) Proposing the annual dividend rate; paying dividends to shareholders in accordance with the law after approval by the annual General Meeting of Shareholders, or handling losses incurred during business operations;

s) Proposing the types of shares to be issued and the total number of shares to be issued for each type;

t) Proposing the issuance of convertible bonds and warrants;

u) Deciding on the offering price of shares and bonds in cases where authorized by the General Meeting of Shareholders;

v) Proposing to the General Meeting of Shareholders the reorganization, dissolution, or bankruptcy proceedings of the Company;

w) Approving business matters or transactions that the Board of Directors decides require approval within its authority and responsibility;

x) Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, other legal regulations, and the Company's Charter.

y) Organizing training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance, and other managers of the company.

3. The following matters must be approved by the Board of Directors:

a) Establishment of branches or representative offices of the Company;

b) Establishment of subsidiaries of the Company;

c) Within the scope stipulated in Clause 2, Article 153 of the Enterprise Law and except for cases stipulated in Clause 2, Article 138 and Clauses 3 and 4, Article 167 of the Enterprise Law which must be approved by the General Meeting of Shareholders, the Board of Directors shall decide on the implementation, amendment and cancellation of the Company's contracts;

d) Appointment and dismissal of persons authorized by the Company as commercial representatives and lawyers of the Company;

e) Borrowing and the execution of mortgages, guarantees, and compensation of the Company;

f) Investments not included in the business plan and budget exceeding 10% of the annual business plan and budget value;

g) The purchase or sale of shares or capital contributions in other companies established in Vietnam or abroad;

h) The valuation of non-monetary assets contributed to the Company in the issuance of shares or bonds, including gold, land use rights, intellectual property rights, technology, and know-how;

i) The repurchase or redemption of no more than 10% of the total number of shares of each class offered within 12 months;

j) The decision on the repurchase or redemption price of the Company's shares;

k) Business matters or transactions that the Board decides require approval within its authority and responsibility.

4. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' operations as stipulated in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law. The report shall include the following contents:

a. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors as stipulated in Clause 3, Article 163 of the Enterprise Law and the Company's Charter.

b. Summary of the meetings of the Board of Directors and the decisions of the Board of Directors.

c. Report on transactions between the Company, its subsidiaries, and companies in which the public company holds a controlling stake of 50% or more of the charter capital, with members of the Board of Directors and their related parties; Transactions between Companies in which a Board member is a founding member or a business manager within the three years preceding the transaction.

d. Activities of independent Board members and the results of each independent member's evaluation of the Board's performance. (for listed companies).

dd. Activities of other subcommittees of the Board of Directors (if any).

e. Results of supervision of the General Director.

f. Results of supervision of other executives.

g. Future plans.

5. The Board of Directors makes decisions by voting at meetings or by written consultation according to the principle of a simple majority. Each member of the Board of Directors has one vote.

6. When performing its functions, duties, and powers, the Board of Directors shall comply with the provisions of the law, the Articles of Association, and resolutions of the General Meeting of Shareholders. In the event that a resolution passed by the Board of Directors is contrary to the provisions of the law or these Articles of Association and causes damage to the Company, the members who approved the resolution shall be jointly and severally liable for the resolution and shall compensate the Company for the damage; members who opposed the resolution shall be exempt from liability;

7. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and other executives to represent and conduct business on behalf of the Company.

Article 36. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors

1. The Company is entitled to pay remuneration to its managers based on business performance and efficiency, in accordance with regulations on labor management, salaries, remuneration and bonuses applicable to joint-stock companies in which the State holds a controlling equity interest.

2. Remuneration, salaries and other benefits of members of the Board of Directors and the General Director shall be paid in accordance with the following provisions:

a) Members of the Board of Directors shall be entitled to remuneration and bonuses. Remuneration shall be calculated on a monthly basis according to the fulfillment of duties by each member of the Board of Directors. Where a member of the Board of Directors is assigned full-time duties by the Board of Directors, such member shall be paid a salary based on the number of working days required to perform his/her assigned duties. The Board of Directors shall determine the remuneration for each member and the salary for full-time members based on the principle of unanimity. The aggregate remuneration and salaries of full-time members of the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting;

b) Members of the Board of Directors shall be entitled to reimbursement of accommodation, travel and other reasonable expenses incurred in the performance of their assigned duties;

c) The General Director shall be entitled to a salary and bonuses. The salary of the General Director shall be determined by the Board of Directors;

d) The aggregate remuneration and bonuses of members of the Board of Directors and the General Director shall be decided by the General Meeting of Shareholders at its annual meeting based on the proposal of the Board of Directors.

3. Remuneration of members of the Board of Directors, salaries of full-time members of the Board of Directors, salaries of the General Director and other managers shall be accounted for as business expenses of the Company in accordance with the laws on corporate income tax, and shall be presented as a separate item in the Company's annual financial statements and reported to the General Meeting of Shareholders at its annual meeting.

Article 37. Dismissal, Removal and Appointment of Board Members

1. A member of the Board of Directors shall be dismissed or removed in the following cases:

a) Not meeting the qualifications and conditions stipulated in Article 33 of this Charter;

b) Not participating in the activities of the Board of Directors for 06 consecutive months without the approval of the Board of Directors, except in cases of force majeure;

c) The member submits a written resignation letter to the Company's head office and it is accepted;

d) Not having sufficient health or credibility to hold the position of a member of the Board of Directors;

e) The member suffers from a mental disorder and another member of the Board of Directors has professional evidence proving that the person is no longer capable of acting;

f) The member is removed by a decision of the General Meeting of Shareholders;

g) Being prosecuted and found guilty by the Court;

h) Dishonesty in exercising rights and obligations, or abuse of position and authority, using the Company's assets for personal gain or to serve the interests of other organizations or individuals; making untruthful reports on the Company's financial situation and business results;

i) Providing false personal information when submitting to the Company as a candidate for the Board of Directors.

2. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of members of the Board of Directors is reduced by more than 1/3 compared to the number stipulated in the Company's Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than 1/3;

b) In other cases, at the nearest meeting, the General Meeting of Shareholders elects a new member to replace a member of the Board of Directors who has been dismissed or removed from office.

Article 38. Chairman of the Board of Directors

1. The Board of Directors shall elect one (01) of its members to serve as the Chairman of the Board of Directors. The Chairman of the Board of Directors must have at least three (03) years of experience in managing and operating enterprises in the Company's principal business line or in a business line related to the Company's principal business activities. The Chairman of the Board of Directors must not concurrently hold the position of General Director.

2. The Chairman of the Board of Directors shall have the following rights and duties:

a) To formulate the programs and plans for the activities of the Board of Directors;

b) To prepare or organize the preparation of agendas, contents, and documents for meetings; to convene and chair meetings of the Board of Directors;

c) To organize the adoption of resolutions of the Board of Directors;

d) To organize the monitoring and supervision of the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors; and to have the authority, on behalf of the Board of Directors, to suspend decisions of the General Director that are contrary to resolutions and decisions of the General Meeting of Shareholders or the Board of Directors;

e) To chair meetings of the General Meeting of Shareholders and meetings of the Board of Directors;

f) To organize, directly conduct supervision, and evaluate the achievement of strategic objectives, the Company's operational performance, and the management and executive performance of the General Director;

g) To exercise other rights and perform other duties as prescribed by the Law on Enterprises, this Charter, and relevant laws, in accordance with the delegation and authorization of the Board of Directors.

3. Where the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she shall authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors. In the absence of an authorized person, or if the Chairman of the Board of Directors dies, goes missing, is placed in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education center, absconds from his/her place of residence, has his/her civil act capacity restricted or lost, has difficulty in cognition and behavior control, or is banned by the court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect by majority vote one member to temporarily act as the Chairman of the Board of Directors until a new decision is issued by the Board of Directors.

4. In the event that the Chairman of the Board of Directors resigns or is dismissed, the Board of Directors must elect a replacement within 10 days from the date of the dismissal decision or acceptance of the resignation by the Board of Directors.

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

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

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

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

c) Advising on the procedures of the meetings;

d) Attending the meetings;

dd) Advising on the procedures for drafting resolutions of the Board of Directors in accordance with the law;

e) Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Supervisory Board;

f) Monitoring and reporting to the Board of Directors on the Company's information disclosure activities;

g) Acting as the point of contact with relevant stakeholders;

h) Maintaining confidentiality of information in accordance with the law and the Company's Articles of Association;

i) Other rights and obligations as stipulated by law and the Company's Articles of Association.

Article 39. Meetings of the Board of Directors

1. The Board of Directors shall elect the Chairman of the Board of Directors at its first meeting of the term within seven (07) working days from the date of completion of the election of the Board of Directors for that term. This meeting shall be convened and chaired by the member who received the highest number of votes or the highest percentage of votes. In the event that more than one (01) member receives the highest and equal number of votes or percentage of votes, the members shall elect by majority vote to choose one (01) among them to convene the meeting of the Board of Directors.

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

2. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send an invitation notice at least three (03) working days prior to the date of the meeting. The meeting notice must specify the time, location, agenda, and matters for discussion and decision. The notice must be accompanied by documents to be used at the meeting.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, without unjustifiable delay, upon a written request stating the purpose of the meeting and the matters to be discussed by any of the following:

a) The Supervisory Board;

b) The General Director or at least five (05) other managers;

c) An independent member of the Board of Directors;

d) At least two (02) executive members of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 4 of this Article. In the event that the Chairman fails to convene the meeting as requested, the Chairman shall be held liable for any damages caused to the Company; the requesting party shall have the right to convene the meeting of the Board of Directors in place of the Board of Directors.

6. Notice of the Board of Directors meeting must be sent to the members of the Board of Directors and the Supervisory Board at least three (03) working days before the meeting date. Members of the Board of Directors may refuse the invitation notice in writing, and such refusal may be changed or canceled in writing by that member. The meeting notice must be written in Vietnamese and must fully state the time, location, agenda, contents of discussion matters, accompanied by necessary documents regarding the matters to be discussed and voted on at the meeting, as well as the voting ballots of the members. The invitation notice shall be sent by post, fax, email, or other means, but must ensure delivery to the contact address of each member of the Board of Directors and the Supervisory Board registered with the Company.

7. The Chairman of the Board of Directors or the convener shall send the invitation notice and accompanying documents to the Supervisory Board in the same manner as to the members of the Board of Directors. The Supervisory Board has the right to attend meetings of the Board of Directors; it has the right to discuss but shall not have the right to vote.

8. A meeting of the Board of Directors shall be conducted when three-quarters (3/4) or more of the total number of members of the Board of Directors are present in person or through an authorized representative if approved by a majority of the members of the Board of Directors. In the event that the meeting convened in accordance with this clause does not have the required quorum of attending members, it shall be convened for a second time within seven (07) days from the intended date of 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. Meetings of the Board of Directors may be organized in the form of 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) Listen to each of the other participating members of the Board of Directors speak during the meeting;

b) Speak to all other participants simultaneously. Discussions among members may be carried out directly via telephone or other communication means, or a combination of these methods. Members of the Board of Directors participating in such a meeting shall be deemed "present" at that meeting. The location of the meeting held in accordance with this regulation shall be the place where the largest number of members of the Board of Directors are located, or the location where the Chairman of the meeting is present.

Decisions approved in a properly organized and conducted telephone meeting shall 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 this meeting.

10. Members of the Board of Directors may submit their voting ballots to the meeting by post or email. In the event that a voting ballot is sent by post, it must be contained in a sealed envelope and delivered to the Chairman of the Board of Directors at least one (01) hour prior to the opening of the meeting. Voting ballots shall 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 directly authorized representative present in person at the meeting of the Board of Directors shall have one (01) vote;

b) A member of the Board of Directors shall not be entitled to vote on contracts, transactions, or proposals in which such member or any of their related persons has an interest that conflicts or may conflict with the interests of the Company. Such member of the Board of Directors shall not be counted toward the minimum quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member has no voting rights;

c) Pursuant to Point d, Clause 11 of this Article, when a matter arises at a meeting relating to 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 Chair of the meeting shall be final, except where the nature or scope of the interests of the related member has not been fully disclosed;

d) A member of the Board of Directors who benefits from a contract as specified in Points a and b, Clause 5, Article 59 of these Articles of Association shall be 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 entered into or proposed to be entered into with the Company and is aware of their own interest therein shall be responsible for disclosing such interest at the first meeting of the Board of Directors discussing the execution of such contract or transaction. In the event that a member of the Board of Directors is unaware that they or their related persons have an interest at the time the contract or transaction is signed with the Company, such member must disclose the relevant interests at the first meeting of the Board of Directors held after they become aware of their interest or prospective interest in the aforementioned transaction or contract.

13. The Board of Directors shall pass decisions and issue resolutions based on the approval of the majority of the attending members of the Board of Directors. In the event of an equality of votes for and against, the vote of the Chairman of the Board of Directors shall be the casting vote.

14. A resolution in the form of written opinion collection shall be passed on the basis of the approval of the majority of the members of the Board of Directors with voting rights. Such resolution shall have the same effect and validity as a resolution passed at a meeting.

15. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall serve as authentic evidence of the proceedings conducted at the meeting unless an objection to the contents of the minutes is made within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must bear the signatures of the chair and the secretary.

16. Annually, the Board of Directors shall request the independent members of the Board of Directors to submit an evaluation report on the performance of the Board of Directors, and this evaluation report may be presented at the Annual General Meeting of Shareholders.

17. Upon the request of the independent auditing firm conducting the audit of the Company's financial statements, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the affairs of the Company.

Article 40. Minutes of Board of Directors Meetings

1. Meetings of the Board of Directors must be recorded in the minutes and may be audio-recorded or recorded and kept in other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language. The minutes of a Board of Directors meeting must be completed and approved before the conclusion of the meeting. The minutes must include the following principal contents:

a) Name, head office address, and enterprise code;

b) Purpose, agenda, and content of the meeting;

c) Time and location of the meeting;

d) Full name of each attending member or their authorized representative; full names of and reasons for absent members;

e) Matters discussed and voted on at the meeting;

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

g) Voting results, clearly specifying the members who voted in favor, against, or abstained from voting;

h) Resolutions approved and their corresponding voting approval rates;

i) Full names and signatures of all attending members or their authorized representatives.

In the event that the chair or the minutes-taker refuses to sign the meeting minutes, such minutes shall be valid if they are signed by all other members of the Board of Directors who attended and agreed to pass the minutes, and contain all the contents required under Clause 1 of this Article. The meeting minutes must clearly state that the chair or the minutes-taker refused to sign the minutes.

Persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the Board of Directors meeting minutes. The chair and the minutes-taker shall be personally liable for any damage caused to the Company resulting from their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Charter of the Company, and relevant laws.

The chair and the secretary must be responsible for the truthfulness and accuracy of the contents of the Board of Directors meeting minutes.

2. Minutes of Board of Directors meetings and documents used during the meetings must be retained at the head office of the Company.

3. Minutes prepared in Vietnamese and a foreign language shall have equal validity. In the event of any discrepancy or inconsistency between the Vietnamese version and the foreign language version, the contents of the Vietnamese version shall prevail.

Article 41. Right to Information of Members of the Board of Directors

1. Members of the Board of Directors shall have the right to request the General Director, Deputy General Directors, Chief Accountant, managers of the Company, managers of subsidiaries in which the Company holds 100% of the charter capital, and the Company's capital contribution representatives in other enterprises to provide information and documents on the financial status and operations of such units in accordance with the information regulations stipulated by the Board of Directors or resolutions of the Board of Directors.

2. Persons requested to provide information must promptly, fully, and accurately provide the information and documents as requested by the member of the Board of Directors, unless otherwise decided by the Board of Directors.

Article 42. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees under its authority to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors, with a minimum of three (03) persons, including members of the Board of Directors and external members. Independent or non-executive members of the Board of Directors of the Board of Directors should constitute a majority of the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by a decision of the Board of Directors. The operations of the subcommittee must comply with the regulations of the Board of Directors. A resolution of the subcommittee shall only take effect when it is attended and passed by a majority vote of the members at a meeting of the subcommittee.

2. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal regulations, the Charter of the Company, and the Internal Regulations on Corporate Governance.

Article 43. Person in Charge of Corporate Governance

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

2. The person in charge of corporate governance must not concurrently work for an approved auditing firm that is currently auditing the financial statements of the Company.

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

a) To advise the Board of Directors on organizing General Meetings of Shareholders in accordance with regulations and relevant matters between the Company and its shareholders;

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

c) To advise on the procedures of meetings;

d) To attend meetings;

đ) To advise on the procedures for drafting resolutions of the Board of Directors in compliance with the provisions of law;

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

f) To monitor and report to the Board of Directors on the information disclosure activities of the Company;

g) To act as the point of contact with stakeholders;

h) To maintain confidentiality of information in accordance with the provisions of law and the Charter of the Company;

i) Other rights and obligations in accordance with the provisions of law and the Charter of the Company.

CHAPTER VIII: THE GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 44. Organization of the Management Apparatus

The management system of the Company 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 operations of the Company. The Company shall have one (01) General Director, Deputy General Directors, a Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, or removal of the aforementioned positions must be approved via a resolution of the Board of Directors.

Article 45. Company Executives

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

2. Upon the proposal of the General Director and subject to the approval of the Board of Directors, the Company may recruit other executives with quantities and criteria appropriate to the structure and management regulations of the Company as stipulated by the Board of Directors. Company executives shall be responsible for supporting the Company in achieving its set operational and organizational objectives.

3. Remuneration, salaries, benefits, and other terms in the labor contract of the General Director shall be decided by the Board of Directors; contracts with other executives shall be decided by the Board of Directors after consulting with the General Director.

4. Salaries of the executives shall be factored into the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at its annual meeting.

Article 46. General Director; Criteria and Conditions of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another person as the General Director, except for the case specified in Clause 1, Article 38 of these Articles of Association; and shall sign a contract stipulating the remuneration, salary, other benefits, and other terms related to the recruitment. The remuneration, salary, and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, presented as a separate item in the annual financial statements, and stated in the Annual Report of the Company.

2. The General Director is the legal representative who manages the day-to-day operations of the Company, directs the business coordination plan in accordance with the objectives and plans consistent with the Articles of Association of the Company and the resolutions and decisions of the Board of Directors; is subject to the supervision of the Board of Directors, and is accountable to the Board of Directors and before the law for the exercise of delegated rights and performance of assigned duties.

3. The term of office of the General Director shall be five (05) years and may be re-appointed for an unlimited number of terms. The appointment may terminate in accordance with the provisions of the labor contract.

4. The General Director must satisfy the following criteria and conditions:

a) Hold a university degree or higher, possess management and business capacity, as well as professional qualifications and practical experience in business administration or in the fields/sectors of the Company's business operations; must have at least three (03) years of experience in managing and directing enterprises in the core business sectors or sectors related to the core business sectors of the Company;

b) Not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises;

c) Be in good health, possess good moral character, honesty, integrity, and have an understanding of and commitment to compliance with the law;

d) Not concurrently serve as the General Director or Director of another enterprise;

e) Not be a family relation of any manager or Supervisor of the Company or its parent company; or of any state capital representative or corporate capital representative at the Company or its parent company.

Article 47. Powers and Obligations of the General Director

1. To implement the resolutions of the Board of Directors and the General Meeting of Shareholders, as well as the business and investment plans of the Company approved by the Board of Directors and the General Meeting of Shareholders;

2. To decide on matters that do not require a decision from the Board of Directors, including signing financial and commercial contracts on behalf of the Company, and organizing and directing the day-to-day business operations of the Company in accordance with best management practices;

3. To propose to the Board of Directors options for the organizational structure and internal management regulations of the Company;

4. To propose measures to enhance the operations and management of the Company;

5. To recommend the quantity and specific individuals for executive positions that the Company needs to recruit for appointment or dismissal by the Board of Directors in accordance with internal regulations, and to recommend the remuneration, salaries, and other benefits for such executives for decision by the Board of Directors;

6. To consult with the Board of Directors to decide on the number of employees, their appointment, dismissal, salary levels, allowances, benefits, and other terms related to their labor contracts;

7. On December 31st of each year, to submit to the Board of Directors for approval a detailed business plan for the following financial year on the basis of meeting the requirements of the appropriate budget as well as the five-year financial plan;

8. To prepare long-term, annual, and quarterly estimates of the Company (hereinafter referred to as the "estimates") serving the long-term, annual, and quarterly

management activities of the Company in accordance with the business plan. The annual estimates (including the projected balance sheet, income statement, and cash flow statement) for each financial year must be submitted to the Board of Directors for approval and must include the information required by the regulations of the Company;

9. To organize the formulation of the Company's development strategy; development planning for projects within the business sectors of the Company; long-term plans, annual plans, and business coordination plans within the Company; to prepare investment projects and organizational/management schemes; to draft the Articles of Association and amendments thereto; to draft the financial management regulations of the Company and other rules and regulations of the Company; to develop human resource development plans; to establish technological targets, product standards, economic-technical norms, and salary unit rates; to prepare economic and civil contracts, risk prevention plans, and plans for capital mobilization and utilization; and to prepare periodic reports, statistical reports, financial statements of the Company, and other schemes and projects;

10. To draft the internal regulations on corporate governance for the Board of Directors to submit to the General Meeting of Shareholders for approval;

11. To submit to the Board of Directors for consideration and decision matters within the authority of the Board of Directors, or for the Board of Directors to submit to the competent authority for decision;

12. To decide on investment projects, borrowing and lending contracts, and asset purchase and sale contracts of the Company in accordance with the decentralization or authorization of the Board of Directors; and to sign contracts on behalf of the Company;

13. To decide on the assignment of duties to the Deputy General Directors;

14. To decide on the planning, appointment, re-appointment, resignation, dismissal, transfer, rotation, commendation, discipline, resignation, and retirement of Heads of departments, dependent units, and equivalent positions after receiving written approval from the Board of Directors;

15. To decide on the planning, appointment, re-appointment, resignation, dismissal, transfer, rotation, commendation, discipline, resignation, and retirement of Deputies of departments, dependent units, and equivalent positions upon the proposal of the respective Heads of departments, dependent units, and equivalent positions after receiving written approval from the Board of Directors;

16. To decide on matters assigned or authorized by the Board of Directors in accordance with these Articles of Association, the internal management regulations of the Company, and relevant legal documents;

17. To decide on options for utilizing the Company's capital and assets for capital contributions or share purchases in domestic companies, within the value thresholds decentralized or authorized by the Board of Directors and other provisions of law;

18. To decide on the selection, signing, and termination of labor contracts, or to decide on the appointment, dismissal, commendation, discipline, salary levels, and allowances for the positions specified in Clause 6 of this Article and other management positions decentralized by the Board of Directors;

19. To propose to the Board of Directors for decision the planning, appointment, re-appointment, resignation, dismissal, transfer, rotation, commendation, discipline, resignation, and retirement of the following positions: Deputy General Directors and Chief Accountant; Members of the Board of Members, Chairman of the Board of Members or Company Chairman, and Supervisors of a subsidiary that is a single-member limited liability company 100% owned by the Company;

20. To propose to the Board of Directors for decision the designation of the Company's capital contribution representatives in other enterprises, and the nomination of persons to participate in the Board of Directors, Board of Members, or Supervisory Board of other enterprises;

21. To organize and direct the business plan, investment plan, and day-to-day operations; business coordination plans within the Company; auditing, inspection, and security tasks; to decide on market development, marketing, and technological solutions, and other tasks to effectively execute the resolutions and decisions of the Board of Directors and the General Meeting of Shareholders; and to direct the Company's operations to implement the resolutions and decisions of the Board of Directors;

22. To monitor, inspect, and supervise the operations of member enterprises;

23. To report to the Board of Directors on the business performance results of the Company; and to perform information disclosure and publicize financial statements in accordance with the provisions of law;

24. To be subject to the inspection and supervision of the Board of Directors and the Supervisory Board regarding the performance of functions and duties as prescribed in these Articles of Association and other provisions of law;

25. To be entitled to apply necessary measures in emergency situations and must report immediately to the Board of Directors;

26. To submit to the Board of Directors for approval plans for dividend payment or handling of business losses;

27. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the exercise of delegated powers and performance of assigned duties, and must report to these bodies upon request; and shall have other rights and duties as prescribed by law, these Articles of Association, and decisions of the Board of Directors.

Article 48. Relief of Duty, Dismissal, and Replacement of the General Director

1. The General Director shall be relieved of duty, dismissed, or replaced in the following cases:

a) Being relieved of duty, removed, dismissed, or having their contract terminated. The Board of Directors may dismiss the General Director when two-thirds (2/3) or more of the members of the Board of Directors vote in favor (in this case, the vote of the General Director himself/herself shall not be counted) and appoint a new General Director as a replacement;

b) No longer meeting the criteria and conditions to serve as the General Director as specified in Clause 4, Article 46 of these Articles of Association;

c) Submitting a resignation letter that is accepted by the Board of Directors;

d) Losing or having restricted civil act capacity pursuant to a decision of the Court;

e) The Company falls into a state of bankruptcy but fails to file a petition for bankruptcy in accordance with the law on bankruptcy;

f) Failing to complete the duties or targets assigned by the Board of Directors (except in events of force majeure);

g) Dishonesty in the exercise of powers or abusing their position and powers to seek personal gain or benefits for others; or providing dishonest reports on the financial situation of the Company;

h) Lacking the qualifications and capacity to meet the requirements of the Company's new development strategy and business plan;

i) The Company violates the law or carries out business operations contrary to legal regulations.

2. In the event that the General Director is relieved of duty or dismissed, the Board of Directors must temporarily appoint a person to assume the duties of the General Director. Within thirty (30) working days, the Board of Directors must carry out procedures to appoint a new General Director.

Article 49. Deputy General Directors, Chief Accountant, and Professional Departments

1. The Company shall have Deputy General Directors appointed, re-appointed, relieved of duty, replaced, dismissed, commended, or disciplined by the Board of Directors upon the proposal of the General Director. The number of Deputy General Directors shall be decided by the Board of Directors in accordance with the management needs of the Company.

2. Deputy General Directors shall assist the General Director in managing the Company; perform duties and exercise powers assigned by the General Director in accordance with these Articles of Association; and be accountable to the General Director and before the law for their assigned duties and powers. Any authorization relating to the signing of contracts or the use of the Company's seal must be made in writing.

3. The Chief Accountant shall be appointed, re-appointed, relieved of duty, replaced, dismissed, commended, or disciplined by the Board of Directors upon the proposal of the General Director.

4. The Chief Accountant shall be responsible for organizing the implementation of accounting and statistical tasks of the Company; assisting the General Director in financial supervision at the Company in accordance with the law on finance and accounting; and being accountable to the General Director, the Board of Directors, and before the law for the performance of assigned or delegated duties and powers.

5. Deputy General Directors and the Chief Accountant shall be appointed for a maximum term of five (05) years and may be re-appointed.

6. The salary, responsibility allowance, and bonus regimes for Deputy General Directors and the Chief Accountant shall be implemented in accordance with the provisions of law and regulations of the Company.

7. Professional departments and dependent units shall function to advise, inspect, and assist the Board of Directors and the General Director in managing and directing the Company, as well as in exercising the functions, duties, and powers of an owner, shareholder, capital-contributing member, or joint-venture party with respect to other enterprises.

8. The establishment, organizational structure, functions, duties, and powers of professional departments and dependent units shall be decided by the General Director after receiving written approval from the Board of Directors.

CHAPTER IX: THE SUPERVISORY BOARD

Article 50. The Supervisory Board

1. The Supervisory Board shall consist of three (03) members. The term of office of the Supervisory Board shall not exceed five (05) years, and members may be re-elected for an unlimited number of terms.

2. The Supervisory Board shall elect one (01) person among them as the Head of the Board under the majority principle. The Head of the Board must be trained in one of the majors in finance, accounting, auditing, law, or business administration, possess at least three (03) years of work experience, and work on a full-time basis at the Company. More than half (1/2) of the members of the Supervisory Board must be permanently residing in Vietnam.

3. In the event that the term of office of Supervisors ends at the same time but Supervisors for the new term have not yet been elected, the Supervisors whose term has expired shall continue to exercise their rights and perform their obligations until Supervisors for the new term are elected and assume their duties.

4. Shareholders holding voting shares for a continuous period of at least six (06) months shall have the right to aggregate their voting rights to nominate candidates to the Supervisory Board. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares shall be entitled to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate a maximum of five (05) candidates. In the event that the number of candidates for the Supervisory Board through nomination and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism stipulated in the Internal Regulations on Corporate Governance.

5. The Supervisory Board may issue regulations on meetings of the Supervisory Board and its operational methods. The Supervisory Board shall meet at least twice (02) a year; the number of members attending a meeting must be at least two-thirds (2/3) of the total number of Supervisors. Minutes of the Supervisory Board meetings must be prepared in a detailed and clear manner. The secretary and the attending Supervisors must sign the meeting minutes. The minutes of the Supervisory Board meetings must be retained to determine the responsibility of each Supervisor.

6. The Supervisory Board shall have the right to request members of the Board of Directors, the General Director, and representatives of the independent auditing firm to attend and answer matters of concern to the Supervisors.

Article 51. Criteria and Conditions for Serving on the Supervisory Board

1. Not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises.

2. A Supervisor must be trained in one of the majors in finance, accounting, auditing, law, or business administration, and possess at least five (05) years of work experience. The Head of the Supervisory Board must work on a full-time basis at the Company; other members of the Supervisory Board may work on either a full-time or part-time/concurrent basis.

3. A Supervisor must not be a member or an employee of the independent auditing firm that has conducted the audit of the Company's financial statements for the three (03) consecutive preceding years.

4. Not be a family relation of any member of the Board of Directors, the Director or General Director, or other managers.

5. Not hold any management positions in the Company; and is not necessarily a shareholder or an employee of the Company.

6. Be in good health, possess good moral character, honesty, integrity, and have an understanding of and commitment to compliance with the law.

7. In the event that candidates have been identified in advance, information related to the candidates for the Supervisory Board shall be published on the Company's website at least ten (10) days prior to the opening date of the General Meeting of Shareholders so that shareholders can find out about these candidates before voting. A candidate for the Supervisory Board must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the published personal information, and must commit to performing their duties honestly, loyally, prudently, and for the highest interest of the Company if elected as a Supervisor. Information related to candidates for the Supervisory Board to be published must include at least: Full name, date of birth, professional qualifications, work history, and other information.

8. Other criteria and conditions in accordance with other relevant provisions of law.

Article 52. Rights and Obligations of the Supervisory Board

1. To supervise the financial status of the Company, the legality of the activities of members of the Board of Directors, the General Director, and other managers, and the coordination of activities among the Supervisory Board, the Board of Directors, the General Director, and shareholders.

2. The Supervisory Board shall supervise the Board of Directors and the General Director in the management and direction of the Company; and shall be accountable to the General Meeting of Shareholders for the performance of assigned duties.

3. To examine the reasonableness, legality, truthfulness, and level of prudence in the management and direction of business operations; and the systemic consistency and appropriateness of accounting, statistical, and financial reporting work.

4. To appraise the completeness, legality, and truthfulness of annual and semi-annual business performance reports and financial statements of the Company, as well as evaluation reports on the management work of the Board of Directors, and to submit appraisal reports at the Annual General Meeting of Shareholders. To review contracts and transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders, and to provide recommendations regarding contracts and transactions that require approval from the Board of Directors or the General Meeting of Shareholders.

5. To review, check, and evaluate the validity and effectiveness of the internal control system, internal audit, risk management, and early warning systems of the Company.

6. To inspect accounting books, accounting records, and other documents of the Company, as well as management and operational tasks of the Company when deemed necessary, or pursuant to a resolution of the General Meeting of Shareholders, or upon the request of a shareholder or a group of shareholders as specified in Clause 3, Article 19 of these Articles of Association.

7. Upon the request of a shareholder or a group of shareholders as specified in Clause 3, Article 19 of these Articles of Association, the Supervisory Board shall conduct an inspection within seven (07) working days from the date of receipt of the request. Within fifteen (15) days from the conclusion date of the inspection, the Supervisory Board must report and explain the matters requested for inspection to the Board of Directors and the requesting shareholder or group of shareholders. The inspection by the Supervisory Board specified in this Clause must not hinder the normal operations of the Board of Directors or cause disruption to the direction of the Company's business operations.

8. To propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure of management, supervision, and direction of the Company's business operations.

9. Upon detecting that a member of the Board of Directors or the General Director violates the provisions of Article 165 of the Law on Enterprises, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, requesting the violator to cease the violation and provide solutions to remedy the consequences.

10. To have the right to attend and participate in discussions at the General Meetings of Shareholders, meetings of the Board of Directors, and other meetings of the Company.

11. To have the right to utilize independent consultancy services or the internal audit department of the Company to perform assigned duties.

12. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

13. To propose and recommend the General Meeting of Shareholders to approve an independent auditing firm to conduct the audit of the Company's financial statements.

14. In the event of detecting a violation of law or a violation of the Company's Articles of Association by a member of the Board of Directors, the General Director, or

other company executives, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, requesting the violator to cease the violation and provide solutions to remedy the consequences.

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

16. To perform other rights and obligations in accordance with the Law on Enterprises, these Articles of Association, and resolutions of the General Meeting of Shareholders.

Article 53. Rights and Obligations of the Head of the Supervisory Board

In addition to the powers and duties specified in Article 52 of these Articles of Association, the Head of the Supervisory Board shall have the following powers and duties:

1. To convene meetings of the Supervisory Board.

2. To request the Board of Directors, the General Director, and other managers to provide relevant information to report to the Supervisory Board.

3. To prepare and sign reports of the Supervisory Board after consulting with the Board of Directors to submit to the General Meeting of Shareholders.

4. To perform other powers and duties in accordance with the provisions of law.

Article 54. Right to Information of the Supervisory Board

1. Meeting notices, voting ballots for members of the Board of Directors, and accompanying documents must be sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.

2. Resolutions and meeting minutes of the General Meeting of Shareholders and the Board of Directors must be sent to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. Reports of the General Director submitted to the Board of Directors or other documents issued by the Company must be sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.

4. Supervisors shall have the right to access the files and documents of the Company retained at the head office, branches, and other locations; and have the right to visit the workplaces of the Company's managers and employees during working hours.

5. The Board of Directors, members of the Board of Directors, the General Director, and other managers must fully, accurately, and timely provide information and documents regarding the management, direction, and business operations of the Company upon the request of members of the Supervisory Board. The person in charge of corporate governance must ensure that all copies of resolutions and meeting minutes of the General Meeting of Shareholders and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

Article 55. Remuneration, Salaries, and Other Benefits of Supervisors

1. Supervisors shall be paid salaries or remuneration and enjoy other benefits in accordance with decisions of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total salary, remuneration, and annual operating budget of the Supervisory Board, in compliance with regulations on labor management, salaries, remuneration, and bonuses applicable to joint-stock companies with dominant State capital contribution.

2. Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consultancy services. The total amount of such remuneration and 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. Supervisors shall enjoy preferential regimes, welfare, and participate in the Company's activities in the same manner as other officers and employees of the Company.

4. Salaries and operating expenses of the Supervisory Board shall be factored into the business expenses of the Company in accordance with the law on corporate income tax and relevant laws, and must be itemized as a separate section in the annual financial statements of the Company.

Article 56. Responsibilities of Supervisors

1. To strictly comply with the law, the Company's Articles of Association, decisions of the General Meeting of Shareholders, and professional ethics in performing assigned rights and duties.

2. To exercise assigned rights and perform assigned duties honestly, prudently, and to the best of their ability to ensure the maximum legitimate interests of the Company and shareholders.

3. To be loyal to the interests of the Company and shareholders; not use information, know-how, or business opportunities of the Company, or their position, title, and assets of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations in accordance with the Law on Enterprises and the Articles of Association of the Company.

5. In the event of a violation of the provisions of Clauses 1, 2, 3, and 4 of this Article causing damage to the Company or other persons, members of the Supervisory Board must bear personal or joint liability for compensating such damage. Any income and other benefits that a member of the Supervisory Board directly or indirectly obtains from a violation of this Article must be returned to the Company.

6. Upon detecting that a member of the Supervisory Board violates obligations in performing assigned rights and duties, the Board of Directors must notify the Supervisory Board in writing, requesting the violator to cease the violation and provide solutions to remedy the consequences.

Article 57. Relief of Duty and Dismissal of Supervisors

1. A Supervisor shall be relieved of duty in the following cases:

a) No longer meeting the criteria and conditions to serve as a supervisor as prescribed in Article 169 of the Law on Enterprises;

b) Submitting a resignation letter that is accepted;

c) Other cases as prescribed by law and these Articles of Association.

2. A Supervisor shall be dismissed in the following cases:

a) Failing to complete assigned duties or tasks;

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

c) Committing serious or repeated violations of the obligations of supervisors prescribed by the Law on Enterprises and these Articles of Association;

d) Pursuant to a decision of the General Meeting of Shareholders.

CHAPTER 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 shall be responsible for performing their duties, including duties performed in the capacity of members of subcommittees of the Board of Directors, honestly and prudently for the interests of the Company.

Article 58. Duty of Prudence

Members of the Board of Directors, the Supervisory Board, the General Director, and other managers shall be responsible for performing their duties, including duties performed in the capacity of members of subcommittees of the Board of Directors, honestly and prudently for the highest interests of the Company.

Article 59. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, the Supervisory Board, the General Director, and other executives must disclose their related interests in accordance with Article 164 of the Law on Enterprises and other legal provisions.

2. Members of the Board of Directors, the Supervisory Board, the General Director, and other managers are not permitted to use business opportunities that may bring benefits to the Company for personal purposes; at the same time, they must not use information obtained by virtue of their positions for personal gain or to serve the interests of other organizations or individuals.

3. Members of the Board of Directors, the Supervisory Board, the General Director, and other managers shall have the obligation to notify the Board of Directors of all interests that may conflict with the interests of the Company which they may enjoy through other economic entities, transactions, or individuals.

4. The Company shall not provide loans or guarantees to members of the Board of Directors, the Supervisory Board, the General Director, other managers, and their related persons, or to legal entities in which these individuals hold financial interests, unless such loans or guarantees have been approved by the General Meeting of Shareholders.

5. Contracts or transactions between the Company and one or more members of the Board of Directors, the Supervisory Board, the General Director, other executives, and their related individuals or organizations, or enterprises, partners, associations, or organizations in which a member of the Board of Directors, the Supervisory Board, the General Director, other executives, or their related persons are members or have related financial interests, shall not be invalidated in the following cases:

a) For contracts with a value less than or equal to 20% of the total asset value recorded in the most recent financial statements, the principal contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, the Supervisory Board, the General Director, or other executives have been reported to the Board of Directors. Concurrently, the Board of Directors has permitted the execution of such contract or transaction in an honest manner by a majority vote of the members of the Board of Directors who do not have related interests;

b) For contracts with a value greater than 20% of the total asset value recorded in the most recent financial statements, the principal contents of the contract or transaction as well as the relationship and interests of the member of the Board of Directors, the Supervisory Board, the General Director, or other executives have been disclosed to the shareholders who do not have related interests and have voting rights on the matter, and such shareholders have approved the contract or transaction;

c) The contract or transaction is considered fair and reasonable in all aspects related to the shareholders of the Company by an independent advisory organization at the time such transaction or contract is approved by the Board of Directors or the General Meeting of Shareholders.

Members of the Board of Directors, the Supervisory Board, the General Director, other executives, and their related organizations and individuals must not use undisclosed information of the Company or disclose it to others to conduct related transactions.

6. The Director or General Director must not be a related person of any manager or Supervisor of the Company or its parent company, or of any state capital representative or corporate capital representative at the Company or its parent company as prescribed in Point d, Clause 46, Article 4 of the Law on Securities.

Article 60. Liability for Damages and Compensation

1. Members of the Board of Directors, the General Director, and managers who violate the obligation to act honestly, or fail to fulfill their duties with due care, diligence, and professional competence, shall be liable for the damages caused by their violations.

2. The Company shall indemnify persons who have been, are, or may become an involved party in claims, lawsuits, or prosecutions (including civil and administrative cases, excluding lawsuits where the Company is the plaintiff) if such person was or is a member of the Board of Directors, a manager, an employee, or an authorized representative of the Company, or if such person performed or is performing tasks at the request of the Company as a member of the Board of Directors, a manager, an employee, or an authorized representative of the Company, provided that such person acted honestly, prudently, and diligently for the interest or not against the highest interests of the Company, on the basis of compliance with the law, and there is no evidence confirming that such person violated their responsibilities.

3. When performing functions, duties, or executing tasks under the authorization of the Company, members of the Board of Directors, the Supervisory Board, managers, employees, or authorized representatives of the Company shall be indemnified by the Company when becoming an involved party in claims, lawsuits, or prosecutions (excluding lawsuits where the Company is the plaintiff) in the following cases:

a) Having acted honestly, prudently, and diligently for the interests of and without conflict with the interests of the Company;

b) Having complied with the law, and there is no evidence confirming a failure to perform their responsibilities.

4. Compensation costs shall include incurred expenses (including attorneys' fees), judgment expenses, fines, and amounts actually paid or deemed reasonable when resolving these cases within the scope permitted by law. The Company may purchase insurance for such persons to avoid the aforementioned indemnification liabilities.

CHAPTER XI: RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 61. Right to Inspect Books and Records

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

a) Ordinary shareholders shall have the right to review, inspect, and extract information regarding names and contact addresses in the list of voting shareholders; request corrections to their own inaccurate information; and review, inspect, extract, or photocopy the Articles of Association of the Company, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) The shareholder or group of shareholders specified in Clause 3, Article 34 of these Articles of Association shall have the right, directly or through an authorized representative, to send a written request to inspect the list of shareholders and minutes of meetings of the General Meeting of Shareholders, and to photocopy or extract these documents during working hours and at the head office of the Company. An inspection request made by an authorized representative of a shareholder must be accompanied by a power of attorney from the shareholder whom such person represents, or a notarized copy of such power of attorney.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives shall have the right to inspect the register of shareholders of the Company, the list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.

3. The Company must retain these Articles of Association and amendments or supplements thereto, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions and meeting minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents in accordance with the provisions of law at its head office or another location, provided that the shareholders and the Business Registration Authority are notified of the storage location of these documents.

4. The Articles of Association of the Company must be published on the website of the Company.

CHAPTER XII: EMPLOYEES AND THE TRADE UNION

Article 62. Employees and the Trade Union

1. The General Director must formulate plans for submission to the Board of Directors for approval regarding matters related to the recruitment, termination of employment, salaries, social insurance, benefits, commendation, and discipline of employees and company executives.

2. The General Director must formulate plans for submission to the Board of Directors for approval regarding matters related to the relationship between the Company and trade union organizations in accordance with best management standards, practices, and policies, the practices and policies prescribed in these Articles of Association, the regulations of the Company, and current legal provisions.

CHAPTER XIII: RELATIONSHIP BETWEEN THE COMPANY AND ITS MEMBER UNITS

Article 63. Rights and Responsibilities of the Company towards Member Units

1. Depending on the legal form of the member unit, the Company shall exercise its rights and perform its obligations as a member, owner, or shareholder in relation to the member unit in accordance with the Law on Enterprises and other relevant provisions of law.

2. Contracts, transactions, and other relationships between the Company and a member unit must be established and executed independently and on an equal basis under conditions applicable to independent legal entities.

3. In the event that the Company interferes beyond the authority of an owner, member, or shareholder and forces a member unit to carry out business operations contrary to normal business practices or perform non-profitable operations without reasonable compensation within the relevant financial year, thereby causing damage to the member unit, the Company must be liable for such damage.

4. Managers of the Company who are responsible for the interference that forces the member unit to carry out business operations as specified in Clause 3 of this Article shall be jointly liable with the Company for such damages.

5. In the event that the Company fails to compensate the member unit as prescribed in Clause 3 of this Article, a creditor, member, or shareholder holding at least 1% of the charter capital of the member unit shall have the right, in their own name or on behalf of the member unit, to demand that the Company compensate the member unit for damages.

6. In the event that the business operations specified in Clause 3 of this Article are performed by a member unit which is a subsidiary and bring benefits to another subsidiary, the subsidiary enjoying such benefits must be jointly liable with the Company to return the enjoyed benefits to the damaged subsidiary.

7. The Company shall utilize the rights and obligations of an owner, shareholder, or member at the member unit to coordinate and orient the following activities of the member units:

a) Formulate and organize the implementation of the development strategy and joint business coordination plans of the Company; orient the business strategies of member units in accordance with the development strategy and joint business coordination plans of the Company; formulate and organize the implementation of management and operational regulations, as well as standards and norms applied uniformly throughout the Company;

b) Classify member units by position and importance within the overall development strategy of the Company; identify the list of core business sectors and the list of key member units; orient member units according to core business sectors; manage and orient authorized representatives to ensure the Company's dominant power at key member units;

c) Orient the medium-term, long-term, and annual production and business plans of the member units;

d) Orient operational objectives, investments, and production and business targets; assignment, specialization, and cooperation; market access, expansion, and sharing, export, brand usage, information services, scientific and technological research and application, training, and other activities of the member units in accordance with the general policies of the Company;

e) Formulate and implement regulations on the management of the Company's brand; orient the common elements in the specific names of subsidiaries and associated companies;

f) Orient the organization and personnel with respect to subsidiaries;

g) Orient the content of the Articles of Association and control the charter capital structure of subsidiaries;

h) Designate authorized representatives to participate in the management and operation of subsidiaries; issue and implement regulations on the designation, replacement, supervision, and performance evaluation of authorized representatives; stipulate matters that must be approved by the Company before the authorized representative decides or participates in making decisions at subsidiaries and associated companies;

i) Serve as the focal point for managing and regulating the key resources of member units and associated companies to ensure the Company's objectives in the following fields:

- Serving as the unified focal point for planning, managing, and allocating land areas for planting rubber and other crops, and converting land use purposes for member units in accordance with land use planning approved by competent authorities;

- Uniformly managing the liquidation and transfer of fixed assets which are rubber plantations;

- Uniformly determining the floor price for liquidated rubber wood, and coordinating the purchase and sale of liquidated rubber wood among member units on the principle of closely matching market prices;

- Uniformly agreeing with key member units on the floor price for selling rubber latex to be applied generally across member units;

- Formulating and issuing processes and economic-technical norms for general application throughout the Company;

- Formulating resource management regulations appropriate to the production and business situation in each period;

j) Perform and provide services in research, technology transfer, marketing, trade promotion, and other services to subsidiaries and associated companies;

k) Coordinate the formation, management, and effective use of common funds; supervise finances and control risks; stipulate the appropriate use of after-tax profits for each type of enterprise and legal regulations; support financial activities (capital arrangement, capital support, and other forms) for a member unit upon its request;

l) Coordinate administrative work and transactions with partners for a member unit upon its request; perform public utility tasks and works assigned or ordered by the State to the Company;

m) Establish and connect the information network of all subsidiaries and associated companies within the Company;

n) Prepare the consolidated financial statements of the parent company and its subsidiaries;

o) Consult with subsidiaries and associated companies in carrying out joint activities;

p) Other activities appropriate to the characteristics of the Company, relevant legal provisions, the Company's Articles of Association, and the articles of association of member units.

Article 64. Relationship between the Company and Subsidiaries 100% Owned by the Company

1. Subsidiaries 100% owned by the Company shall include:

a) Companies 100% owned by the Company operating under the parent-subsidiary model;

b) Single-member limited liability companies 100% owned by the Company operating under the parent-subsidiary model;

c) Single-member limited liability companies 100% owned by the Company;

d) Overseas companies 100% owned by the Company.

2. The companies specified in Clause 1 of this Article shall be established, organized, and operate in accordance with the provisions of law corresponding to the legal form of each respective type of company.

3. The Company is the owner of the companies specified in Clause 1 of this Article. The Board of Directors shall exercise the rights and perform the obligations of

the owner with respect to these companies. The Board of Directors shall delegate to the General Director the execution of certain rights and obligations of the owner, including:

a) Receiving, checking, and appraising dossiers reported by these companies to the Company for submission to the Board of Directors for approval or decision;

b) Organizing the implementation of resolutions and decisions of the Board of Directors with respect to these companies;

c) Checking, urging, and supervising the implementation of investment, production, and business coordination plans at these companies.

4. The rights and obligations of the Company towards the companies specified in Clause 1 of this Article shall be exercised and performed in accordance with the relevant terms prescribed in these Articles of Association and the following provisions:

a) Deciding on adjustments to the charter capital upon the proposal of the Board of Members or the Company Chairman, or the General Director/Director, depending on the operational scale and in compliance with legal regulations;

b) Deciding on the organizational model and management structure, as well as the forms and measures for reorganizing these companies as prescribed in their respective articles of association; agreeing to allow these companies to decide on the establishment, reorganization, or dissolution of branches, dependent units, and assisting apparatuses belonging to these companies;

c) Deciding on forms of outbound investment and the sale of assets with a value exceeding 50% of the owner's equity on the financial statements of these companies for the most recent quarter, or another value specified in the articles of association of these companies; approving and submitting to competent authorities for permission for these companies to make offshore investments in accordance with the provisions of law;

d) Organizing inspections, examinations, and evaluations of the management, production, business, and financial activities of these companies;

e) Other rights and obligations specified in the articles of association of these companies, provided they do not conflict with these Articles of Association.

5. The companies specified in Clause 1 of this Article shall have the right to sign contracts, carry out production and business activities, and handle organizational and personnel matters in accordance with the provisions of law, the Company's Articles of Association, and the decentralization or authorization of the Board of Directors.

6. The Director, Chairman, or Board of Members of these companies shall decide on investment projects, asset purchase and sale contracts, lease and rental contracts, loan contracts, and other contracts in accordance with the regulations on decentralization and authorization of the Board of Directors, the Company's Articles of Association, and legal provisions.

Article 65. Relationship between the Company and Subsidiaries with Dominant Shares or Capital Contributions, or over which the Company Holds Controlling Power

1. The Company is the owner of dominant shares or capital contributions in subsidiaries with dominant shares or capital contributions. The Board of Directors shall

exercise the rights and perform the obligations of the owner with respect to the capital or shares of the Company in these subsidiaries.

2. The rights and obligations of the Company towards the subsidiaries specified in Clause 1 of this Article are as follows:

a) Deciding on capital contributions and the transfer of capital invested by the company in the enterprise; exercising the rights of a shareholder or capital-contributing member in accordance with the provisions of law and the articles of association of the enterprise; and bearing liability for debts and other asset obligations of the enterprise within the scope of the capital contributed by the company to the enterprise;

b) Designating representatives to exercise the rights of a shareholder or capital-contributing member; dismissing, commending, or disciplining representatives; deciding on salaries, bonuses, allowances, and other benefits for representatives; and conducting performance evaluations of representatives;

c) Requesting representatives to execute the assigned contents specified in Point d of this Clause, unless otherwise prescribed by the articles of association of the enterprise; and requiring periodic or extraordinary reports on the investment and financial situation, capital efficiency, and business results of the enterprise;

d) The Company shall assign tasks to the representative to decide on the following matters of the enterprise after obtaining agreement from the Board of Directors:

- Objectives, tasks, and business lines; reorganization, dissolution, and filing for bankruptcy of the enterprise;

- The articles of association, and amendments or supplements to the articles of association of the enterprise;

- The increase or decrease of charter capital; timing and methods of capital mobilization; types of shares and the total number of shares of each type authorized for offering; and the repurchase of over 10% of the total sold shares of each type;

- The nomination for election, recommendation for relief of duty, dismissal, commendation, and handling of violations of members of the Board of Directors, Chairman of the Board of Directors, Chairman of the Board of Members, or Supervisors; nomination for appointment, recommendation for relief of duty, signing of contracts, and termination of contracts with the General Director or Director of the enterprise; remuneration, salaries, bonuses, and other benefits of members of the Board of Directors, members of the Board of Members, Supervisors, General Director, and Director of the enterprise; and the number of members of the Board of Directors, Supervisors, Deputy General Directors, and Deputy Directors of the enterprise;

- The strategy, production and business plans, and 5-year and annual development investment plans of the enterprise;

- Policies on capital contribution, ownership ratios, and the increase or decrease of capital invested by the company in other enterprises; establishment, reorganization, or dissolution of branches, representative offices, and other dependent accounting units; and the acceptance of enterprises voluntarily participating as subsidiaries or associated companies;

- Policies on asset purchases, sales, and borrowing or lending contracts with a value equal to or greater than 50% of the enterprise's equity, or another smaller ratio specified in the articles of association of the enterprise; and policies on foreign borrowing by the enterprise;

- Financial statements, profit distribution, extraction and use of funds, and annual dividend rates;

- Recruitment systems; and remuneration, salary, and bonus systems of the enterprise.

e) Requesting the representative to submit reports to conduct supervision, examination, and inspection in accordance with regulations regarding compliance with the law; the management, utilization, preservation, and development of the Company's capital at the enterprise; the implementation of strategies and plans; and evaluating the fulfillment of assigned objectives and tasks, operational results, and production and business efficiency;

f) The General Director shall be responsible for receiving, checking, and appraising dossiers reported by the enterprise to the Company for submission to the Board of Directors for consideration, approval, or decision; organizing the implementation of resolutions and decisions of the Board of Directors with respect to the enterprise; and checking, urging, and supervising the implementation of production and business coordination plans at the enterprise.

3. The companies specified in Clause 1 of this Article shall exercise rights and perform obligations in accordance with the provisions of law, the Company's Articles of Association, and the following provisions:

a) The companies specified in Clause 1 of this Article shall have the following rights:

- Participating in the business coordination plan on the basis of contracts signed with the Company and other units within the Company;

- Being entitled to participate in investment forms with the Company or other member units within the Company in accordance with the provisions of law;

- Being assigned by the Company to execute business contracts and investment projects on the basis of contracts signed and agreements reached with the Company.

b) When carrying out the activities specified in Point a of this Clause, the enterprise shall have the following obligations:

- Fulfilling commitments made in signed contracts;

- Implementing regulations, rules, processes, standards, targets, technical norms, and relevant guidelines issued by the Company;

- Being subject to the supervision, guidance, and urging of the management and executive bodies of the Company;

- Paying salaries, responsibility allowances, and bonuses to the representative.

Article 66. Relationship between the Company and Associated Companies

1. The Company shall exercise its rights and perform its obligations towards associated companies in accordance with the provisions of law, the articles of association

of the associated company, the association contract, and the relevant provisions of these Articles of Association.

2. The Company is the owner of the Company's capital portion in the enterprises specified in Clause 1 of this Article. The Board of Directors shall exercise the rights and perform the obligations of the owner of the Company's capital portion in these enterprises. The Board of Directors shall issue regulations on assignment and decentralization to the General Director and the authorized representative of the Company at these enterprises to perform certain rights and obligations of a direct owner at these enterprises in compliance with the provisions of these Articles of Association and legal provisions.

3. The rights and obligations of the Company towards associated companies are prescribed in these Articles of Association and the following provisions:

a) Deciding on capital contributions and the transfer of capital invested by the Company in this enterprise; exercising the rights and performing the obligations of a shareholder or capital-contributing member in accordance with the provisions of law and the articles of association of this enterprise; and bearing liability for debts and other asset obligations of this enterprise within the scope of the capital contributed by the Company to this enterprise;

b) Designating authorized representatives to exercise the rights of a shareholder or capital-contributing member; dismissing, commending, or disciplining authorized representatives; deciding on salaries, bonuses, allowances, and other benefits for authorized representatives; and conducting performance evaluations of authorized representatives;

c) Requesting authorized representatives to execute the assigned contents specified in Point d of this Clause, unless otherwise prescribed by the articles of association of this enterprise; and requiring periodic or extraordinary reports on the investment and financial situation, the efficiency of utilization of the Company's capital, business results, and other matters of this enterprise;

d) The Company shall assign tasks to the authorized representative to decide on the following matters of these enterprises:

- Objectives, tasks, and business lines; reorganization, dissolution, and filing for bankruptcy of the enterprise;

- The articles of association, and amendments or supplements to the articles of association of the enterprise;

- The increase or decrease of charter capital; timing and methods of capital mobilization; types of shares and the total number of shares of each type authorized for offering; and the repurchase of over 10% of the total sold shares of each type;

- The nomination for election, recommendation for relief of duty, dismissal, commendation, and handling of violations of members of the Board of Directors, Chairman of the Board of Directors, Chairman of the Board of Members, or Supervisors; nomination for appointment, relief of duty, signing of contracts, and termination of contracts with the General Director or Director of the enterprise; remuneration, salaries, bonuses, and other benefits of members of the Board of Directors, members of the Board of Members, Supervisors, General Director, and Director of the enterprise; the number of

members of the Board of Directors, Supervisors, Deputy General Directors, and Deputy Directors of the enterprise; and deciding/nominating/approving the appointment, re-appointment, relief of duty, acceptance of resignation, commendation, and discipline with respect to other key management positions at the enterprise;

- The strategy, annual production and business plans, and 5-year development investment plans of the enterprise;

- Policies on establishing subsidiaries; and the establishment, reorganization, or dissolution of branches and representative offices;

- Policies on investment, asset purchases, sales, and borrowing or lending contracts with a value equal to or greater than 50% of the total asset value in the most recent quarterly financial statements of the enterprise, or another smaller ratio specified in the articles of association of the enterprise;

- Annual financial statements, profit distribution, extraction and use of funds, and annual dividend rates of the enterprise.

e) Requesting the authorized representative to submit reports to conduct supervision, examination, and performance evaluation regarding the efficiency of utilization of the Company's capital at the enterprise;

f) Other rights and obligations in accordance with the provisions of law.

Article 67. Relationship between the Company and Voluntarily Associated Companies

The Company shall maintain relationships with voluntarily associated companies through contracts or agreements regarding: technological orientation and selection; market research and development; development of planting areas, care, exploitation, and processing of rubber; investment and business in sectors and industries not prohibited by law; collaboration in scientific and technological research and human resource development; and the use of the Company's common brand in business and other activities.

Article 68. Relationships among Member Units of the Company and Relationships between a Member Unit and a Dependent Unit

1. Relationships among member units of the Company:

a) Relationships among member units of the Company shall be implemented on the basis of contracts, agreements, or commitments signed by legal representatives or authorized persons in accordance with the provisions of law and the articles of association of the respective unit;

b) Subsidiaries, associated companies, and voluntarily associated companies shall be responsible for exercising powers and performing obligations under contracts or commitments among the parties, as well as constraints on targets and technical standards to ensure product quality and target orientations for expanding rubber planting areas, product quality, and export markets.

2. Relationships between a member unit and a dependent unit:

a) Dependent units may be decentralized or authorized to sign contracts with member units of the Company in accordance with the provisions of these Articles of Association and the regulations of the Company;

b) Relationships between member units and dependent units shall be implemented on an equal and mutually beneficial basis, consistent with the Company's decentralization or authorization granted to the dependent units.

Article 69. Capital of the Company at Subsidiaries and Associated Companies

1. The capital of the Company at subsidiaries and associated companies shall include: cash capital, the value of land use rights, and the value of tangible or intangible assets owned by the Company invested in subsidiaries and associated companies.

2. State capital invested or contributed to other enterprises assigned to the Company for management.

3. Capital reinvested from distributed profits/dividends.

4. Other types of capital in accordance with the provisions of law.

Article 70. Rights and Obligations of the Company in Managing Shares and Capital Contributions at Subsidiaries and Associated Companies

1. The Board of Directors shall exercise the rights and perform the obligations of:

a) The owner at subsidiaries 100% owned by the Company;

b) The owner of shares or capital contributions at joint-stock companies, joint-venture companies, and limited liability companies with two or more members in accordance with the provisions of law.

2. The rights and obligations of the Company in managing shares and capital contributions at subsidiaries and associated companies to be exercised by the Board of Directors are as follows:

a) To exercise the rights prescribed in Clause 2, Article 63 of these Articles of Association;

b) To resolve proposals submitted by the Company's representatives at subsidiaries and associated companies;

c) To collect profits and bear risks from the contributed capital at subsidiaries and associated companies. Recovered capital, including distributed profits, shall be utilized as decided by the Company to serve the Company's investment and business objectives. In the event of reorganization of the Company, the management of such contributed capital and shares shall be implemented in accordance with the provisions of law;

d) To inspect and supervise the use of the Company's capital and bear responsibility for the efficiency of use, preservation, and development of the Company's capital at subsidiaries and associated companies;

e) Other powers in accordance with the provisions of law.

Article 71. Representatives of the Company's Contributed Capital in Other Enterprises

1. Criteria for representatives of the Company's contributed capital in other enterprises:

- Possess political and moral qualities, full civil act capacity, and sufficient health to complete assigned tasks;

- Have knowledge of the law and a commitment to law compliance;

- Possess competence, professional qualifications, and work experience appropriate to the requirements of the position or title designated as a representative;

- Not be within a period of prohibition from holding positions, under disciplinary review, investigation, prosecution, trial, serving a prison sentence, or executing a disciplinary decision;

- Not be a spouse, biological father, adoptive father, biological mother, adoptive mother, father-in-law, mother-in-law, stepfather, stepmother, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, younger biological sibling, brother-in-law, sister-in-law, husband's biological brother/sister, wife's biological brother/sister of the Chairman and members of the Board of Members, Chairman and members of the Board of Directors, Company Chairman, Supervisors, General Director, Director, Deputy General Director, Deputy Director, or Chief Accountant of the enterprise;

- Other criteria in accordance with the provisions of law on enterprises and other relevant legal regulations.

2. Designation of representatives of the Company's capital portion in other enterprises:

- Based on the criteria prescribed in Clause 1 of this Article, the Company shall select and designate representatives of the Company's capital portion. The designation of a representative must be made in writing, specifying the rights and responsibilities of the representative.

- The term of office as a representative shall be determined based on the term of office of the management position currently held by the representative.

- In the event that a representative is designated for election or appointment to a management position mid-term, the term of office as a representative shall be the remaining period of that term.

- A full-time capital representative may only serve as a representative at one (01) enterprise.

- A part-time/non-full-time capital representative of the Company may serve as a representative at one (01) or several enterprises in accordance with the regulations of the Company.

2. Rights and responsibilities of representatives of the Company's capital portion in other enterprises:

a) To report and seek opinions from the Company before expressing opinions, voting, and making decisions at the General Meeting of Shareholders, or meetings of the Board of Directors or Board of Members regarding the following matters:

- Business lines, objectives, tasks, strategies, development investment plans, and production and business plans;

- Issuance of articles of association, or amendments and supplements to articles of association; increase or decrease of charter capital; election, relief of duty, dismissal, commendation, and handling of violations with respect to members of the Board of Directors, Board of Members, General Director, Director, Deputy General Director, or Deputy Director;

- Profit distribution and annual extraction of funds of the enterprise;

- Reorganization, dissolution, or bankruptcy;

- Other matters within the authority of the General Meeting of Shareholders, the Board of Directors, or the Board of Members.

b) To timely report if these companies incur losses, fail to ensure solvency, fail to complete assigned tasks, or commit other violations.

c) On a quarterly, annual, and extraordinary basis as requested by the Company, the representative shall aggregate and report on the production, business, and financial situation and propose solutions.

d) To request these companies to pay distributed dividends in compliance with regulations.

e) Not be permitted to continue serving as a representative if they fail to properly exercise assigned rights and perform assigned responsibilities, or no longer meet the criteria of a representative.

f) To be liable before the law for violations that cause loss to the Company's capital.

g) To exercise other rights and perform other responsibilities prescribed in the articles of association of the capital-represented enterprise, the law on enterprises, and other relevant legal regulations.

Representatives of invested capital in other enterprises shall be entitled to salaries, responsibility allowances (if any), bonuses, and other benefits as prescribed in the articles of association of that enterprise and paid by that enterprise. In addition, they shall be entitled to a representative allowance paid by the Company in accordance with regulations. The source for this representative allowance shall be derived from the distributed profits of the capital investment contributed to the other enterprise.

CHAPTER XIV: PROFIT DISTRIBUTION

Article 72. Profit Distribution

1. Dividends shall only be distributed after satisfying the conditions specifically applicable to each class of preference shares.

2. Dividends payable to ordinary shares shall be determined based on after-tax profits, and dividend payments shall be made from the Company's retained earnings. Dividends on ordinary shares shall only be paid when all of the following conditions are satisfied:

a) The Company has fulfilled its tax obligations and other financial obligations in accordance with the provisions of law;

b) The Company has appropriated the Company's funds and fully offset accumulated losses in accordance with the provisions of law;

c) Immediately after payment of the declared dividends, the Company remains capable of fully paying all due debts and other property obligations.

3. Dividends may be paid in cash or in shares of the Company. Where dividends are paid in cash, such payment must be made in Vietnam Dong and may be effected by

cheque, bank transfer, or electronic payment order sent to the shareholder's registered permanent address or contact address.

4. Dividends must be paid in full within six (06) months from the date of completion of the Annual General Meeting of Shareholders. The Board of Directors shall prepare a list of shareholders entitled to receive dividends, determine the dividend amount payable for each share, and determine the payment schedule and method no later than thirty (30) days prior to each dividend payment. Notice of dividend payment must be sent to shareholders by secure means to the address recorded in the Register of Shareholders no later than fifteen (15) days before the dividend payment date. Such notice must include the following contents:

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

b) Full name, contact address, nationality, and legal identification details of shareholders who are individuals;

c) Name, enterprise code or legal document number, and head office address of shareholders that are organizations;

d) Number of shares of each class held by the shareholder; dividend amount for each share and the total amount payable to the shareholder;

e) Time and method of dividend payment;

f) Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company.

5. In case a shareholder transfers their shares between the time of closing the shareholder list and the time of dividend payment, the transferor shall be the person who receives the dividend from the Company.

6. In case of dividend payment in shares, the Company is not required to carry out share offering procedures under Articles 123, 124 and 125 of the Enterprise Law. The Company must register an increase in its charter capital corresponding to the total par value of the shares used for dividend payment within 10 days from the date of completion of the dividend payment.

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

8. The Company does not pay interest on any dividend payment or any cash amount payable in relation to a class of shares.

9. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of the dividend in shares, and the Board of Directors shall be the body implementing such decision.

10. In the case where dividends or other cash amounts relating to a class of shares are paid in cash, the Company shall make such payment in Vietnamese Dong. Payment may be made directly or through banks based on detailed bank account information provided by the shareholder. In the event that the Company has made a transfer in accordance with the detailed bank information provided by the shareholder but such shareholder does not receive the money, the Company shall not be held liable for the amount it has transferred to that shareholder. The payment of dividends for shares

listed/registered for trading on a stock exchange may be carried out through a securities company or the Vietnam Securities Depository and Clearing Corporation.

11. Pursuant to the Enterprise Law and the Securities Law, the Board of Directors passes a resolution determining a specific record date for the shareholder list. Based on that date, those registered as shareholders or holders of other securities shall be entitled to receive dividends, interest, profit distributions, shares, notices or other documents.

12. Other matters relating to profit distribution shall be carried out in accordance with legal regulations.

Article 73. Establishment of Funds

1. The Company shall establish funds and provisions in accordance with the provisions of law. Annually, the Company shall utilize its after-tax profit as follows:

a) Appropriation for the reward fund, welfare fund, and other funds as decided by the General Meeting of Shareholders;

b) Payment of dividends to shareholders;

c) Other reserve funds in accordance with the provisions of law.

2. The appropriation ratios for the aforementioned funds shall be decided by the General Meeting of Shareholders in compliance with the provisions of law.

CHAPTER XV: BANK ACCOUNTS, RESERVE FUNDS, FINANCIAL YEAR, AND ACCOUNTING REGIME

Article 74. Bank Accounts

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

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

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

Article 75. Financial Mechanism

1. The Company shall comply with the financial mechanism in accordance with the provisions of law. The management of capital, assets, revenue, expenses, costs, profits and profit distribution, and the appropriation and use of funds shall be implemented in accordance with the provisions of law, as specified in the Financial Management Regulations of the Company.

2. The contents of the Financial Management Regulations of the Company shall be formulated on the principle of management applied to joint-stock companies dominated by the State. The Board of Directors shall be responsible for formulating and issuing the Financial Management Regulations of the Company. The Financial Management Regulations must, at a minimum, include the following contents:

a) Mechanism for management and use of capital;

b) Mechanism for management and use of assets;

c) Mechanism for management of revenue, expenses, and business operation results of the Company;

d) Mechanism for profit distribution; funds and purposes of utilizing the Company's funds;

e) Mechanism for financial plan management; accounting, statistical, and auditing regimes;

f) Authority, obligations, and responsibilities of the Board of Directors and the General Director in the financial management of the Company;

g) Financial relationships between the Company and its subsidiaries and associated companies.

Article 76. Financial Year

The financial year of the Company shall begin on January 1 and end on December 31 of the same year. The first financial year shall begin from the date of issuance of the Enterprise Registration Certificate and end on December 31 of the same year.

Article 77. Accounting Regime

1. The accounting regime utilized by the Company shall be the Vietnamese Accounting Standards (VAS), the corporate accounting regime, or other specific accounting regimes issued by competent authorities and approved by the Ministry of Finance.

2. The Company shall maintain its accounting books in Vietnamese and retain accounting records in accordance with the provisions of law on accounting and other relevant laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the transactions of the Company.

3. The Company shall use Vietnamese Dong as the currency unit in accounting. In the event that the Company's receipts and expenditures are primarily in foreign currency and meet the criteria prescribed in Article 4 of Circular No. 200/2014/TT-BTC dated December 22, 2014, of the Ministry of Finance, it may choose a foreign currency as its accounting currency unit to record its accounting books.

4. All important accounting documents and financial statements as prescribed by law and/or required by the Board of Directors must be approved and signed by the General Director and the Chief Accountant.

CHAPTER XVI: ANNUAL REPORT, FINANCIAL STATEMENTS, AND DISCLOSURE OF INFORMATION OBLIGATIONS

Article 78. Annual, Semi-Annual, and Quarterly Financial Statements

1. The Company must prepare annual financial statements in accordance with the provisions of law as well as the regulations of the State Securities Commission, and such statements must be audited in accordance with the provisions of Article 81 of these Articles of Association. Within 90 days from the end of each financial year, the Company must submit the annual financial statements approved by the General Meeting of Shareholders to the Tax Authority, the State Securities Commission, the Stock Exchange (in case the Company is listed), the Business Registration Authority, and the Department of Finance.

2. The annual financial statements must include a business performance report reflecting truly and objectively the profit/loss situation of the Company during the financial year, a balance sheet reflecting truly and objectively the operational situation of the Company up to the time of preparing the report, a cash flow statement, and notes to the financial statements.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements (for listed companies/large-scale public companies) in accordance with the regulations of the State Securities Commission, the Stock Exchange (for listed companies) and submit them to the Tax Authority, the Business Registration Authority, and the Department of Finance in accordance with the provisions of the Law on Enterprises.

4. Audited annual financial statements (including the auditor's opinion), reviewed semi-annual financial statements, and quarterly financial statements (for listed companies and large-scale public companies) must be published on the website of the Company.

5. Interested organizations and individuals shall have the right to inspect or photocopy the audited annual financial statements, reviewed semi-annual financial statements, and quarterly financial statements during working hours at the head office of the Company, and must pay a reasonable fee for photocopying.

Article 79. Disclosure of Information

1. Quarterly, semi-annual, and annual financial statements must be disclosed in accordance with the regulations of the State Securities Commission and submitted to the Tax Authority and the Business Registration Authority in accordance with the provisions of law.

2. The Company shall execute information disclosure in accordance with the provisions of the law on securities and Article 109 and Article 110 of the Law on Enterprises.

Article 80. Annual Report

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

CHAPTER XVII: AUDITING OF THE COMPANY

Article 81. Audit

1. The Annual General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to select one of these entities to conduct the audit of the financial statements of the Company for the next financial year based on the terms and conditions agreed with the Board of Directors. The Company must prepare and submit its annual financial statements to the independent auditing company after the end of the financial year.

2. The independent auditing company shall examine, certify, prepare an audit report, and submit such report to the Board of Directors within 02 months from the closing date of the financial year.

3. A copy of the audit report shall be attached to the annual financial statements of the Company.

4. The independent auditor who conducts the audit of the Company shall be permitted to attend the General Meetings of Shareholders and shall have the right to receive notices and other information related to the General Meeting of Shareholders that shareholders are entitled to receive, and to express opinions at the Meeting on matters related to the audit of the financial statements of the Company.

Article 82. Internal Control

1. Internal control activities in accordance with the provisions of law shall serve the management work of the General Director and the supervision and examination work of the Supervisory Board and the Board of Directors with respect to dependent units and subsidiaries of the Company.

2. The Board of Directors may establish an internal control department to directly perform the internal control function serving the management work of the Company

CHAPTER XVIII: CORPORATE SEAL

Article 83. Corporate Seal

1. The corporate seal includes a physical seal made at a seal-engraving establishment or a seal in the form of a digital signature in accordance with the provisions of law on electronic transactions.

2. The Board of Directors shall decide to approve the official seal of the Company, and the seal shall be engraved in accordance with the provisions of law and these Articles of Association.

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

Article 84. Confidentiality

Without the prior written consent of the Board of Directors, no member of the Board of Directors, member of the Supervisory Board, manager, shareholder, or related person shall be permitted to disclose any information related to the Company or its business operations that is undisclosed or not easily inferred from widely disclosed information, except where the recipient of the information falls into one of the following cases:

1. A subsidiary of the Company.

2. Shareholders as prescribed in these Articles of Association or as determined by a resolution of the General Meeting of Shareholders.

3. Managers and employees of the Company, or auditors and consultants, on the grounds that these individuals need to know the information to perform their work directly or indirectly related to the business operations of the Company. However, in these cases, the recipient of the information must keep the received information confidential and must not disclose it to any other person.

4. Shareholders or representatives of shareholders that are legal entities, and/or consultants and/or service providers of the shareholders, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.

5. A certain number of potential investors seeking opportunities to purchase, directly or indirectly, any shares in the Company, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.

6. Disclosures required to provide information in accordance with the provisions of law, regulations on securities transactions, or under an order or request of a competent court or state authority.

7. The tax authority upon reasonable request and for the purpose of tax declaration and payment related to the relevant shareholder.

CHAPTER XIX: DISSOLUTION OF THE COMPANY

Article 85. Termination of Operations

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

a) The Court declares the Company bankrupt in accordance with the provisions of law;

b) Early dissolution in accordance with a resolution of the General Meeting of Shareholders;

c) Revocation of the Enterprise Registration Certificate;

d) Other cases in accordance with the provisions of law.

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

3. The order and procedures for corporate dissolution shall be implemented in accordance with the provisions of Articles 208, 209, and 210 of the Law on Enterprises 2020.

Article 86. Extension of the Operational Term

1. The Board of Directors shall convene a General Meeting of Shareholders at least 07 months prior to the expiration of the operational term so that shareholders may vote on the extension of the Company's operational term upon the proposal of the Board of Directors.

2. The operational term shall be extended upon approval by a number of shareholders representing 65% or more of the total votes of all shareholders attending the General Meeting of Shareholders.

Article 87. Liquidation

1. At least 06 months prior to the expiration of the Company's operational term or after a decision to dissolve the Company has been made, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be designated by the General Meeting of Shareholders and one (01) member shall be designated by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its own operational regulations. Members of the Liquidation Committee may be selected from among the Company's employees or

independent experts. All expenses related to the liquidation shall be paid by the Company in priority over its other debts.

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

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

a) Liquidation expenses;

b) Debts owed for salaries, severance allowances, social insurance, and other benefits of employees in accordance with the collective labor agreement and signed labor contracts;

c) Tax liabilities;

d) Other debts of the Company;

e) The remainder after full payment of all debts from items (a) to (d) above shall be distributed to the shareholders. Preferred shares shall be given priority for payment first.

CHAPTER XX: INTERNAL DISPUTE RESOLUTION

Article 88. Internal dispute resolution

1. In the event of a dispute or complaint arising in connection with the Company's operations, the rights and obligations of shareholders as prescribed in the Enterprise Law, other legal regulations, the Company's Charter, and the provisions among:

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, the Supervisory Board, the General Director or other managers.

The relevant parties shall endeavor to resolve such dispute through negotiation and mediation. Except where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to submit information relating to the dispute within 30 working days from the date the dispute arises. In case the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert as a mediator for the dispute resolution process.

2. If no mediation decision is reached for the disputes specified in Clause 1 of this Article within six weeks from the commencement of the mediation process, or if the decision of the mediator is not accepted by the parties, any party may bring such dispute to an Economic Arbitration or an Economic Court.

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

CHAPTER XXI: GENERAL PROVISIONS

Article 89. Articles of Association

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

2. In the event that there are provisions of law relevant to the operations of the Company that have not been mentioned in these Articles of Association, or in the event that there are new provisions of law which differ from the terms in these Articles of Association, such provisions of law shall naturally apply and govern the operations of the Company.

CHAPTER XXII: EFFECTIVE DATE

Article 90. Effective Date

1. These Articles of Association consist of 22 chapters and 90 articles, which were unanimously passed by the General Meeting of Shareholders of Song Be Rubber Joint Stock Company on May 28, 2026, at Song Be Rubber Joint Stock Company (Minh Thanh 3 Quarter, Chon Thanh Ward, Dong Nai City) and simultaneously approved the full text of these Articles of Association.

2. These Articles of Association are made in ten (10) copies of equal validity and must be retained at the head office of the Company.

3. These Articles of Association are the sole and official Articles of Association of the Company.

4. Copies or extracts of the Company's Articles of Association shall be valid when bearing the signature of the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Thái Công Cần