PETROVIETNAM TECHNICAL SERVICES CORPORATION
PTSC QUANG NGAI JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 187 /DKQN-HĐQT

Quang Ngai, November 11, 2026

Re. Information disclosure of Decision on the Promulgation of the Charter of PTSC Quang Ngai Joint Stock Company

CÔNG TY CỔ PHẦN DỊCH VỤ DẦU KHÍ QUẢNG NGÃI PTSC
Digitally signed by CÔNG TY CỔ PHẦN DỊCH VỤ DẦU KHÍ QUẢNG NGÃI PTSC
DN: C=VN, S=Tỉnh Quảng Ngãi, CN=CÔNG TY CỔ PHẦN DỊCH VỤ DẦU KHÍ QUẢNG NGÃI PTSC, OID.0.9.2342.19200300.100.1.1=MST:4300351623
Reason: I am the author of this document
Location:
Date: 2026.11.11 12:16:50+07'00'
Foxit PDF Reader Version: 2025.2.1

To:
- The State Securities Commission;
- Hanoi Stock Exchange.

1. Organization name: PTSC Quang Ngai Joint Stock Company.
2. Stock code: PQN.
3. Headquarters: Lot 4H Ton Duc Thang Street, Nghia Lo Ward, Quang Ngai Province.
4. Telephone: 090.115.2468 Fax: 0255 3827507
5. Website: www.ptscquangngai.com.vn.
6. Type of information disclosure: Extraordinary.
7. Person performing information disclosure: Mr. Ho Vu Duy - Authorized person for information disclosure.
8. Content of information disclosure:

Decision No. 186 /QĐ-DKQN-HĐQT dated November 10 , 2026 of PTSC Quang Ngai Joint Stock Company on the Promulgation of the Charter of PTSC Quang Ngai Joint Stock Company.

9. This information has been published on the Company's website at the link: www.ptscquangngai.com.vn.

We commit that the above information is true and we are fully responsible before the law for the content of the disclosed information.

Recipients:
- As above;
- BOD, BOS (for reporting);
- Director (for reporting);
- Website: www.ptscquangngai.com.vn;
- Archived: DC, Company Secretary.

Attached documents:
- Decision No. 186 /QĐ-DKQN-HĐQT.

ON BEHALF OF THE DIRECTOR
PERSON RESPONSIBLE FOR INFORMATION DISCLOSURE

M.S.D.N: 4300351623 - C.T.C.P - CÔNG TY CỔ PHẦN DỊCH VỤ DẦU KHÍ QUẢNG NGÃI PTSC - P. NGHĨA LỘ - TỈNH QUẢNG NGÃI

Hồ Vũ Duy

PETROVIETNAM TECHNICAL SERVICES CORPORATION
PTSC QUANG NGAI JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 186 /QĐ-DKQN-HĐQT

Quang Ngai, November 10, 2026

DECISION
On the Promulgation of the Charter of PTSC Quang Ngai Joint Stock Company

THE BOARD OF DIRECTORS OF PTSC QUANG NGAI JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments, supplements, and implementing documents;

Pursuant to Resolution No. 182/NQ-DKQN-ĐHĐCĐ dated November 10, 2026 of the General Meeting of Shareholders of PTSC Quang Ngai Joint Stock Company.

DECIDES:

Article 1. Promulgation of the Charter of PTSC Quang Ngai Joint Stock Company as attached hereto.

Aricle 2. This Decision takes effect from the signing date.

Article 3. Members of the Board of Directors, the Board of Management, Heads of Departments, and relevant organizations and individuals of PTSC Quang Ngai Joint Stock Company shall be responsible for implementing this Decision./.

Recipients:
- As stated in Article 3;
- SSC, HNX;
- BOS;
- Company Website;
- Archieves: DC, Company Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 4300351623 - C.T.C.P - CÔNG TY CỔ PHẦN DỊCH VỤ DẦU KHÍ QUẢNG NGÃI - PTSC - P. NGHĨA LỘ - TỈNH QUẢNG NGÃI

Phạm Văn Hùng

Văn bản được tải lên hệ thống eOffice - PTSC Quảng Ngãi với số định danh: 212/QĐ-HĐQT/2026

PETROVIETNAM TECHNICAL SERVICES CORPORATION

PTSC QUANG NGAI JOINT STOCK COMPANY

CHARTER OF

PTSC QUANG NGAI JOINT STOCK COMPANY

(Approved by the General Meeting of Shareholders on November 10, 2026)

Quang Ngai, November 2026

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PREAMBLE

The Charter of PTSC Quang Ngai Joint Stock Company (hereinafter referred to as the "Company") constitutes the legal basis for all operations of PTSC Quang Ngai Joint Stock Company.

This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders dated November 10, 2026.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. For the purposes of this Charter, the following terms shall have the meanings as described to them hereunder:

a. "Charter Capital" means the total par value of shares of all types purchased by the shareholders, as prescribed in Article 5 of this Charter.

b. "Voting Capital" means the share capital that entitles the holder to vote on matters within the decision-making power of the General Meeting of Shareholders.

c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020.

d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019.

e. "Establishment Date" means the date on which the Company first Enterprise Registration Certificate is granted.

f. "Company Executives" means the Director, Deputy Directors, Chief Accountant and other executives as stipulated in the Company's Charter and the Company's regulations and rules.

g. "Company Managers" means the Chairman of the Board of Directors, members of the Board of Directors, the Director and other individuals holding other managerial positions in the Company.

h. "Related persons" are the organizations and individuals defined in clause 23 Article 4 of the Law on Enterprises and clause 46 Article 4 of the Law on Securities.

i. "Shareholder" means an individual or organization that owns at least one share of the Company.

j. "Founding Shareholder" means a shareholder that holds at least one common share and signing in the list of founding shareholders of the Company.

k. "Operating period" means period of operation of the Company as prescribed in Article 2 of this Charter

l. "Stock Exchange" means the Vietnam Stock Exchange and its subsidiaries.

m. "Vietnam" means the Socialist Republic of Vietnam.

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2. In this Charter, any reference to any provision or other document shall also include the amendments or replacement documents.

3. The headings (Sections, Articles of this Charter) are inserted for convenience of reference only and do not affect the interpretation of this Charter.

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

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

1. Company's name:

- Vietnamese name: Công ty Cổ phần Dịch vụ Dầu khí Quảng Ngãi PTSC.
- Company's name in English: PTSC Quang Ngai Joint Stock Company.
- Abbreviated name: PTSC Quang Ngai.

2. The Company is a Joint stock company with the legal personality in accordance with the applicable laws and regulations of Vietnam and this Charter.

3. The Company's registered head office:

- Address : Lot 4H, Ton Duc Thang Street, Nghia Lo Ward, Quang Ngai Province, Vietnam.
- Telephone : + 84 255 3 827 492.
- Fax : + 84 255 3 827 507.
- E-mail : ptscquangngai@ptsc.com.vn.
- Website : http://ptscquangngai.com.vn.

4. The Company has one (01) Legal representative. The Director shall be the legal representative of the Company. The rights and obligations of the legal representative shall be exercised in accordance with the provisions of law.

5. The Company may establish branches and representative offices in the business areas to achieve the Company's operational objectives in accordance with the decisions of the Board of Directors, the resolutions of the General Meeting of Shareholders of the Company and within the limits permitted by law.

6. Unless the Company is dissolved in accordance with Article 55 of this Charter, the operating period of the Company shall commence on the date the Business Registration Certificate is granted by the competent State authority and shall be indefinite.

7. The Company is a subsidiary of PetroVietnam Technical Services Corporation ("Corporation"). The Company has the rights and obligations of a member enterprise of the Corporation in accordance with the regulations of the Corporation and the provisions of law.

The Corporation has the rights and obligations of a parent company and a shareholder with respect to the Company in accordance with the provisions of law.

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

Article 3. Business objectives of the Company

➢ Business lines of the Company:

1. Construction of other civil engineering projects

Detail:

- Construction, machining, manufacturing and installation of mechanical components for industrial projects

- Construction of industrial facilities

2. Other education not elsewhere classified.

Detail: Training in occupational safety and sanitation

3. Construction of residential buildings

4. Construction of non-residential buildings

5. Construction of roads

6. Construction of water supply and drainage works.

7. Construction of electrical works

Detail:

- Construction of power lines and transformer substations with voltage levels up to 35kV

- Construction of wind power and biogas power projects

8. Construction of hydraulic structures

Detail:

- Construction of seaports, airports, dikes, and river ports

- Construction of shipyards and dry docks

9. Renting and leasing of other machinery, equipment and tangible goods without operator

Detail: Renting and operational leasing of construction and civil-engineering machinery and equipment

10. Plumbing, heat and air-conditioning installation

11. Repair, maintenance of transport equipment (except motor vehicles, motorcycles and other motor vehicles)

12. Commission agents, brokers and auction agents.

Detail: Shipbroking

13. Other cleaning services

Detail: Cleaning services for tanks, pipelines, machinery, and equipment

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14. Wholesale construction materials and other installation supplies

Detail: Trading in all types of paints and coatings

15. Other manufacturing not elsewhere classified

Detail: Manufacturing of pressure vessels

16. Other specialized construction activities

Detail:

- Hot tap pipeline connection services
- Live line working services

17. Installation of industrial machinery and equipment

18. Repair, maintenance of electrical equipment

19. Building of ships and floating structures

Detail:

- Building of ships and floating structures
- Ship repair services

20. Other construction installation

Detail:

- Erection of scaffolding for construction projects
- Installation of insulation and heat-resistant materials for industrial projects
- Installation of structures, pipelines, tanks, and equipment for industrial projects
- *Installation* of other building systems in the project

21. Repair, maintenance of motor vehicles and other motor vehicles

22. Freight transport by road

23. Cargo handling

24. Other transportation support activities

Detail:

- Sea freight forwarding agency services
- Ship agency services
- Towage and salvage services
- Firefighting services for offshore and coastal facilities
- Oil spill response services
- Vessel chartering services
- Customs brokerage and clearance services
- Seaport operation services

25. Machining; treatment and coating of metals

26. Repair, maintenance of fabricated metal products

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27. Repair, maintenance of machinery and equipment
28. Temporary employment services
29. Other human resources provision

    Detail:

    - Other human resources provision within Vietnam
    - Other human resources provision for work abroad
30. Demolition
31. Site preparation

    Detail: Site leveling
32. Hotels and similar accommodation
33. Other short-term accommodation activities

    Detail: Guesthouses and hostels providing short-term accommodation
34. Electrical installation

    Detail:

    - Installation of domestic and industrial electrical systems
    - Installation of fire prevention and fighting systems
    - Construction and installation of network, camera, and intercom systems
    - Construction and installation of control systems in the industrial sector
    - Installation of electrical equipment in construction projects
35. Other specialized wholesale not elsewhere classified.

    Detail:

    - Trading in industrial catalyst products and chemicals
    - Purchase, sale, and trading of Polypropylene plastic pellets
36. Trading of own or rented property and land use rights

    Detail: Leasing of residential and office properties
37. Wholesale of electronic and telecommunications equipment and parts

    Detail:

    - Trading in fire safety and firefighting equipment and supplies for the oil and gas industry, other industries, and civil use
    - Trading in cameras, walkie-talkies, and other office supplies and equipment
38. Wholesale of other machinery and equipment

    Detail:

    - Supply of materials and equipment for oil and gas projects
    - Wholesale of office machinery, equipment, and parts (excluding computers and peripherals)

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- Trading in other lifting and hoisting equipment and vehicles

39. Architectural and engineering activities and related technical consultancy

Detail:

- Design of civil and industrial construction works
- Mechanical and electrical design of civil and industrial works
- Technology design of chemical, oil and gas, and gas processing and transportation industrial works
- Design and installation of electrical systems for civil and industrial works
- Mechanical and electrical system design for construction works
- Project management consulting

40. Investigation and private security activities

Detail: Security guard services

41. Warehousing and storage

Detail:

- Warehousing and storage of goods in bonded warehouses.
- Warehousing and storage of goods in other types of warehouses.

42. Manufacture of structural metal products
43. Manufacture of tanks, reservoirs and containers of metal
44. (For conditional business lines, the Company shall only conduct business operations when fully meeting the conditions stipulated by law).

➢ Business Objectives of the Company:

- Profit-making for the benefit of shareholders
- Developing the Company into a strong and sustainable entity
- Contributing to the State Budget
- Participating in contributing to the building and development of the community, society, and environmental protection.

Article 4. Scope of business and operations

The Company is permitted to conduct business operations in the lines of business stipulated in this Charter that have been registered, notified of changes in registration content to the business registration authority, and published on the National Business Registration Information Portal.

IV. CHARTER CAPITAL, SHARES

Article 5. Charter capital, shares

1. The charter capital of the Company is VND **300,000,000,000** (In words: Three hundred billion dong).

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The total charter capital of the Company is divided into **30,000,000** shares *(In words: Thirty million shares)* with a par value of 10,000 VND/share *(In words: Ten thousand Vietnamese dong per share).*

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

3. The shares of the Company on the date of adoption of this Charter are common shares. The rights and obligations of shareholders holding each type of share are specified in Articles 12 and 13 of this Charter.

4. The Company may issue additional shares to increase its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of law in effect at the time of issuance.

5. The Company may issue new types of preferred shares after obtaining approval from the General Meeting of Shareholders and in accordance with the provisions of law in effect at the time of issuance.

6. Common shares shall be offered to existing shareholders pro rata to their holdings of common shares in the Company, unless otherwise resolved by the General Meeting of Shareholders. Any unsubscribed shares shall be decided by the Board of Directors of the Company. The Board of Directors may allocate such shares to shareholders and other persons on terms no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

7. Company may repurchase its own issued shares in such manners as provided in this Charter and applicable law.

8. The Company may issue other types of securities as provided by law.

Article 6. Share certificate

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

2. Shares are a type of security that certify the legal rights and interests of the owner in a portion of the equity capital of the issuing organization. Shares must contain all the details prescribed in clause 1 Article 121 of the Law on Enterprises.

3. Within thirty (30) days from the date of full submission of the application for transfer of share ownership in accordance with the Company's regulations, or within thirty (30) days from the date of full payment for purchased shares as stipulated in the Company's share issuance plan (or another term as specified in the issuance terms), the owner of the shares shall be issued a share certificate. The shareholder shall not be required to pay the Company for the cost of printing the share certificate.

4. In case a share certificate is lost, damaged, or destroyed in any other form, the shareholder may request the Company to reissue the share certificate. The shareholder's request must include the following information:

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a. Information about the lost, damaged, or destroyed share certificate;

b. A commitment to be responsible for any disputes arising from the reissuance of the new share certificate.

Article 7. Other types of capital

1. Borrowed Capital: The Company is entitled to borrow capital from banks, credit institutions, other legal entities, and domestic and foreign individuals to serve the Company's business operations in accordance with the provisions of law and this Charter.

2. Received capital: The Company is entitled to receive investment and development capital from domestic and foreign organizations and individuals in accordance with the provisions of law and this Charter to supplement capital for production and business activities.

3. Accumulated Capital: The Company's accumulated capital is formed from the results of production and business activities, used to expand and develop the Company, contribute joint venture capital with domestic and foreign individuals and economic organizations in accordance with the provisions of law.

4. Bonds: The Company has the right to issue secured and unsecured bonds. The Company may issue convertible bonds into shares if approved by the General Meeting of Shareholders; the conversion ratio shall be determined by the General Meeting of Shareholders.

In addition to the types of capital mentioned above, the Company has corresponding rights and obligations in mobilizing and using other capital sources that are not contrary to the provisions of law and this Charter.

Article 8. Other securities certificates

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

Article 9. Transfer of shares

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

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

Article 10. Share reclamation

1. In the case where a shareholder fails to fully and timely pay the amount due for the purchase of shares, the Board of Directors shall notify and have the right to require that shareholder to pay the remaining amount and be responsible for the total par value of the shares registered for purchase concerning the Company's financial obligations arising from the non-payment.

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2. The payment notice mentioned above must specify the new payment deadline (minimum of seven (07) days from the date the notice is sent), the payment location, and state that in the case of non-payment as required, the unpaid shares will be reclaimed.

3. The Board of Directors has the right to reclaim shares that are not fully and timely paid in case the requirements stated in the above notice are not fulfilled.

4. Reclaimed shares are considered shares eligible for sale as stipulated in clause 3 Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize others to sell or redistribute the shares under terms and methods deemed appropriate by the Board of Directors.

5. Shareholders holding reclaimed shares must renounce their shareholder status for those shares but must still pay all related amounts plus interest at a rate of 1.5 times the 12-month term loan interest rate of the Joint Stock Commercial Bank for Foreign Trade of Vietnam at the time of reclamation as decided by the Board of Directors from the reclamation date until the date of payment. The Board of Directors has full authority to enforce the payment of the entire value of the shares at the time of reclamation.

6. The reclamation notice shall be sent to the holder of the reclaimed shares prior to reclamation. The reclamation remains effective even in the case of errors or negligence in sending the notice.

7. The Board of Directors has the right to decide to reclaim shares from shareholders who fail to fulfill obligations as committed in each issuance.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Article 11. Organizational structure, management and control

The Company's management organizational structure includes:

a. General Meeting of Shareholders;

b. Board of Directors;

c. Board of Supervisors ;

d. Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Ordinary shareholders have the right to:

a. Participate in and make comments at the General Meeting of Shareholders; exercise the right to vote directly or through authorized representatives or by remote voting, electronic voting, or other appropriate forms announced by the Company prior to the General Meeting of Shareholders. Each ordinary share equals one vote;

b. Receive dividends at the rate decided by the General Meeting of Shareholders;

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c. Be given priority to buy additional shares in proportion to their holding of ordinary shares in the Company;

d. Transfer their shares to other persons except for the cases specified in clause 3 Article 120 and clause 1 Article 127 of the Law on Enterprises and other relevant laws;

e. Access, search, and extract information about the names and addresses on the list of voting shareholders; request rectification of incorrect information about themselves;

f. Access, search, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g. Receive part of the remaining assets in proportion to their holdings in the company when the company is dissolved or goes bankrupt;

h. Request the Company to repurchase shares in the cases specified in Article 132 of the Law on Enterprises;

i. Be treated equally. Each share of the same type grants the shareholder the same rights, obligations, and benefits. In cases where the Company has preferred shares, the rights and obligations attached to the preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

j. Have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

k. To protect their lawful rights and interests; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the Law on Enterprises;

l. Other rights as provided by law and this Charter.

2. The shareholder or group of shareholders that holds at least 5% of the ordinary shares shall have the rights to:

a. Request the Board of Directors to convene a General Meeting of Shareholders according to the provisions of Article 115 and Article 140 of the Law on Enterprises;

b. Review, search, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets;

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

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d. Propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of shares they hold, and the proposed issues to be included in the meeting agenda;

e. Other rights as prescribed by law and the Company's Charter.

3. A shareholder or group of shareholders owning 10% or more of the total common shares has the right to nominate candidates for the Board of Directors and the Board of Supervisors in accordance with the corresponding provisions of Article 25 and Article 36 of this Charter and clause 5 Article 115 of the Law on Enterprises.

Article 13. Obligations of shareholders

Ordinary shareholders have the obligation to:

1. Fully and punctually pay for their subscribed shares.

2. Do not withdraw contributed capital in the form of ordinary shares in any shape or form, unless the shares are purchased by the company or other persons. The shareholder that withdraws all or part of the share capital against regulations of this Clause and persons with related interests in the company shall have a liability for the company's debts and other liabilities which is equal to the value of the shares withdrawn and the damage caused by this action.

3. Comply with the Company's charter, rules and regulations.

4. Comply with resolutions and decisions of the Board of Directors and the General Meeting of Shareholders;

5. Protect the confidentiality of information provided by the company in accordance with the company's charter and the law; only use the information provided to perform and protect their lawful rights and interests; do not spread or share information provided by the company to any other organization or individual.

6. Attend the General Meeting of Shareholders and exercise voting rights through the following means:

a. Attend and vote directly at the meeting;

b. Authorize another individual or organization to attend and vote at the meeting;

c. Attend and vote through online conferences, electronic voting, or other electronic means;

d. Submit voting ballots to the meeting via mail, fax, email, or other means as specified by the Company.

7. Be personally liable when acting on behalf of the Company in any form to perform any of the following actions:

a. Violate the law;

b. Engage in business and other transactions for personal gain or to serve the interests of other organizations or individuals;

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c. Settle outstanding debts before their due date, creating financial risks for the Company.

8. Fulfill other obligations as prescribed by current law.

Article 14. General meeting of shareholders

1. The General Meeting of Shareholders shall be composed of all voting shareholders and is the highest decision-making body of the Company. The Annual General Meeting of Shareholders shall be held once (01) per year and within four (04) months from the end of the fiscal year. The Board of Directors shall decide to extend the time for holding the Annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders shall be determined as the place where the chairman attends the meeting and must be in the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue. The venue of the General Meeting of Shareholders must be in the territory of Vietnam. The Annual General Meeting of Shareholders shall decide on issues as prescribed by law and the Company's Charter, in particular, approve the audited annual financial statements. In case the audit report on the Company's annual financial statements has material exceptions, dissenting opinions or disclaimers, the Company shall invite a representative of the approved auditing organization that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders and the representative of the above-mentioned approved auditing organization shall be responsible for attending the Annual General Meeting of Shareholders of the Company.

3. The Board of Directors shall convene an ad hoc General Meeting of Shareholders in the following cases:

a. The meeting is necessary for the company’s interests;

b. The quantity of remaining members of the Board of Directors and Board of Supervisors is smaller than the minimum quantity prescribed by law;

c. The meeting is requested by the shareholder or group of shareholders mentioned in clause 2 Article 12 of this Charter; the request stating the reasons and objectives of the meeting, with full signatures of the relevant shareholders or the written request is made in multiple copies and gathers enough signatures of the relevant shareholders;

d. The meeting is requested by the Board of Supervisors

e. Other cases prescribed by law and this Charter.

4. Convening an ad hoc General Meeting of Shareholders

a. The Board of Directors shall convene an ad hoc General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors

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or Supervisors is as prescribed in point b clause 3 of this Article or receives the request as prescribed in points c and d clause 3 of this Article;

b. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in point a clause 4 of this Article, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders within the next thirty (30) days as prescribed in clause 3 Article 140 of the Law on Enterprises;

c. If the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed in point b clause 4 of this Article, the shareholder or group of shareholders as prescribed in point c clause 3 of this Article shall have the right to represent the Company to convene the General Meeting of Shareholders within the next thirty (30) days as prescribed in clause 4 Article 140 of the Law on Enterprises.

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

d. Procedures for organizing the General Meeting of Shareholders as prescribed in clause 5 Article 140 of the Law on Enterprises.

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

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

a. Ratify the orientation for development of the company;

b. Decide the types of authorized shares and quantity of each type; decide the annual dividends of each type of shares;

c. Decide on the issuance of bonds in accordance with the law;

d. Decide on the number of members of the Board of Directors;

e. Elect, dismiss members of the Board of Directors and Supervisors;

f. Decide investment in or sale of assets that are worth at least 35% of the total assets written in the latest financial statement;

g. Approve contracts as specified in clause 3 Article 167 of the Law on Enterprises;

h. Decide revisions to the Company's Charter;

i. Ratify annual financial statements;

j. Decide repurchase of more than 10% of total sold shares of each type;

k. Take actions against violations committed by members of the Board of Directors and Supervisors that cause damage the company and its shareholders;

l. Decide reorganization or dissolution of the company;

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m. Decide the budget or total salaries, bonuses and other benefits of the Board of Directors and the Board of Supervisors;

n. Approve the rules and regulations of the company, the Board of Directors and the Board of Supervisors;

o. Approve the list of independent audit companies; choose independent audit companies carry out audit of the company; dismiss independent audits where necessary;

p. Other rights and obligations prescribed by Law and this Charter.

2. The following issues shall be discussed and ratified at the annual General Meetings of Shareholders

a. The company's annual business plan;

b. The annual financial statement;

c. The report of the Board of Directors on its performance and that of its members;

d. The report of the Board of Supervisors on the Company's business performance, performance of the Board of Directors, the Director;

e. The report of the Board of Supervisors on its performance and that of the Supervisors;

f. Dividend of each type of shares;

g. The quantity of remaining members of the Board of Directors and Board of Supervisors;

h. Elect, dismiss members of the Board of Directors and Supervisors;

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

j. Approve the list of independent audit companies; choose independent audit companies carry out audit of the company; dismiss independent audits where necessary;

k. Decide revisions to the company's charter;

l. Reorganization or dissolution (liquidation) of the Company and appointing the liquidator;

m. Decide investment in or sale of assets that are worth at least 35% of the total assets written in the latest Financial Statement of the Company;

n. Decide repurchase of more than 10% of total sold shares of each type;

o. The Company enters into contracts and transactions with the entities specified in clause 1 Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total value of the Company's assets recorded in the latest financial statements;

p. Approve transactions specified in clause 4 Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;

q. Approve the rules and regulations of the company, the Board of Directors and the Board of Supervisors;

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r. Other rights and obligations prescribed by Law and this Charter.

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

Article 16. Authorization of participants in the General Meeting of Shareholders

1. Shareholders and representatives of shareholders that are organizations may directly participate in the General Meeting of Shareholders or authorize one or some other organizations and individuals to participate the General Meeting of Shareholders, or participate in the General Meeting of Shareholders in one of the forms specified in clause 3 Article 144 of the Law on Enterprises;

2. The authorization of participants in the General Meeting of Shareholders as provided in clause 1 of this Article shall be made in writing. The authorization letter shall comply with the provisions of civil law and shall clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of authorization, the term of authorization, the signature of the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the authorization letter upon registration to attend the meeting. In case of re-authorization, the attendee must present the original authorization letter of the shareholder or the authorized representative of the shareholder who is an organization (if not previously registered with the Company).

3. The voting ballot of the authorized person attending the meeting within the scope of the authorization is still valid in the following cases:

a. The authorizing person has died, is incapacitated for civil acts, or has lost the capacity for civil acts;

b. The authorizing person has canceled the appointment of authorization;

c. The authorizing person has revoked the authority of the person performing the authorization.

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

Article 17. Amendment of Rights

1. The amendment or cancellation of special rights attached to a type of preferred shares shall be effective when approved by shareholders representing 65% or more of the total voting rights of all shareholders attending the meeting. Resolutions of the General Meeting of Shareholders regarding matters that adversely affect the rights and obligations of shareholders holding preferred shares may only be passed if they are approved by shareholders holding 75% or more of the total number of outstanding preferred shares of that type attending the meeting, or if they are approved by shareholders holding 75% or more of the total number of outstanding

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preferred shares of that type in the case of passing a resolution in the form of written opinions.

2. The convening of a meeting of shareholders holding a type of preferred shares to approve the aforementioned amendment of rights shall only be valid if there are at least two (02) shareholders (or their authorized representatives) present and holding at least one-third (1/3) of the par value of the issued shares of that class. If there are not enough delegates as mentioned above, the meeting shall be reconvened within the next thirty (30) days, and those holding shares of that type(regardless of the number of people and the number of shares) who are present directly or through authorized representatives shall be deemed to have sufficient delegates. At the meetings of preferred shareholders mentioned above, those holding shares of that type who are present directly or through representatives may request a secret ballot. Each share of the same type shall have equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be similar to the provisions of Articles 18, 19 and 20 of this Charter.

4. Unless the share issuance terms provide otherwise, the special rights attached to types of shares with preferential rights to some or all matters relating to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same type.

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

1. The Board of Directors convenes the annual and ad hoc General Meeting of Shareholders. The Board of Directors convenes the ad hoc General Meeting of Shareholders in the cases stipulated in clause 3 Article 14 of this Charter.

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

a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be compiled no more than ten (10) days before the date of sending the notice of the General Meeting of Shareholders. The Company shall disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the record date;

b. Prepare the agenda and contents of the meeting;

c. Prepare documents for the meeting;

d. Draft the resolution of the General Meeting of Shareholders according to the expected contents of the meeting;

e. Determine the time and place of the meeting;

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

g. Other tasks serving the meeting.

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3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholder's contact address, and shall also be published on the Company's website and the State Securities Commission, the Stock Exchange where the Company's shares are listed or registered for trading, a central or local newspaper where the Company's head office is located at least two (02) consecutive issues (if deemed necessary). The convener of the General Meeting of Shareholders shall send the notice of the meeting to all shareholders on the list of shareholders entitled to attend no later than twenty-one (21) days before the opening date of the meeting (counting from the date the notice is sent or properly transmitted). The agenda of the General Meeting of Shareholders and related documents on the issues to be voted on at the meeting shall be sent to the shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to the full meeting documents for shareholders to access, including:

a. Meeting agenda, documents used in the meeting;

b. List and detailed information of candidates in case of election of members of the Board of Directors, Supervisors ;

c. Voting ballots;

d. Draft resolutions for each issue on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in clause 2 Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than three (03) working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of shares held by the shareholder, and the proposed issue to be included in the meeting agenda.

5. In case the convener of the General Meeting of Shareholders rejects the proposal stipulated in Clause 4 of this Article, the convener must provide a written response stating the reasons no later than two (02) working days before the opening date of the General Meeting of Shareholders. The convener of the General Meeting of Shareholders has the right to reject proposals if they fall under one of the following cases:

a. The proposal is not submitted in accordance with the provisions of clause 4 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in clause 2 Article 12 of this Charter;

c. The proposed issue is not within the decision-making authority of the General Meeting of Shareholders;

d. Other cases as provided by law and this Charter.

6. The convener of the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the draft agenda and content of the meeting,

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except for the cases stipulated in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for Conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when there are shareholders attending the meeting representing more than 50% of the total voting rights.

2. If the first meeting is not qualified to be conducted in accordance with the provisions of clause 1 of this Article, the second notice of the meeting shall be sent within thirty (30) days from the date of the intended first meeting. The second General Meeting of Shareholders shall be conducted when there are shareholders attending the meeting representing from 33% of the total voting rights or more.

3. If the second meeting is not qualified to be conducted in accordance with the provisions of Clause 2 of this Article, the third notice of the meeting must be sent within twenty (20) days from the date of the intended second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting rights of the shareholders attending the meeting.

Article 20. Meeting and voting protocols at the General Meeting of Shareholders

1. Before the meeting opens, the Company shall conduct the shareholder registration procedure and shall continue the registration until all shareholders entitled to attend are present and registered in the following order:

a. When conducting shareholder registration, the Company shall issue each shareholder or authorized representative entitled to vote a voting card, which shall state the registration number, full name of the shareholder, full name of the authorized representative and the number of voting rights of that shareholder. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against or no opinion. When voting at the meeting, shareholders shall follow the order directed by the Chairman. The collection and counting of ballots shall be carried out after the voting on the last issue in the meeting agenda is completed as prescribed. The ballot counting results shall be announced by the Head of the Election board immediately before the meeting is closed. The meeting shall elect those responsible for counting ballots or supervising ballot counting at the proposal of the Chairman. The number of members of the Election board shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.

b. Shareholders, authorized representatives of shareholders who are organizations or authorized persons who arrive after the meeting has opened have the right to register immediately and then have the right to participate and vote at the meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow late shareholders to register and the validity of the contents that have been voted on previously shall not be changed.

2. The election of the Chairman, Secretary and Election Board shall be as follows:

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a. The Chairman of the Board of Directors shall act as the Chairman or authorize another member of the Board of Directors to act as the Chairman of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them as the Chairman of the meeting by a majority principle. If a Chairman cannot be elected, the Head of the Supervisory Board shall manage the meeting for the General Meeting of Shareholders to elect a Chairman from among the attendees, and the person with the highest number of votes shall be the Chairman of the meeting.

b. Except for the case specified in Point a of this Clause, the person who signed the notice of the General Meeting of Shareholders shall manage the meeting for the General Meeting of Shareholders to elect a Chairman of the meeting, and the person with the highest number of votes shall be appointed as the Chairman of the meeting.

c. The Chairman shall appoint one or more persons to be the secretary of the meeting;

d. The General Meeting of Shareholders shall elect one or more persons to the Election Board at the proposal of the Chairman of the meeting.

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

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

a. Arrange seating at the venue of the General Meeting of Shareholders;

b. Ensure safety for everyone present at the meeting venues;

c. Create conditions for shareholders to attend (or continue to attend) the meeting. The convener of the General Meeting of Shareholders has full authority to change the above measures and apply all necessary measures. The measures applied may be issuing admission tickets or using other alternative forms.

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

a. Request all attendees to submit to inspection or other lawful and reasonable security measures;

b. Request the competent authority to maintain order of the meeting; expel those who do not comply with the chairman's management rights, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security check requirements from the General Meeting of Shareholders.

6. The chairman has the right to postpone the General Meeting of Shareholders that has enough registered attendees for a maximum of three (03) working days from the scheduled opening date of the meeting and may only postpone the meeting or change the meeting location in the following cases:

a. The meeting location does not have enough convenient seats for all attendees;

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

c. There are attendees who obstruct, disrupt order, or there is a risk that the meeting will not be conducted fairly and legally.

7. In case the chairman postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairman to conduct the meeting until the end; all resolutions passed at that meeting shall be effective.

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

Article 21. Conditions for ratification of resolutions of the General Meeting of Shareholders

1. A resolution on one of the following issues will be ratified if it is voted for by a number of shareholders that represent at least 65% of votes of all participants, except for the cases specified in Clauses 3, 4 and 6 of the Law on Enterprises:

a. Types of shares and quantity of each type;

b. Change of the company's business lines;

c. Change of the company's organizational structure;

d. Investment or sale of assets that are worth at least 35% of the total assets written in the latest financial statement;

e. Reorganization or dissolution of the company.

2. A resolution will be ratified when it is voted for by a number of shareholders that hold more than 50% of the votes of all participants, except for the cases specified in Clauses 1, 3 , 4 and 6 of the Law on Enterprises.

3. The election of members of the Board of Directors and Supervisors shall comply with the provisions of Clause 3, Article 148 of the Law on Enterprises and the provisions of the Company's internal governance regulations.

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

Article 22. Power and method for ratifying resolutions of the General Meeting of Shareholders by questionnaire survey

Power and method for ratifying resolutions of the General Meeting of Shareholders

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by questionnaire survey shall be carried out as follows:

1. The Board of Directors is entitled to carry out questionnaire survey to ratify a resolution of the General Meeting of Shareholders when it is considered necessary for the company's interests on all matters under the jurisdiction of the General Meeting of Shareholders.

2. The Board of Directors shall prepare the questionnaires, the draft resolution and explaining documents; send it to all voting shareholders at least ten (10) days before the deadline for submission of the questionnaires. The requirements and methods of submission of the questionnaires and documents shall comply with the provisions of clause 3, Article 18 of this Charter.

3. A questionnaire shall contain:

a. The company's name, EID number, headquarter address;

b. Purposes of the survey;

c. If the shareholder is an individual: full name, mailing address, nationality, legal document number; If the shareholder is an organization: name, EID number or legal document number of the organization or full name, mailing address, nationality, legal document number of the organization's representative; quantity of each type of shares and number of votes of the shareholder;

d. The issues that need voting;

e. The options including affirmative, negative, abstention for each issue to be consulted;

f. Deadline for submission of the answered questionnaire;

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

4. Phiếu lấy ý kiến có thể được gửi về Công ty theo các hình thức sau: Shareholders may send answered questionnaires to the company by post, fax or email as follows:

a. By post: An answered questionnaire sent by post shall bear the signature of the shareholder (if the shareholder is an individual) or the shareholder's authorized representative or legal representative (if the shareholder is an organization). The answered questionnaire shall be placed in a closed envelope which must not be opened before vote counting time.

b. By fax or email: An answered questionnaire sent by fax or email shall be kept confidential until the vote counting time.

c. Answered questionnaires that are submitted after the deadline or opened before vote counting time (for those sent by post) or revealed (for those sent by fax or email) shall be considered invalid. Questionnaires that are not submitted shall not be counted as votes.

5. The Board of Directors shall organize vote counting and issue a vote counting record in the presence of the Board of Supervisors or the shareholders that are not holding any managerial position in the company. The vote counting record shall have the following

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information:

a. The company's name, EID number, headquarter address;

b. Purposes and the issue that needs voting;

c. Quantities of voters, votes casted, valid votes and invalid votes, voting method and a list of voters;

d. Quantities of affirmative votes, negative votes and abstentions on each issue;

e. Ratified decisions and corresponding ratio of affirmative votes;

f. Full names and signatures of the Chairman of the Board of Directors, vote counting Supervisors and vote counters.

The members of the Board of Directors, vote counters and vote counting supervisor are jointly responsible for the accuracy and honesty of the vote counting record; for the damage caused the decisions that are ratified due to inaccurate or dishonest vote counting;

6. The vote counting record and the resolution shall be sent to all shareholders within 15 days from the date of vote counting completion or uploaded on the company's website (if any);

7. Answered questionnaires, the vote counting record, the ratified resolution and relevant documents enclosed with the answered questionnaires shall be retained at the Company's headquarters;

8. Resolutions passed in the form of obtaining written opinions from shareholders must be approved by shareholders holding more than 50% of the total voting rights of all shareholders with voting rights and have the same validity as resolutions passed at the General Meeting of Shareholders.

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

1. The minutes of the General Meeting of Shareholders shall be in Vietnamese language (audio recordings and electronic files are optional), may be translated into foreign languages, and shall contain the following information:

a. The company's name, EID number, headquarter address;

b. Time and location of the General Meeting of Shareholders

c. Meeting agenda and contents of the meeting;

d. Full names of the chair and secretary;

e. Summary of developments of the meeting, comments at the General Meeting of Shareholders on each issue on the agenda.

f. Quantities of shareholders and votes casted by shareholders that participated in the meeting, the list of subscribed shareholders and shareholders' representatives that participated in the meeting and their votes;

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g. Number of affirmative votes on each issue, voting method, numbers of valid votes, invalid votes, affirmative votes, negative votes and abstentions, their ratios to total number of votes of all participants;

h. Ratified decisions and corresponding ratio of affirmative votes;

i. Full names of the chair and secretary. In case the chair and the secretary refuse to sign the minutes, they will be effective if they are signed by the other members of the Board of Directors and contain all information prescribed in this Clause. The minutes shall clearly state the reasons why the chair and the secretary refuse to sign them.

2. The minutes of the General Meeting of Shareholders shall be completed and ratified before the meeting ends. The chair and secretary or other persons who sign the minutes are joint responsible for its accuracy and truthfulness.

3. The Vietnamese and foreign language copies of the minutes have the same legal value. In case of any discrepancy between them, the Vietnamese copy shall prevail.

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

Article 24. Requesting invalidation of a resolution of the General Meeting of Shareholders

Within ninety (90) days from the receipt of the resolution or minutes of the General Meeting of Shareholders or the vote counting record, the shareholder or group of shareholders mentioned in clause 2 Article 12 of this Charter is entitled to request the Court or an Arbitral tribunal to consider invalidating the resolution in part or in full in the following cases:

1. The procedures for convening the General Meeting of Shareholders and issuing decisions prescribed in Law on Enterprises and this Charter are not followed, except for the cases specified in Clause 4 Article 21 of this Charter.

2. The contents of the resolution violations the law or this Charter.

VII. THE BOARD OF DIRECTORS

Article 25. Nomination and Election of Members of the Board of Directors

1. Shareholders or groups of shareholders owning 10% or more of the total outstanding common shares as specified in Clause 3, Article 12 of this Charter have the right to nominate candidates for the Board of Directors. Shareholders or groups of shareholders owning from 10% to less than 20% of the total outstanding common shares are entitled to nominate a maximum of one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 50%

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are entitled to nominate a maximum of three (03) candidates; from 50% to less than 65% are entitled to nominate a maximum of four candidates and from 65% or more are entitled to nominate a sufficient number of candidates.

2. In case candidates for the Board of Directors have been identified, the Company shall disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment on the truthfulness and accuracy of the disclosed personal information and must commit to perform their duties honestly, carefully and for the best interests of the Company if elected as members of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes the following minimum contents:

a. Full name, date, month, year of birth;

b. Professional qualifications;

c. Working process;

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

e. Related interests to the Company and related parties of the Company;

f. Full name of the shareholder or group of shareholders nominating that candidate;

g. Other information (if any);

h. The Company is responsible for disclosing information about the companies where the candidate is holding the position of member of the Board of Directors, other management positions and related interests to the candidate's company (if any).

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough for the required number, in accordance with the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organizations to nominate candidates according to the mechanism specified in the Company's Internal Governance Regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions specified in Clause 1, Clause 2, Article 155 of the Law on Enterprises and this Charter.

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

1. The number of members of the Board of Directors is four (04) persons.

2. The term of office of a member of the Board of Directors is five (05) years and may be re-elected for an unlimited number of terms. In case all members of the Board of Directors complete their term of office at the same time, those members shall continue to

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be members of the Board of Directors until new members are elected to replace them and take over the work.

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

The structure of the Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members.

4. A member of the Board of Directors loses their status as a member of the Board of Directors when they are dismissed by the General Meeting of Shareholders in the following cases:

a. Failing to meet the standards and conditions specified in Article 155 of this Law;

b. Having a resignation letter and being approved;

c. Suffering from a mental disorder and other members of the Board of Directors have professional evidence proving that the person is no longer capable of civil acts;

d. Other cases as provided by law and this Charter.

5. A member of the Board of Directors loses their status as a member of the Board of Directors when they are removed by the General Meeting of Shareholders in the following cases:

a. Not participating in the activities of the Board of Directors for 06 consecutive months, except for force majeure;

b. Being convicted under criminal law;

c. Other cases as provided by law and this Charter.

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

7. Members of the Board of Directors are not required to be shareholders of the Company

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is the managerial body of the company and has the right to make decisions on behalf of the company, perform rights and obligations of the company, except the rights and obligations of the General Meeting of Shareholders.

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

a. Decide the company’s medium-term development strategies and annual business plans;

b. Propose the types of authorized shares and quantity of each type;

c. Decide sale of certain types of unsold authorized shares; decide other methods of raising capital;

d. Decide selling prices for the company’s shares and bonds;

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e. Decide repurchase of shares as prescribed in Clause 1 and Clause 2 Article 133 of the Law on Enterprises;

f. Decide the investment plan and investment projects within its jurisdictions and limitations prescribed by law;

g. Decide solutions for market development, marketing and technology;

h. Approve sale contracts, purchase contracts, borrowing contracts, lending contracts, other contracts and transactions that are worth at least 35% of the total assets written in the latest financial statement, unless another ratio or value is specified in this Charter

i. Elect, dismiss the Chairman of the Board of Directors; designate, dismiss, enter into and terminate contracts with the Director; designate, dismiss the Deputy Directors, Chief Accountant, Heads of Departments/Port Director/Factory Director and equivalent positions at the proposal of the Director;

j. Supervise the Director and other executives managing the company's everyday business;

k. Decide the company's organizational structure, rules and regulations; establishment of subsidiary companies, branches and representative offices; contribution of capital to and purchase of shares of other enterprises;

l. Approve the agenda and documents of the General Meeting of Shareholders; convene the General Meeting of Shareholders or carry out surveys for the General Meeting of Shareholders to ratify its resolutions;

m. Submit annual financial statements to the General Meeting of Shareholders;

n. Propose the dividends; decide the time and procedures for paying dividends or settling business losses;

o. Propose reorganization or dissolution of the bankruptcy; file bankruptcy of the company;

p. To decide on the promulgation of the Board of Directors' Operating Regulations, the rules and regulations of the company after being approved by the General Meeting of Shareholders; to decide on the promulgation of the Company's Information Disclosure Regulations;

q. To send the Business Performance Report, financial statements, management and operation evaluation report of the Company to the Supervisory Board for review no later than 25 days before the opening date of the annual General Meeting of Shareholders.

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

3. The Board of Directors shall report to the General Meeting of Shareholders on the results of its operations in accordance with the provisions of Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the

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implementation of a number of articles of the Securities Law.

4. Unless otherwise provided by law and the Charter, the Board of Directors may delegate or authorize the Company's managers and other subordinate employees to represent the Board of Directors in handling work.

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

1. The company is entitled to pay remunerations and bonuses to members of the Board of Directors according to the company's business performance.

2. Members of the Board of Directors shall receive remunerations and bonuses. Remunerations is based on the number of days necessary to fulfill the member's duties and the daily pay. The Board of Directors shall estimate the salary of each member by consensus. The total salaries and bonuses of the Board of Directors shall be decided by the annual General Meeting of Shareholders;

3. Remunerations of members of the Board of Directors and other executives shall be recorded as the Company's expenses in accordance with regulations of law on corporate income tax in a separate section of the company's consolidated financial statement and shall be reported at the annual General Meeting of Shareholders.

4. Members of the Board of Directors who hold executive positions or members of the Board of Directors who serve on sub-committees of the Board of Directors or perform other tasks outside the scope of the usual duties of a Board of Directors member may be paid additional remuneration in the form of a lump sum payment for each instance, salary, commission, percentage of profits, or in another form as determined by the Board of Directors.

5. Members of the Board of Directors shall have the costs of food, stay, travel and other reasonable costs reimbursed if their duties are fulfilled, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

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

Article 29. The Chairman of the Board of Directors

1. The Board of Directors shall elect one of its members Chairman of the Board of Directors; dismiss its Chairman.

2. The Chairman of the Board of Directors must not concurrently hold the position of Director.

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

a. Plan the activities of the Board of Directors;

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b. Draw up agenda and prepare documents for meetings of the Board of Directors; convene and chair the meetings;

c. Organize the ratification of resolutions and decisions of the Board of Directors;

d. Supervise the implementation of resolutions and decisions of the Board of Directors;

e. Chair the General Meeting of Shareholders;

f. Other rights and obligations prescribed by Law and this Charter

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

5. In case the Chairman of the Board of Directors is not present or not able to perform his tasks, he/she shall authorize another member in writing to perform the rights and obligations of the Chairman of the Board of Directors in accordance with the company's charter. In case no member is authorized or the Chairman is dead, missing, detained, serving an imprisonment sentence, serving an administrative penalty in a correctional institution or rehabilitation center, making a getaway; has limited legal capacity or is incapacitated, has difficulty controlling his/her behavior, is prohibited by the court from holding certain positions or doing certain works, one of the Board of Directors shall convene a meeting with the remaining members to elect one of them as the interim Chairman under the majority rule until a new decision is issued by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected during the first meeting of the Board of Directors within seven (07) working days from the election of that Board of Directors. This meeting shall be convened and chaired by the member that received the highest number of votes. In case more than one (01) member received the same highest number of votes, one (01) of them will be elected by the members under majority rule to convene the meeting of the Board of Directors.

2. Meetings of the Board of Directors shall be held at least quarterly and on an ad hoc basis

3. The Chairman of Board of Directors shall convene a meeting of the Board of Directors upon the request of the following entities:

a. Board of Supervisors;

b. Director;

c. At least two-thirds (2/3) of the managers, including the Deputy Directors and Chief Accountant;

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

e. The independent auditing firm that audits the Company's financial statements

f. Other cases as stipulated by law and the Company's Charter.

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4. The request mentioned in Clause 3 of this Article shall be made in writing and specify the issues that need discussing and deciding within the jurisdiction of the Board of Directors.

5. The Chairman of the Board of Directors shall convene the meeting within seven (07) working days from the day on which the request mentioned in Clause 3 of this Article is received. Otherwise, he/she shall be responsible for the damage to the company and the requesting person is entitled to convene the meeting of the Board of Directors.

6. The meeting of the Board of Directors shall be held at the Company's headquarters or at another location in Vietnam or abroad as decided by the Chairman of the Board of Directors with the consent of the Board of Directors members.

7. The Chairman of the Board of Directors or the person that convenes the meeting shall send the invitations at least three (03) working days before the meeting day unless otherwise prescribed by the company's charter. The invitation shall specify the meeting time, location, agenda, issues to be discussed. The invitation shall be enclosed with meeting documents and votes.

The invitations can be sent physically, by phone, fax, electronically or by other methods prescribed by the company's charter to the registered mailing address of each member of the Board of Directors.

8. The Chairman of the Board of Directors or the person that convenes the meeting shall send the same invitations and documents to the Supervisors.

The Supervisors are entitled to participate in meetings of the Board of Directors and discuss but must not vote.

9. A meeting of the Board of Directors shall be conducted when it is participated in by at least three fourths (3/4) of the members. In case a meeting cannot be conducted due to inadequate number of participants, the second meeting shall be convened within 07 days from the first meeting date unless a shorter period is prescribed by the company's charter. The second meeting shall be conducted when it is participated in by more than half (50%) of the members.

10. It will be considered that a member participates in and votes at the meeting of the Board of Directors in the following cases:

a. He/she directly participates in and votes at the meeting;

b. He/she authorizes another person to participate in and vote at the meeting as prescribed in Clause 12 of this Article;

c. He/she participates in the meeting and votes online or through other electronic methods;

d. He/she sends his/her vote to the meeting by post, fax, email or by other methods as stipulated by the Company's Charter.

11. A vote is sent by post shall be put in a closed envelope and be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening time. Votes shall only be open in the presence of all participants.

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12. The members shall participate in all meetings of the Board of Directors and may authorize other persons to participate in and vote at the meeting if accepted by the majority of the Board of Directors.

13. A resolution or decision of the Board of Directors shall be ratified if it is voted for by the majority of the participants. In case of equality of votes, the option that is voted for by the Chairman of the Board of Directors shall prevail.

14. Resolutions in the form of written opinions shall be passed based on the approval of the majority of the Board of Directors members entitled to vote; in case of equality of votes, the option that is voted for by the Chairman of the Board of Directors shall prevail. These resolutions are effective and valid as those passed at the meeting.

15. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meetings to the members, and these minutes serve as valid evidence of the matters discussed in the meeting unless there are objections to the content of the minutes within ten (10) days from the date of dispatch. The minutes of the Board of Directors meeting shall be made in Vietnamese and may be made in a foreign language; in case of differences in content between the Vietnamese and foreign language minutes, the Vietnamese content shall prevail. The minutes must be signed by the chairperson and the minute-taker; in case the chairperson and the minute-taker refuse to sign the minutes, if all other attending Board of Directors members sign and the content is sufficient according to the regulations, the minutes shall be effective.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish Subcommittees that will take charge of development policies, personnel, salaries and bonuses, internal audit, risk management. The quantity of members of each Subcommittee shall be decided by the Board of Directors with at least three (03) persons that are members of the Board of Directors and external members. Non-executive members of the Board of Directors shall make up a majority of the Subcommittee and one of these member shall be designated as the Chief of the Subcommittee under a decision of the Board of Directors. The subcommittees shall operate in accordance with regulations of the Board of Directors. A Subcommittee's resolution is only effective when it is voted for by the majority of its members during its meetings.

2. The implementation of decisions of the Board of Directors or its Subcommittees shall be conformable with applicable regulations of law, the Company's Charter and company administration regulations.

Article 32. Subcommittees of the Board of Directors and Company's Secretary

1. The Board of Directors of the Company shall appoint at least one (01) person in charge of Company administration, who will assist in administration works and may concurrently hold the position of the Company's secretary as prescribed in Clause 5 Article 156 of the Law on Enterprises.

2. The person in charge of Company administration must not concurrently work for the accredited audit organization that is auditing the Company's financial statements

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3. The person in charge of company administration has the following rights and obligations:

a. Provide consultancy for the Board of Directors in organizing the General Meeting of Shareholders and performance of relevant tasks between the Company and its shareholders;

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

c. Provide consultancy on meeting procedures;

d. Participate in the meetings;

e. Provide consultancy on procedures for lawful issuance of resolutions of the Board of Directors;

f. Provide financial information, copies of minutes of meetings of the Board of Directors and other information for members of the Board of Directors and the Board of Supervisors;

g. Supervise and report to the Board of Directors on the Company's information disclosure;

h. Assist in contact between parties with relevant interests;

i. Protect confidentiality of in accordance with regulations of law and the Company's Charter;

j. Other rights and obligations prescribed by law and [the Company's Charter.

4. Where necessary, the Board of Directors may designate the Company's Secretary to assist the Board of Directors and the Chairman in performing their duties as stipulated by law and the Company's Charter. The rights and obligations of the Company's secretary as prescribed in Clause 5 Article 156 of the Law on Enterprises.

VIII. THE DIRECTOR AND OTHER EXECUTIVES

Article 33. Organization of the management apparatus

The Company's management apparatus shall be responsible to the Board of Directors, supervised and controlled by the Board of Directors in the Company's everyday business operation. The Company has one (01) Director, Deputy Directors/Deputy General Directors, a Chief Accountant and persons designated by the Board of Directors to hold other managerial positions. The designation and dismissal of these persons are subject to ratification by resolutions or decisions of the Board of Directors.

Article 34. The Company's executives

1. The Company's executives include the Director, Deputy Director, Chief Accountant and other executives prescribed by the Company's Charter.

2. When requested by the Director and approved by the Board of Directors, the Company may recruit other executives with the quantity and qualifications conformable the organizational structure and management regulations of the Company prescribed by the Board

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of Directors. Executives shall assist the Company in achieving its organizational and business objectives.

3. The Director shall receive salaries and bonuses, which are decided by the Board of Directors.

4. Salaries of executives shall be recorded as the Company's operating costs in accordance with regulations of law on corporate income tax, presented in a separate section of the Company's annual financial statement and reported at the annual General Meeting of Shareholders.

Article 35. Designation, dismissal, duties and entitlements of the Director

1. The Board of Directors shall designate one (01) member of the Board of Directors or hires one (01) person as the Director

2. The Director shall administer the Company' everyday business operation; be supervised by the Board of Directors; is responsible to the Board of Directors and the law for the performance of his/her rights and obligations.

3. The term of office of the Director/General Director shall not exceed five (05) years without term limit. The Director/General Director shall satisfy the requirements prescribed by law and the Company's Charter

4. The Director has the following rights and obligations

a. Decide the issues relevant to the Company's everyday business operation outside the jurisdiction of the Board of Directors;

b. Organize the implementation of resolutions and decisions of the Board of Directors;

c. Organize the implementation of the Company's business plans and investment plans;

d. Propose organizational structure and internal administration regulations of the Company;

e. Designate, dismiss and discharge managerial positions in the Company, except for those within the jurisdiction of the Board of Directors;

f. Decide the salaries and other benefits of the Company's employees, including the managers designated by the Director/General Director;

g. Recruit employees;

h. Propose dividend payment plan or business loss settlement;

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

5. The Board of Directors may dismiss the Director/General Director if it is approved by the majority of members of the Board of Directors who have the right to vote and participate in the meeting, and designate a new Director.

IX. THE BOARD OF SUPERVISORS

Article 36. Nomination and self-nomination the Supervisors

1. The nomination and self-nomination of members of the Supervisors shall comply with Clause 1 and Clause 2 Article 25 of this Charter.

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2. In case the number of nominated and self-nominated candidates for the Supervisors is smaller than the minimum number the incumbent Board of Supervisors shall nominate more candidates or organize the nomination in accordance with the Company's Charter and administration regulations and operating regulations of the Board of Supervisors. This must be announced before the General Meeting of Shareholders starts to vote for members of the Board of Supervisors as prescribed by law.

Article 37. Term of office and composition of the Board of Supervisors

1. The Board of Supervisors has three (03) members.

2. The term of a Board of Supervisors member is five (05) years and may be re-elected for an unlimited number of terms. In the event that Board of Supervisors members have the same end-of-term date and the new term Board of Supervisors members have not yet been elected, the outgoing Board of Supervisors members shall continue to perform their rights and obligations until the new term Board of Supervisors members are elected and take office.

3. Members of the Board of Supervisors shall satisfy the standards and conditions specified in clause 1 Article 169 of the Law on Enterprises and the Company's Charter and shall not:

a. Work in the Company's accounting or finance department;

b. Be a member of employee of the independent accredited audit organization that is auditing the Company's financial statements over the last three (03) years.

4. A member of the Board of Supervisors will be dismissed in the following cases

a. He/she no longer fully satisfies the requirements specified in clause 3 of this Article

b. He/she hands in resignation letter which is accepted;

c. Other cases prescribed by law and this Charter.

5. A member of the Board of Supervisors will be discharged in the following cases:

a. He/she fails to fulfill the assigned tasks and duties;

b. He/she fails to perform his/her rights and obligations for six (06) consecutive months, except in force majeure events;

c. He/she commits multiple or serious violations against obligations of members of the Board of Supervisors prescribed by the Law on Enterprises and the Company's Charter;

d. Other cases specified in the resolution of the General Meeting of Shareholders.

Article 38. Rights and Obligations of the Board of Supervisors

In addition to the rights and obligations in Article 170 of the Law on Enterprises, the Board of Supervisors also has the following rights and obligations:

1. Submit and request the General Meeting of Shareholders to approve the list of accredited audit organizations, which will audit the Company's financial statements;

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choose the accredited audit organization that audits the Company's operation; discharge accredited auditors where necessary.

2. Take responsibility to the shareholders for the supervision tasks performed by the Board of Supervisors.

3. Supervise the Company's finance, lawfulness of operation of members of the Board of Directors, the Director/General Director and other managers.

4. Cooperate with the Board of Directors, the Director/General Director and shareholders.

5. Send a written notice to the Board of Directors within forty-eight (48) hours after discovery of violations against the law or the Company's Charter by a member of the Board of Directors, General Director/Director or another executive of the Company, and request the violator to stop committing the violations and take remedial measures.

6. Formulate the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders for ratification.

7. Submit reports to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 elaborating some Articles of the Law on Securities.

8. Access the Company's documents retained at its headquarters, branches and other locations; enter the working locations of the Company's managers and employees during office hours.

9. Request the Board of Directors, its members, the Director and other managers to provide accurate, adequate and timely information and documents about the Company's management and operation.

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

Article 39. Salaries, remunerations, bonuses and other benefits of members of the Board of Supervisors

The salaries, remunerations, bonuses and other benefits of members of the Board of Supervisors shall comply with the regulations below:

1. Members of the Board of Supervisors shall receive salaries, remunerations, bonuses and other benefits under the decision of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the salaries, remunerations, bonuses and other benefits and annual budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall the reasonable costs of accommodation, travel and independent counseling services reimbursed. The total costs must not exceed the annual budget of the Board of Supervisors which has been approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating costs of the Board of Supervisors shall be recorded as the

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Company's operating costs in accordance with regulations of law on corporate income tax, presented in a separate section of the Company's annual financial statement.

Article 40. Chief Supervisor

1. The Chief Supervisor shall be elected by the Board of Supervisors among its members under the majority rule. More than half (1/2) of the members of the Board of Supervisors shall be residents of Vietnam. The Chief Supervisor shall have a bachelor's degree or higher in economics, finance, accounting, audit, law, business administration or another major that is relevant to the Company's operation

2. Rights and obligations of the Chief Supervisor

a. Convene meetings of the Board of Supervisors;

b. Request the Board of Directors, the Director and other executives to provide relevant information for reporting to the Board of Supervisors;

c. Prepare and sign reports of the Board of Supervisors after consulting with the Board of Directors for submission to the General Meeting of Shareholders.

Article 41. Meetings of the Board of Supervisors

1. The Board of Supervisors shall have at least two (02) meetings per year. Each meeting must be participated in by at least two thirds (2/3) of its members. Minutes of these meetings must be detailed, bear the signatures of the minute taker and participating members. All minutes of meetings of the Board of Supervisors must be retained in order to attribute responsibility of each member.

2. The Board of Supervisors is entitled to request members of the Board of Directors, the Director and representatives of the accredited audit organization to participate in its meetings and clarify raised issues.

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

Article 42. Responsibility for prudent

Members of the Board of Directors, members of the Board of Supervisors, the Director, and other executives have the responsibility to perform their duties, including those as members of the Committees of the Board of Directors, honestly and diligently for the benefit of the Company.

Article 43. Responsibility for honesty and prevention of conflict of interest

1. Members of the Board of Supervisors, members of the Board of Supervisors, Director and other managers shall disclose their relevant interests in accordance with the Law on Enterprises and relevant legislative documents.

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

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3. Members of the Board of Directors, members of the Board of Supervisors, the Director and other managers are obliged to notify the Board of Directors and the Board of Supervisors in writing about transactions between the Company and these individuals or their related persons in accordance with the law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with securities law on information disclosure.

4. Members of the Board of Directors must not vote on the transactions that bring interests to themselves or their related persons as prescribed by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, Supervisor, the Director, other managers and their related persons must not use or reveal internal information for carrying out relevant transactions.

6. Transactions between the Company with one or some members of the Board of Directors, members of the Board of Supervisors, the Director, other executives and their related persons shall not be invalidated in the following cases:

a. For transactions whose value do not exceed 35% of the total assets written in the latest financial statement, important contents of the contracts or transactions as well as relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the Director, other executives have been reported to the Board of Directors and are approved by the majority of the members of the Board of Directors without relevant interests;

b. For transactions whose separate value or cumulative value over 12 months from the day the first transaction is conducted exceed 35% of the total assets written in the latest financial statement, important contents of the contracts or transactions as well as relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the Director, other executives have been disclosed to the shareholders and are approved by the General Meeting of Shareholders by votes of shareholders without relevant interests.

Article 44. Responsibility for damage and compensation

1. Any members of the Board of Directors, members of the Board of Supervisors, the Director or other executives that fail to fulfill their duties in a truthful and prudent manner shall be held responsible for their violations.

2. The Company shall pay compensation for the persons who have become or may become a related party in the complaints, lawsuits, charges (including administrative and civil cases other than lawsuits filed by the Company) if they were or are members of the Board of Directors, members of the Board of Supervisors, Director, other executives, employees or authorized representatives of the Company who performed or are performing their duties as

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authorized by the Company, act in a lawful, honest and prudent manner for the Company's interests, and there is no evidence that they fail to fulfill their duties.

3. Costs of compensation include judgment costs, fines, amounts payable in reality (including lawyer payment) during the settlement of these cases. The Company may purchase insurance for these people in order to avoid this liability.

XI. RIGHTS TO ACCESS THE COMPANY'S DOCUMENTS AND RECORDS

Article 45. Rights to access the Company's documents and records

1. Ordinary shareholders have the rights to access the Company's documents and records. To be specific:

a. Ordinary shareholders are entitled to access, examine and extract information about names and addresses of voting shareholders; request rectification of incorrect information about themselves; examine, access, extract or copy the Company's Charter, minutes and resolutions of the General Meeting of Shareholders

b. The shareholder or group of shareholders prescribed in Clause 2, Article 12 of this Charter is entitled to examine, access extract the minutes, resolutions and decisions of the Board of Directors, biannual and annual financial statements, reports of the Board of Supervisors, contracts and transactions subject to approval by the Board of Directors and other documents, except documents relevant to the Company's trade secrets.

2. In case the authorized representatives of the aforementioned shareholder or group of shareholders request access to documents and records, the request shall be enclosed with the authorization letter (or its notarized copy) issued by the shareholder or group of shareholders.

3. Members of the Board of Directors, members of the Board of Supervisors, the Director/General Director and other executives are entitled to access the Company's shareholder register, list of shareholders, other documents and records for the purposes that are relevant to their positions, provided this information is kept confidential.

4. The Company shall retain this Charter and its revising documents, the Certificate of Enterprise Registration, regulations and documents proving the ownership of assts, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors and the Board of Supervisors, annual financial statements, accounting records and other documents prescribed by law at its headquarters or another location, provided the shareholders and business registration authorities are informed of the location where these documents are retained.

5. The Company's Charter shall be posted on the Company's website

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XII. EMPLOYEES AND TRADE UNION

Article 46. Employees and Trade Union

1. The Director shall formulate a plan for the Board of Directors to approve issues relevant to recruitment, resignation, salaries, social insurance, benefits, discipline and commendation of employees and the Company's executives.

2. The Director shall formulate a plan for the Board of Directors to approve issues relevant to the Company's relationships with trade union organizations according to best standards, practice and management policies, the practice and policies specified in this Charter, the Company's regulations and applicable laws.

XIII. DISTRIBUTION OF PROFITS

Article 47. Distribution of profits

1. General Meeting of Shareholders shall decide the dividends and method of annual dividend payment from the Company's retained profit.

2. The Company shall not pay interest on dividends or the payments relevant to a certain type of shares.

3. The Board of Directors may request the General Meeting of Shareholders to decide payment of all or part of dividends in shares, and the Board of Directors shall execute this decision.

4. In case the dividends or other amounts are relevant to a type of shares are paid in cash, the Company shall pay them in VND. Payment may be carried out directly or through banks on the basis of detailed information about bank accounts provided by the shareholders. The Company is not responsible if a shareholder does not receive money after the Company has transferred money according to the information provided by that shareholder. Dividends of shares listed/registered on other Stock Exchanges may be paid via securities companies or Viet Nam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall ratify the resolution or decision which specifies the shareholder list closing date. Registered shareholders or holders of other securities are entitled to receive dividends in cash or shares, notice and other documents.

6. Other issues relevant to profit distribution prescribed by law.

XIV. BANK ACCOUNTS, FISCAL YEARS AND ACCOUNTING

Article 48. Bank accounts

1. The Company shall open accounts at Vietnamese banks or foreign bank branches that are permitted to operate in Vietnam.

2. Where necessary and if permitted by competent authorities, the Company may open foreign bank accounts in accordance with regulations of law.

3. All payments and accounting transactions of the Company shall be carried out through the Company's VND or foreign currency bank accounts.

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Article 49. Fiscal year

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

Article 50. Accounting regulations

1. The accounting regulations used by the Company is the Vietnam Accounting Standards (VAS) or the enterprise accounting regulations as prescribed by relevant laws.

2. The Company's accounting records shall be written in Vietnamese and retained in accordance with accounting laws and relevant laws. These records shall be accurate, up to date, systematic, and able to prove and explain the Company's transactions.

3. The accounting currency shall be VND. If the Company's transactions primarily use a foreign currency, the Company may use it as accounting currency, take legal responsibility and send a notice to its supervisory tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITY FOR INFORMATION DISCLOSURE

Article 51. Annual, half-year and quarterly financial statements

1. The Company shall prepare annual financial statements, which have to be audited as prescribed by law. The Company shall disclose the audited annual financial statements in accordance with regulations of law on disclosing information on the securities market and submit them to competent authorities.

2. The annual financial statements shall have adequate contents, appendices and descriptions prescribed by corporate accounting laws. Annual financial statements shall truthfully and objectively reflect the Company's operation.

3. The Company shall prepare and disclose examined biannual financial statements and quarterly financial statements in accordance with regulations of law on disclosing information on the securities market and submit them to competent authorities.

Article 52. Annual reports

The Company shall prepare and publish annual reports in accordance with regulations of law on securities and the securities market.

XVI. AUDIT

Article 53. Audit

1. The General Meeting of Shareholders shall appoint an independent audit company or authorize the Board of Directors to select one on the list of independent audit companies, which will audit the Company's financial statements of the next year under agreements with the Board of Directors.

2. Audit reports shall be enclosed with the Company's annual financial statements.

3. Independent auditors that audit the Company's financial statements are entitled to

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participate in the General Meeting of Shareholders, receive notices and information relevant to the General Meeting of Shareholders, comment at the General Meeting of Shareholders on the issues relevant to the audit of the Company's financial statements.

XVII. THE COMPANY'S SEALS

Article 54. The Company's seals

1. Seals include physical seals and digital signatures prescribed by regulations of law on electronic transactions.

2. The Board of Directors shall decide the type, quantity, form and content of the seals of the Company.

3. The Board of Directors and the Director shall use and manage the seals in accordance with applicable regulations of law.

XVIII. DISSOLUTION OF THE COMPANY

Article 55. Dissolution of the Company

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

a. The dissolution is decided under a resolution or decision of the General Meeting of Shareholders;

b. The Certificate of Enterprise Registration is revoked, unless otherwise prescribed by the Law on Tax Administration;

c. Other cases prescribed by law.

2. Dissolution of the Company shall be decided by the General Meeting of Shareholders and carried out by the Board of Directors. Such dissolution decision shall be announced and subject to approval by competent authorities (if mandatory) as per regulations.

Article 56. Liquidation

1. After the decision to dissolve the Company is made, the Board of Directors must establish a Board of Liquidation consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent auditing firm. The Broad of Liquidation prepares its operating regulations. The members of the Broad of Liquidation may be selected from among the Company's employees or independent experts. All costs related to the liquidation are prioritized by the Company for payment before other Company debts.

2. The liquidation board shall inform the business registration authority of its establishment date and commencement date. From that date, the liquidation board shall perform all liquidation tasks on behalf of the Company in the court and administrative authorities.

3. Revenues from the liquidation shall be used in the following order

a. Liquidation costs;

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b. Unpaid salaries, severance pay, social insurance and other benefits of employees according to the collective bargaining agreement and employment contracts;

c. Tax debts;

d. Other debts of the Company;

e. The remainder after payment of the debts specified in (a) to (d) shall be divided among the shareholders. Priority shall be given to preference shares.

XIX. SETTLEMENT OF INTERNAL DISPUTES

Article 57. Settlement of internal disputes

1. In case of disputes and complaints relevant to the Company's operation, rights and obligations of shareholders prescribed by the Law on Enterprises, the Company's Charter, other laws or agreements between:

a. The shareholders and the Company;

b. The shareholders and the Board of Directors, the Board of Supervisors, the Director/General Director or other executives;

The parties shall try to settle these disputes through negotiation and mediation. Except for disputes that involve the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the settlement of disputes and request each party to provide information about their dispute within ten (10) working days from the occurrence of the dispute. In case the dispute involves the Board of Directors or the Chairman of the Board of Directors, either party is entitled to request to appoint an independent expert as a mediator.

2. In case the dispute cannot be settled through mediation within six (06) weeks or the mediator's decision is not accepted by the parties, either party may bring the case to Vietnam International Arbitration Centre (VIAC) or to Competent court.

3. The parties shall pay the cost of negotiation and mediation. Cost of proceedings at Court shall be paid under the Court's judgment.

XX. REVISING THE COMPANY'S CHARTER

Article 58. Revising the Company's Charter

1. Revisions to this Charter are subject to approval by the General Meeting of Shareholders.

2. In case regulations of law that are relevant to the Company's operation are not mentioned in this Charter or new regulations of law contradict the contents of this Charter, the regulations of law shall be applied to regulate the Company's operation.

XXI. EFFECTIVE DATE

Article 59. Effective date

1. This Charter has XXI Sections, 59 Articles and is fully ratified by the General Meeting of Shareholders of PTSC Quang Ngai Joint Stock Company on November 10, 2026, through

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a questionnaire survey conducted by the General Meeting of Shareholders and jointly approved for the full effect of this Charter.

2. This Charter shall be made into ten (10) copies with equal value and retained at the Company's headquarters.

3. This is the only and official Charter of the Company, copies and extracts are for reference only.

4. Copies and extracts of this Charter shall be effective when they bear the signature of the Chairman of the Board of Directors or at least half (1/2) of the members of the Board of Directors.

Full name, signature of the Company's Legal representative

DIRECTOR



Lê Hồng Phong

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