

1. The Board of Directors has the right to collect shareholders' opinions in writing to pass a resolution of the General Shareholders Meeting when deemed necessary for the interests of the Company.
2. All decisions falling under the authority of the General Shareholders Meeting can be passed in the form of collecting shareholders' opinions in writing.
3. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Shareholders Meeting, and documents explaining the draft resolution and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the opinion collection ballot. The requirements and methods for sending the opinion collection ballot and accompanying documents shall be performed in accordance with Clause 3, Article 18 of this Charter.
4. The opinion collection ballot must contain the following main contents:
 - a) Name, head office address, enterprise identification number;
 - b) Purpose of opinion collection;
 - c) Full name, contact address, nationality, number of Citizen Identity Card/People's Identity Card/Passport or other legal personal identification for individual shareholders; name, head office address, enterprise identification number or legal document number for institutional shareholders, or full name, contact address, nationality, number of Citizen Identity Card/People's Identity Card/Passport or other legal personal identification of the authorized representative of an institutional shareholder; the number of shares of each type and the number of voting rights of the shareholder;
 - d) Matter needing opinion collection to pass a decision;
 - e) Voting options including for, against, and abstaining for each matter being collected for opinion;
 - f) Deadline for returning the answered opinion collection ballot to the Company;
 - g) Full name and signature of the Chairman of the Board of Directors.
5. Shareholders may send the answered opinion collection ballot to the Company by mail, fax, or email in accordance with the following regulations:
 - a) In case of sending by mail, the answered opinion collection ballot must have the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection ballot sent to the Company must be contained in a sealed envelope, and no one has the right to open it before the vote count;
 - b) In case of sending by fax or email, the opinion collection ballot sent to the Company via fax or email must be kept confidential until the time of vote counting;

- c) Opinion collection ballots sent to the Company after the deadline specified in the content of the opinion collection ballot, or those that have been opened in case of sending by mail, or disclosed before the time of vote counting in case of sending by fax or email, are invalid. Opinion collection ballots not sent back are considered as votes not participating in voting.
- 6. The Board of Directors counts the votes and makes a vote counting report under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must contain the following main contents:
 - a) Name, head office address, enterprise identification number;
 - b) Purpose and matters needing opinion collection to pass a resolution;
 - c) Number of shareholders with the total number of voting rights who participated in voting, distinguishing between valid votes, invalid votes, and voting method, accompanied by an appendix of the list of shareholders participating in voting;
 - d) Total number of votes for, against, and abstaining for each matter;
 - e) Matters that have been passed and the corresponding voting ratio for passing;
 - f) Full name and signature of the Chairman of the Board of Directors, vote counting supervisor, and vote counter.

Members of the Board of Directors, vote counting supervisors, and vote counters must be jointly and severally responsible for the honesty and accuracy of the vote counting report; jointly and severally responsible for damages arising from decisions passed due to dishonest or inaccurate vote counting.

- 7. The vote counting report and resolution must be sent to shareholders within fifteen (15) days from the date of completion of vote counting. Sending the vote counting report and resolution can be replaced by posting them on the Company's website within twenty-four (24) hours from the time of completion of vote counting.
- 8. Answered opinion collection ballots, vote counting reports, passed resolutions, and related documents sent with the opinion collection ballot must all be kept at the Company's head office.
- 9. A resolution is passed in the form of collecting shareholders' opinions in writing if it is approved by shareholders owning over 50% of the total voting shares of all shareholders with voting rights and has the same validity as a resolution passed at a General Shareholders Meeting.

Article 23. Resolution, Minutes of the General Shareholders Meeting

- 1. The General Shareholders Meeting must be recorded in minutes and may be recorded or recorded and stored in other electronic forms. The minutes must be made in

Vietnamese, may be made in a foreign language, and must have the following main contents:

- a) Name, head office address, enterprise identification number;
 - b) Time and venue of the General Shareholders Meeting;
 - c) Agenda and contents of the meeting;
 - d) Full name of the Chairperson and secretary;
 - e) Summary of the meeting proceedings and opinions expressed at the General Shareholders Meeting on each issue in the meeting agenda;
 - f) Number of shareholders and total number of voting shares of shareholders attending the meeting, appendix of the list of registered shareholders and shareholder representatives attending the meeting with corresponding number of shares and number of votes;
 - g) Total number of votes for each issue voted on, clearly stating the voting method, total number of valid and invalid votes, total number of votes for, against, and abstaining; corresponding ratio of the total voting shares of shareholders attending the meeting;
 - h) Matters that have been passed and the corresponding voting ratio for passing;
 - i) Full name and signature of the Chairperson and secretary. In case the Chairperson or secretary refuses to sign the meeting minutes, these minutes are effective if signed by all other members of the Board of Directors attending the meeting and have full content as prescribed in this clause. The meeting minutes clearly state the refusal of the Chairperson or secretary to sign the meeting minutes.
2. The minutes of the General Shareholders Meeting must be completed and approved before the end of the meeting. The Chairperson, the secretary of the meeting, and other persons signing the meeting minutes shall be jointly and severally responsible for the honesty and accuracy of the content of the minutes.
 3. Minutes and resolutions of the General Shareholders Meeting made in Vietnamese and a foreign language have the same legal validity. In case there is a difference in the content between the Vietnamese and foreign language minutes and resolutions, the content in the Vietnamese minutes and resolutions shall prevail.
 4. Meeting minutes, resolutions of the General Shareholders Meeting, appendix of the list of shareholders registered to attend with signatures of shareholders, power of attorney to attend the meeting, and all documents attached to the Minutes (if any) and related documents attached to the meeting notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Article 24. Request to cancel a decision of the General Shareholders Meeting

Within ninety (90) days from the date of receiving the resolution or minutes of the General Shareholders Meeting or the minutes of the vote counting results of the General Shareholders Meeting collected in writing, shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter have the right to request the Court or Arbitration to consider and cancel the resolution or part of the content of the resolution of the General Shareholders Meeting in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Shareholders Meeting seriously violate the provisions of the Law on Enterprises and the Company's Charter, except in the case prescribed in Clause 3, Article 21 of this Charter.
2. The content of the resolution violates the law or the Company's Charter.

In case a decision of the General Shareholders Meeting is canceled by a decision of the Court or Arbitration, the person who convened the meeting of the General Shareholders Meeting that was canceled may consider reconvening the General Shareholders Meeting within sixty (60) days in accordance with the order and procedures prescribed in the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case candidates have been determined in advance, information related to candidates for the Board of Directors shall be included in the documents of the General Shareholders Meeting and announced at least ten (10) days before the opening date of the General Shareholders Meeting 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 regarding the honesty, accuracy, and reasonableness of the published personal information and must commit to performing their duties honestly, carefully, and for the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be announced includes at least the following contents:
 - a) Full name, date of birth;
 - b) Educational background;
 - c) Professional qualifications;
 - d) Work experience;
 - e) Companies where the candidate currently holds the position of member of the Board of Directors and other management titles;
 - f) Assessment report on the candidate's contribution to the Company, in case that candidate is currently a member of the Board of Directors of the Company;
 - g) Interests related to the Company and related parties of the Company;
 - h) Full name of the shareholder or group of shareholders nominating such candidate (if

- any);
- i) Other information (if any).
 2. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares has the right to nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.
 3. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 3, Article 12 of this Charter, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in the Internal Regulations on Corporate Governance. The procedure for the incumbent Board of Directors to introduce candidates for the Board of Directors must be clearly announced and approved by the General Shareholders Meeting before proceeding with nominations in accordance with the law.

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

1. The number of members of the Board of Directors is five (05) persons. The term of a member of the Board of Directors shall not exceed five (05) years and members may be re-elected for an unlimited number of terms.
2. Structure of the Board of Directors: The Company's Board of Directors must ensure that at least one-third (1/3) of the total number of members of the Board of Directors are non-executive members. The Company's Board of Directors must ensure that there is at least one (01) independent member out of the total five (05) members of the Board of Directors. An independent member of the Board of Directors shall not serve for more than 02 consecutive terms.
3. A member of the Board of Directors shall lose their status as a member of the Board of Directors in the following cases:
 - a) Failing to meet the qualifications to be a member of the Board of Directors as prescribed by the Law on Enterprises or being prohibited by law from being a member of the Board of Directors;
 - b) Submitting a resignation letter;
 - c) Suffering from a mental disorder and other members of the Board of Directors have

- professional evidence proving that such person no longer has the capacity for civil acts;
- d) Failing to attend meetings of the Board of Directors for six (06) consecutive months, except in cases of force majeure;
 - e) According to the decision of the General Shareholders Meeting;
 - f) Providing false personal information when submitting it to the Company in the capacity of a candidate for the Board of Directors;
 - g) Other cases as prescribed by law and this Charter.
4. The appointment of members of the Board of Directors must be disclosed in accordance with the provisions of the law on securities and the securities market.
5. A member of the Board of Directors does not necessarily have to be a shareholder of the Company.

Article 27. Powers and obligations of the Board of Directors

- 1. The business operations and affairs of the Company shall be subject to the management or direction of the Board of Directors. The Board of Directors is the management body of the Company, having full authority to make decisions to exercise the rights and obligations of the Company, except for rights and obligations falling under the authority of the General Shareholders Meeting.
- 2. The rights and obligations of the Board of Directors are prescribed by law, the Charter, the Company's internal regulations, and the General Shareholders Meeting. Specifically, the Board of Directors has the following powers and duties:
 - a) Deciding on strategies, medium-term development plans for production and business, and annual budget plans;
 - b) Proposing types of shares and the total number of shares authorized to be offered by type;
 - c) Deciding on the selling price of new shares within the scope of shares authorized to be offered for each type, and deciding on capital mobilization in other forms;
 - d) Deciding on the selling price of the Company's shares and bonds;
 - e) Deciding on share buybacks in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
 - f) Deciding on investment plans and investment projects with a value of less than 35% of the total asset value of the Company recorded in the most recent financial statements of the Company;
 - g) Deciding on solutions for market development, marketing, and technology;
 - h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and

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transactions with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company, except where the Company's Charter stipulates a different ratio or value, and contracts or transactions falling under the decision-making authority of the General Shareholders Meeting as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

- i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the Chief Executive Officer and other key managers as stipulated by the Company's Charter; deciding on salaries, remuneration, bonuses, and other benefits for those managers; appointing authorized representatives to participate in the Board of Members or the General Shareholders Meeting in other companies, and deciding on the remuneration level and other benefits for those persons;
 - j) Supervising and directing the Chief Executive Officer and other managers in the daily business operations of the Company;
 - k) Resolving the Company's complaints against enterprise managers as well as deciding on the selection of the Company's representatives to resolve issues related to legal proceedings against such managers;
 - l) Deciding on the organizational structure of the Company, the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares of other enterprises;
 - m) Proposing the reorganization or dissolution of the Company;
 - n) Deciding on internal regulations on corporate governance after they have been effectively approved by the General Shareholders Meeting to protect shareholders;
 - o) Approving the agenda and contents of documents for the General Shareholders Meeting, convening the General Shareholders Meeting, or seeking opinions for the General Shareholders Meeting to pass decisions;
 - p) Proposing the annual dividend rate; deciding on the time limit and procedures for dividend payment or handling losses incurred during business operations;
 - q) Submitting the audited annual financial statements and corporate governance reports to the General Shareholders Meeting;
 - r) Other rights and obligations (if any).
3. The following matters must be approved by the Board of Directors:
- a) Establishing branches or representative offices of the Company;
 - b) Establishing subsidiaries of the Company;

- c) Within the scope prescribed in Clause 2, Article 153 of the Law on Enterprises and except for cases prescribed in Clause 2, Article 139, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises that must be approved by the General Shareholders Meeting, the Board of Directors shall decide on the implementation, amendment, and cancellation of the Company's contracts (including contracts for purchase, sale, merger, acquisition, and joint ventures);
 - d) Appointing and dismissing persons authorized by the Company as commercial representatives and lawyers of the Company;
 - e) Borrowing and implementing mortgages, security, guarantees, and indemnities of the Company;
 - f) Investments not included in the business plan and budget that exceed 10% of the annual business plan and budget value;
 - g) Buying or selling shares or capital contributions in other companies established in Vietnam or abroad;
 - h) Valuing non-cash assets contributed to the Company during the issuance of the Company's shares or bonds, including gold, land use rights, intellectual property rights, technology, and technological know-how;
 - i) The Company buying back or redeeming no more than 10% of the total shares of each type offered within twelve (12) months;
 - j) Deciding on the price for share buyback or redemption of the Company;
 - k) Business matters or transactions that the Board decides require approval within the scope of its powers and responsibilities.
4. The Board of Directors must report to the General Shareholders Meeting on its activities, specifically on the supervision by the Board of Directors over the Chief Executive Officer and other managers during the fiscal year. In case the Board of Directors does not submit the report to the General Shareholders Meeting, the Company's annual financial statements shall be considered invalid and not yet approved by the Board of Directors.
5. Unless otherwise provided by law or the Charter, the Board of Directors may authorize subordinates and other managers to represent the Company in handling matters.

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

1. Members of the Board of Directors (excluding authorized representatives) shall receive remuneration for their work in their capacity as members of the Board of Directors. The total remuneration for the Board of Directors shall be decided by the General Shareholders Meeting. This remuneration shall be divided among the members of the

Board of Directors as agreed upon within the Board of Directors or divided equally in case no agreement can be reached.

2. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share options, and other benefits enjoyed from the Company, the Company's subsidiaries, associates, and other companies where the member of the Board of Directors is an authorized representative of capital contribution, must be disclosed in detail in the Company's annual report. The remuneration of members of the Board of Directors must be presented as a separate item in the Company's annual financial statements.
3. A member of the Board of Directors holding an executive position or a member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks that, according to the Board of Directors, are outside the scope of normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profit, or in other forms as decided by the Board of Directors.
4. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Shareholders Meeting, the Board of Directors, or sub-committees of the Board of Directors.
5. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Shareholders Meeting. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among the members of the Board of Directors.
2. The Chairman of the Board of Directors shall not concurrently hold the position of Chief Executive Officer of the Company.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Developing the agenda and activity plans of the Board of Directors;
 - b) Preparing the agenda, contents, and documents for the meeting; convening, presiding over, and acting as the Chairperson of the Board of Directors' meetings;
 - c) Organizing the passing of resolutions and decisions of the Board of Directors;
 - d) Supervising the process of organizing the implementation of resolutions and decisions of the Board of Directors;

- e) Presiding over the General Shareholders Meeting;
 - f) Other rights and obligations prescribed in this Charter and the Law on Enterprises.
4. In case the Chairman of the Board of Directors resigns or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the dismissal/removal decision.
 5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education center, absconds from their place of residence, has their civil act capacity restricted or lost, has difficulty in perception and controlling their behavior, is banned by the Court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one from among them to hold the position of Chairman of the Board of Directors based on the principle that the majority of the remaining members approve, until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors for that term. This meeting is convened and presided over by the member with the highest number of votes. In case there is more than one (01) member with the highest and equal number of votes, the members shall elect one (01) person among them to convene the meeting of the Board of Directors based on the majority principle.
2. The Chairman of the Board of Directors must convene periodic and extraordinary meetings of the Board of Directors, and set the agenda, time, and location of the meeting at least five (05) working days before the meeting date. The Chairman may convene a meeting whenever deemed necessary, but must hold at least one (01) meeting per quarter.
3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, and shall not delay without good reason, when one of the following subjects requests in writing, stating the purpose of the meeting and the issues to be discussed:
 - a) Board of Supervisors;
 - b) Chief Executive Officer or at least five (05) other managers;
 - c) Independent member of the Board of Directors;

- d) At least two (02) members of the Board of Directors.
4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request mentioned in Clause 3 of this Article. In case the Chairman of the Board of Directors fails to convene the meeting upon request, they shall be responsible for the damages incurred by the Company; the persons requesting the meeting as mentioned in Clause 3, Article 30 have the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.³
 5. In case there is a request from an independent auditing firm performing the audit of the Company's financial statements, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.
 6. Meetings of the Board of Directors are held at the Company's head office or other addresses in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the consensus of the Board of Directors.
 7. The notice of the meeting of the Board of Directors must be sent to members of the Board of Directors and Supervisors at least five (05) working days before the meeting date. A member of the Board of Directors may refuse the meeting notice in writing; this refusal may be changed or canceled in writing by that member of the Board of Directors. The notice of the meeting of the Board of Directors must be made in writing in Vietnamese and must fully inform the agenda, time, location of the meeting, content of the issues to be discussed, accompanied by necessary documents regarding the issues to be discussed and voted upon at the meeting, and the voting ballot of the member.

The meeting invitation notice is sent by mail, fax, email, or other means, but must ensure it reaches the contact address of each member of the Board of Directors and Supervisors registered at the Company.

8. Meetings of the Board of Directors are only conducted when at least three-quarters (3/4) of the members of the Board of Directors are present in person or through a representative (authorized person) if approved by the majority of the members of the Board of Directors.

In case there are not enough members to attend the meeting as prescribed, the meeting must be reconvened within seven (07) days from the intended date of the first meeting. The reconvened meeting shall be conducted if more than half (1/2) of the members of the Board of Directors attend.

9. The meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each participating member can:

- a) Hear each other member of the Board of Directors participating in the meeting speak;
- b) Speak to all other participating members simultaneously.

Discussion between members can be carried out directly via telephone or other means of communication or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be considered "present" at that meeting. The location of the meeting organized according to this provision is the location where the majority of the members of the Board of Directors are present or the location where the Chairperson of the meeting is present.

Decisions passed in a meeting conducted via telephone in a legitimate manner shall be effective immediately upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors who attended this meeting.

- 10. A member of the Board of Directors may send a voting ballot to the meeting through mail, fax, or email. In case of sending the voting ballot to the meeting through mail, the ballot must be placed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

11. Voting

- a) Except as prescribed in Point b, Clause 9, Article 30, each member of the Board of Directors or an authorized person as prescribed in Clause 8 of this Article directly present in person at the meeting of the Board of Directors has one (01) vote;⁹
- b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or a person related to that member has an interest and such interest conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum number of delegates required to be present to organize a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote;
- c) According to the provisions of Point d, Clause 11, Article 30, when an issue arises at a meeting of the Board of Directors related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive the voting right, the Chairperson's ruling is the final decision, unless the nature or scope of the relevant member's interest has not been fully disclosed;
- d) A member of the Board of Directors benefiting from a contract prescribed in Point a and Point b, Clause 6, Article 42 of this Charter is considered to have a significant interest in that contract;
- e) Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss, but are not allowed to vote.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they are a person with an interest therein has the responsibility to disclose this interest at the first meeting of the Board of Directors discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after this member knows that they have an interest or will have an interest in the relevant transaction or contract.
13. The Board of Directors passes decisions and issues resolutions based on the approval of the majority of the members of the Board of Directors attending the meeting. In case the number of affirmative and negative votes is equal, the vote of the Chairman of the Board of Directors is the deciding vote.
14. A resolution in the form of written opinion collection is passed on the basis of the affirmative opinion of the majority of members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed by members of the Board of Directors at a meeting convened and organized according to custom.
15. The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board of Directors' meeting to the members, and such minutes are authentic evidence of the work conducted at those meetings, unless there is an objection to the content of the minutes within ten (10) days from the date of submission. The minutes of the Board of Directors' meeting are made in Vietnamese and may be made in English, including the following main contents:
 - a) Name, head office address, business registration number;
 - b) Time and location of the meeting;
 - c) Purpose, agenda, and content of the meeting;
 - d) Full name of each member attending the meeting or the authorized person attending the meeting and the method of attendance; full name of members not attending and the reason;
 - e) Issues discussed and voted upon at the meeting;
 - f) Summary of opinions expressed by each attending member in the order of the meeting's proceedings;
 - g) Voting results, clearly stating the members who voted in favor, against, and those who had no opinion;

- h) Issues that have been passed and the corresponding voting ratio;
 - i) Full name and signature of the Chairperson and the minutes taker, except for cases prescribed in Clause 16 of this Article.
16. In case the Chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors who attended and agreed to pass the meeting minutes sign and have full content as prescribed in Points a, b, c, d, e, f, g, and h of Clause 15 of this Article, then these minutes are effective. The meeting minutes shall clearly state the refusal of the Chairperson or the minutes taker to sign the meeting minutes. The person signing the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors' meeting minutes. The Chairperson and the minutes taker shall be personally responsible for damages incurred by the enterprise due to refusing to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.

Article 31. Sub-committees of the Board of Directors

1. The Board of Directors may establish sub-committees under its authority to be in charge of development policy, personnel, remuneration, and internal audit. The number of members of the sub-committee shall be decided by the Board of Directors, but should have at least three (03) people including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee is only effective when the majority of members attending and voting for approval at the sub-committee meeting are members of the Board of Directors.
2. The implementation of decisions of the Board of Directors, or of a sub-committee under the Board of Directors, or of a person with the status of a member of the Board of Directors' sub-committee must be consistent with current legal regulations and the provisions of the Company's Charter.

Article 32. Person in charge of corporate governance

1. The Board of Directors shall appoint at least one (01) person as the Person in charge of corporate governance to support corporate governance activities to be conducted effectively. The term of the Person in charge of corporate governance shall be decided by the Board of Directors, up to a maximum of five (05) years.
2. The Person in charge of corporate governance must meet the following standards:
 - a) Have an understanding of the law;
 - b) Not be concurrently working for an independent auditing firm currently auditing the Company's financial statements;

- c) Other standards as prescribed by law, this Charter, and the decision of the Board of Directors.
- 3. The Board of Directors may dismiss the Person in charge of corporate governance when necessary but not in contravention of current labor laws. The Board of Directors may appoint an Assistant to the Person in charge of corporate governance from time to time.
- 4. The Person in charge of corporate governance has the following rights and obligations:
 - a) Advising the Board of Directors in organizing the General Shareholders Meeting in accordance with regulations and related tasks between the Company and shareholders;
 - b) Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Shareholders Meeting at the request of the Board of Directors or the Board of Supervisors;
 - c) Advising on meeting procedures;
 - d) Attending meetings;
 - e) Advising on procedures for drafting resolutions of the Board of Directors in accordance with the provisions of the law;
 - f) Providing financial information, copies of minutes of the Board of Directors' meetings, and other information to members of the Board of Directors and Supervisors;
 - g) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
 - h) Acting as a contact point with interested parties;
 - i) Maintaining confidentiality of information in accordance with the provisions of the law and the Company's Charter;
 - j) Other rights and obligations as prescribed by law and the Company's Charter.

VIII. CHIEF EXECUTIVE OFFICER AND OTHER MANAGERS

Article 33. Organization of the management apparatus

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has one (01) Chief Executive Officer, Deputy Chief Executive Officers, one Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above-mentioned titles must be passed by a resolution of the Board of Directors.

Article 34. Company Managers

1. Company managers include the Chief Executive Officer, Deputy Chief Executive

Officers, Chief Accountant, and other management positions in the Company approved by the Board of Directors.

2. At the proposal of the Chief Executive Officer and with the approval of the Board of Directors, the Company is allowed to recruit other managers with quantities and standards suitable to the Company's structure and management regulations stipulated by the Board of Directors. Enterprise managers must have the duty of diligence to support the Company in achieving the goals set out in operations and organization.
3. The Chief Executive Officer is paid a salary and bonus. The salary and bonus of the Chief Executive Officer shall be decided by the Board of Directors.
4. The salary of other managers is included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Shareholders Meeting at the annual meeting.

Article 35. Appointment, dismissal, duties, and powers of the Chief Executive Officer

1. Appointment: The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person as the Chief Executive Officer and shall sign a contract stipulating the salary, remuneration, benefits, and other terms related to recruitment. Information on the salary, allowances, and benefits of the Chief Executive Officer must be reported at the annual General Shareholders Meeting, presented as a separate item in the annual financial statements, and stated in the Company's annual report.
2. The Chief Executive Officer is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the exercise of the assigned rights and obligations.
3. The term of the Chief Executive Officer shall not exceed five (05) years and they may be re-appointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract. The Chief Executive Officer must not be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law and the Company's Charter.
4. The Chief Executive Officer has the following rights and obligations:
 - a) Implementing resolutions of the Board of Directors and the General Shareholders Meeting, and the Company's business and investment plans that have been approved by the Board of Directors and the General Shareholders Meeting;
 - b) Deciding on all matters that do not require a resolution of the Board of Directors, including signing financial and commercial contracts on behalf of the Company, and organizing and managing the daily production and business operations of the Company according to best management practices;

- c) Proposing to the Board of Directors the organizational structure and internal management regulations of the Company;
 - d) Proposing the number and types of enterprise managers that the Company needs to recruit for the Board of Directors to appoint or dismiss according to internal regulations, and proposing remuneration, salary, and other benefits for enterprise managers for the Board of Directors to decide;
 - e) Consulting with the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointment, dismissal, and other terms related to their labor contracts;
 - f) On October 31 of each year, the Chief Executive Officer must submit to the Board of Directors for approval the detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the five (05) year financial plan;
 - g) Proposing measures to improve the Company's operations and management;
 - h) Preparing the long-term, annual, and quarterly estimates of the Company (hereinafter referred to as estimates) to serve the long-term, annual, and quarterly management of the Company according to the business plan. The annual estimate (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include information prescribed in the Company's regulations;
 - i) Other rights and obligations as prescribed by law, this Charter, the Company's internal regulations, resolutions of the Board of Directors, and the labor contract signed with the Company.
5. The Board of Directors may dismiss the Chief Executive Officer when the majority of members of the Board of Directors with voting rights attending the meeting approve, and appoint a new Chief Executive Officer to replace them.

IX. BOARD OF SUPERVISORS

Article 36. Candidacy and nomination of Supervisors

1. The candidacy and nomination of Supervisors shall be carried out similarly to the provisions in Clause 1 and Clause 2, Article 25 of this Charter.
2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations according to the mechanism stipulated in the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The mechanism for the incumbent Board of Supervisors to nominate candidates for the Board of Supervisors must be clearly announced before the General Shareholders Meeting votes to elect members of

the Board of Supervisors in accordance with the law.

Article 37. Supervisor

1. The number of Supervisors of the Company is three (03) persons. The term of a Supervisor shall not exceed five (05) years and they may be re-elected for an unlimited number of terms.
2. Supervisors must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and the Company's Charter, and must not fall into the following cases:
 - a) Working in the accounting or finance department of the Company;
 - b) Being a member or employee of an independent auditing firm currently auditing the Company's financial statements in the three (03) consecutive years prior.
3. A Supervisor shall be dismissed in the following cases:
 - a) Failing to meet the standards and conditions to be a Supervisor as prescribed by the Law on Enterprises;
 - b) Failing to exercise their rights and obligations for six (06) consecutive months, except in cases of force majeure;
 - c) Submitting a resignation letter and having it approved;
 - d) Other cases as prescribed by law and this Charter.
4. A Supervisor shall be removed in the following cases:
 - a) Failing to complete the assigned tasks or work;
 - b) Seriously or repeatedly violating the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company's Charter;
 - c) According to the decision of the General Shareholders Meeting;
 - d) Other cases as prescribed by law and this Charter.

Article 38. Board of Supervisors

1. The Head of the Board of Supervisors is elected by the Board of Supervisors from among the members of the Board of Supervisors; the election, dismissal, and removal are based on the majority principle. The Board of Supervisors must have more than half of its members residing permanently in Vietnam. The Head of the Board of Supervisors must have a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major related to the business operations of the enterprise.
2. Rights and obligations of the Head of the Board of Supervisors:
 - a) Convening meetings of the Board of Supervisors;

- b) Requesting the Board of Directors, the Chief Executive Officer, and other managers to provide relevant information to report to the Board of Supervisors;
- c) Preparing and signing the report of the Board of Supervisors after consulting with the Board of Directors to submit to the General Shareholders Meeting.

Article 39. Rights and obligations of the Board of Supervisors

1. The Board of Supervisors has the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following powers and obligations:
 - a) Proposing and recommending the General Shareholders Meeting to approve an independent audit organization to audit the Company's financial statements; deciding on the approved audit organization to inspect the Company's operations, and dismissing the approved auditor when deemed necessary.
 - b) Being responsible to shareholders for its supervisory activities;
 - c) Supervising the Company's financial situation, the legality of the activities of members of the Board of Directors, the Chief Executive Officer, and other managers, and the coordination of activities between the Board of Supervisors and the Board of Directors, the Chief Executive Officer, and shareholders;
 - d) In case of detecting violations of the law or the Company's Charter by members of the Board of Directors, the Chief Executive Officer, or other enterprise managers, it must notify the Board of Directors in writing within forty-eight (48) hours, requesting the violator to terminate the violation and have solutions to remedy the consequences;
 - e) Developing the Operating Regulations of the Board of Supervisors and submitting them to the General Shareholders Meeting for approval;
 - f) Reporting at the General Shareholders Meeting in accordance with the Law on Enterprises;
 - g) Other rights and obligations as prescribed by law and this Charter.
2. Members of the Board of Directors, the Chief Executive Officer, and other managers must provide complete, accurate, and timely information and documents regarding the management, administration, and operations of the Company as requested by the Board of Supervisors. The Person in charge of corporate governance must ensure that all copies of resolutions, minutes of meetings of the General Shareholders Meeting and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors must be provided to Supervisors at the same time and in the same manner as for shareholders and members of the Board of Directors.

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors may issue regulations on meetings of the Board of

Supervisors and the operating methods of the Board of Supervisors. The Board of Supervisors must meet at least two (02) times a year, and the meeting is conducted when two-thirds (2/3) or more of the Supervisors attend. The minutes taker and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. The minutes of the Board of Supervisors' meetings must be kept to determine the responsibility of each member of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the Chief Executive Officer, and representatives of the approved audit organization to attend and answer issues that need clarification.

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

1. Members of the Board of Supervisors are paid salary, remuneration, bonuses, and other benefits as decided by the General Shareholders Meeting. The General Shareholders Meeting decides the total salary, remuneration, bonuses, other benefits, and annual operating budget of the Board of Supervisors.
2. Members of the Board of Supervisors are reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of this remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Shareholders Meeting, unless otherwise decided by the General Shareholders Meeting.
3. The salary and operating expenses of the Board of Supervisors are included in the Company's business expenses in accordance with the law on corporate income tax, other relevant legal regulations, and must be presented as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, CHIEF EXECUTIVE OFFICER, AND OTHER MANAGERS

Members of the Board of Directors, Supervisors, the Chief Executive Officer, and other managers have the responsibility to perform their duties, including duties in the capacity as members of sub-committees of the Board of Directors, honestly and prudently for the interests of the Company.

Article 42. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, Supervisors, the Chief Executive Officer, and other executive managers must disclose related interests in accordance with Article 164 of the Law on Enterprises and other relevant legal provisions.
2. Members of the Board of Directors, Supervisors, the Chief Executive Officer, other executive managers, and their related persons may only use information obtained by virtue of their positions to serve the interests of the Company.

3. Members of the Board of Directors, Supervisors, the Chief Executive Officer, and other executive managers are obligated to notify the Board of Directors and the Board of Supervisors in writing regarding transactions between the Company, its subsidiaries, or other companies in which the Company holds a controlling interest of 50% or more of the charter capital, and themselves or their related persons in accordance with the law. For the aforementioned transactions approved by the General Shareholders Meeting or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with securities laws on information disclosure.
4. Members of the Board of Directors are not permitted to vote on transactions that provide benefits to themselves or their related persons in accordance with the Law on Enterprises and the Company's Charter.
5. Except where the General Shareholders Meeting decides otherwise, the Company shall not grant loans or guarantees to members of the Board of Directors, Supervisors, the Chief Executive Officer, other executive managers, and individuals or organizations related to the aforementioned members, or to legal entities in which these persons have financial interests, unless the Company and the organization related to such member are companies within the same group or companies operating under a group structure, including parent-subsidiary companies, economic groups, and where specialized laws provide otherwise.
6. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisors, the Chief Executive Officer, other executive managers, and individuals or organizations related to them, or companies, partners, associations, or organizations in which members of the Board of Directors, Supervisors, the Chief Executive Officer, other executive managers, or their related persons are members or have related financial interests, shall not be invalidated in the following cases:
 - a) For contracts with a value less than or equal to 20% of the total asset value recorded in the most recent financial statements, important details regarding the contract or transaction, as well as the relationships and interests of the member of the Board of Directors, Supervisor, Chief Executive Officer, or other executive manager, have been reported to the Board of Directors. At the same time, the Board of Directors has authorized the execution of such contract or transaction in good faith by a majority vote of the members of the Board of Directors without related interests;
 - b) For contracts with a value greater than 20% of the total asset value recorded in the most recent financial statements, important details of such contract or transaction, as well as the relationships and interests of the member of the Board of Directors, Supervisor, Chief Executive Officer, or other executive manager, have been disclosed to shareholders without related interests who have the right to vote on the matter, and those shareholders have approved this contract or transaction;

- c) Such contract or transaction is deemed fair and reasonable in all respects regarding the Company's shareholders by an independent consulting organization at the time the transaction or contract is approved by the Board of Directors or the General Shareholders Meeting;
- d) Members of the Board of Directors, Supervisors, the Chief Executive Officer, other executive managers, and organizations or individuals related to the aforementioned members are prohibited from using undisclosed information of the Company or disclosing it to others to carry out related transactions.

Article 43. Liability for damages and compensation

- 1. Members of the Board of Directors, Supervisors, the Chief Executive Officer, and other executive managers who violate their obligations, the duty of honesty and caution, or fail to fulfill their duties with diligence and professional competence shall be liable for damages caused by their violations.
- 2. The Company shall indemnify persons who are, were, or may become a related party in claims, lawsuits, or prosecutions (including civil, administrative, and non-Company-initiated lawsuits) if such person is or was a member of the Board of Directors, Supervisor, Chief Executive Officer, other executive manager, employee, or an authorized representative of the Company, or if that person was or is acting at the request of the Company in the capacity of a member of the Board of Directors, executive manager, employee, or authorized representative of the Company, provided that such person acted honestly, cautiously, and diligently in the interests of or not in conflict with the interests of the Company, on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.
- 3. When performing functions, duties, or executing tasks authorized by the Company, members of the Board of Directors, Supervisors, other executive managers, employees, or authorized representatives of the Company shall be indemnified by the Company when becoming a related party in claims, lawsuits, or prosecutions (excluding lawsuits initiated by the Company) in the following cases:
 - a) Acted honestly, cautiously, and diligently in the interests of and not in conflict with the interests of the Company;
 - b) Complied with the law and there is no evidence confirming that they failed to perform their responsibilities.
- 4. Indemnification costs include incurred expenses (including legal fees), judgment costs, fines, and payments that are actually incurred or deemed reasonable when resolving these cases within the framework allowed by law. The Company may purchase insurance for these persons to avoid the aforementioned indemnification liabilities.

XI. RIGHT TO INVESTIGATE COMPANY BOOKS AND RECORDS

Article 44. Right to inspect books and records

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:
 - a) Ordinary shareholders have the right to examine, inspect, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request correction of their incorrect information; examine, inspect, extract, or copy the Company's Charter, minutes of the General Shareholders Meeting, and resolutions of the General Shareholders Meeting;
 - b) A shareholder or a group of shareholders owning 05% or more of the total number of ordinary shares has the right to examine, inspect, and extract the minutes book and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to trade secrets and business secrets of the Company.
2. In case an authorized representative of a shareholder or a group of shareholders requests to inspect books and records, they must attach a power of attorney from the shareholder or group of shareholders they represent, or a notarized copy of this power of attorney.
3. Members of the Board of Directors, Supervisors, the Chief Executive Officer, and other executive managers have the right to inspect the Company's share register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.
4. The Company must store this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Shareholders Meeting and the Board of Directors, minutes of the General Shareholders Meeting and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and any other papers as required by law at the head office or another location, provided that shareholders and the business registration authority are notified of the storage location of these documents.
5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND LABOR UNION

Article 45. Employees and labor union

1. The Chief Executive Officer must prepare plans for the Board of Directors to approve issues related to the recruitment, dismissal of employees, salaries, social insurance, benefits, rewards, and discipline of employees and executive managers.

2. The Chief Executive Officer must prepare plans for the Board of Directors to approve issues related to the Company's relationship with labor union organizations in accordance with the best management standards, practices, and policies, the practices and policies specified in this Charter, the Company's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Shareholders Meeting decides the dividend payment rate and the form of annual dividend payment from the Company's retained earnings.
2. The Company does not pay interest on dividend payments or payments related to a class of shares.
3. The Board of Directors may propose to the General Shareholders Meeting to approve the payment of all or part of dividends in shares, and the Board of Directors is the body executing this decision.
4. In case dividends or other payments related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment can be made directly or through banks based on bank details provided by the shareholder. In case the Company has transferred the amount according to the correct bank details provided by the shareholder and that shareholder does not receive the money, the Company shall not be responsible for the amount the Company transferred to the beneficiary shareholder. Dividend payments for shares listed on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.
5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution to determine a specific date to finalize the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends, interest, profit distributions, receive shares, receive notices, or other documents.
6. Other issues related to profit distribution shall be implemented in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Article 47. Bank accounts

1. The Company opens accounts at Vietnamese banks or foreign banks permitted to operate in Vietnam.
2. Subject to prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of the law.

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

Article 48. Fiscal year

1. The Company's fiscal year begins on the first day of January each year and ends on the 31st day of December of the same year. The first fiscal year begins on the date of issuance of the Certificate of Business Registration (or business license for conditional business lines) and ends on the 31st day of December immediately following the date of issuance of that Certificate of Business Registration (business license).

Article 49. Accounting regime

1. The accounting regime used by the Company is the Vietnamese Accounting Standards (VAS) or another accounting regime approved by the Ministry of Finance.
2. The Company shall prepare full accounting books, vouchers, reports, and other relevant accounting documents in Vietnamese. The Company shall store accounting records according to the current regulations based on the type of business activities in which the Company participates. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.
3. The Company uses Vietnamese Dong as the currency unit in accounting. In case the Company has economic operations arising mainly in a foreign currency, it may choose that foreign currency as the currency unit in accounting, be responsible for that choice before the law, and notify the direct tax management authority.

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

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

1. The Company must prepare annual financial statements in accordance with the law as well as regulations of the State Securities Commission, and the reports must be audited in accordance with Article 52 of this Charter. Within ninety (90) days from the end of each fiscal year, the annual financial statements approved by the General Shareholders Meeting must be submitted to the competent tax authority, the State Securities Commission, the Stock Exchange, and the business registration authority.
2. Annual financial statements must include full reports, appendices, and notes as required by the law on corporate accounting. Annual financial statements must reflect the Company's operating situation honestly and objectively.
3. The Company must prepare and disclose reviewed semi-annual reports and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to competent state authorities.

4. Audited financial statements (including the auditor's opinion), reviewed semi-annual reports, and quarterly financial statements of the Company must be published on the Company's website.
5. Interested organizations and individuals have the right to inspect or copy the audited annual financial statements, reviewed semi-annual reports, and quarterly financial statements during the Company's working hours at the Company's head office and must pay a reasonable fee for copying.

Article 51. Annual report

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

XVI. COMPANY AUDIT

Article 52. Audit

1. The Annual General Shareholders Meeting appoints an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to decide on selecting one of these units to conduct audit activities for the Company's financial statements for the next fiscal year based on the terms and conditions agreed upon with the Board of Directors. The Company must prepare and send annual financial statements to the independent audit firm after the end of the fiscal year.
2. The independent audit firm examines, confirms, prepares the audit report, and submits that report to the Board of Directors within two (02) months from the end of the fiscal year.
3. A copy of the audit report is attached to the Company's annual financial statements.
4. The independent auditor performing the audit of the Company is permitted to attend General Shareholders Meetings and has the right to receive notices and other information related to the General Shareholders Meeting that shareholders are entitled to receive, and is entitled to express opinions at the meeting on issues related to the audit of the Company's financial statements.

XVII. SEAL

Article 53. Seal

1. The Board of Directors has the right to decide on the form, quantity, and content of the Company's official seal in accordance with the provisions of the law and the Company's Charter.
2. The Board of Directors and the Chief Executive Officer use and manage the seal in accordance with the provisions of current law.

XVIII. TERMINATION AND LIQUIDATION

Article 54. Termination of operation

1. The Company may be dissolved or terminated in the following cases:
 - a) Upon the expiration of the Company's term of operation, even after being extended.
 - b) Dissolution before the expiration of the term based on the decision of the General Shareholders Meeting.
 - c) Revocation of the Enterprise Registration Certificate, unless the Law on Tax Administration provides otherwise.
 - d) Other cases as prescribed by law.
2. The dissolution of the Company before the expiration of the term (including the extended term) is decided by the General Shareholders Meeting and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if mandatory) in accordance with regulations.

Article 55. Extension of operation

1. The Board of Directors shall convene a General Shareholders Meeting at least seven (07) months before the expiration of the term of operation so that shareholders can vote on extending the Company's operation for a period of time as proposed by the Board of Directors.
2. The term of operation shall be extended when it is approved by 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Shareholders Meeting.

Article 56. Liquidation

1. At least six (06) months before the end of the Company's term of operation or after a decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members are appointed by the General Shareholders Meeting and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized by the Company for payment before other debts of the Company.
2. The Liquidation Committee is responsible for reporting to the business registration authority about the date of establishment and the date of commencement of operation. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.
3. Proceeds from liquidation shall be paid in the following order:

- a) Liquidation costs.
- b) Salaries and insurance costs for employees.
- c) Taxes and tax-like payments that the Company must pay to the State.
- d) Loans (if any).
- e) Other debts of the Company.
- f) The remaining balance after paying all debts from items (a) to (e) above shall be distributed to shareholders. Preference shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In case a dispute or complaint arises related to the Company's operations or to the rights of shareholders arising from the Charter or from any rights or obligations stipulated by the Law on Enterprises or other laws or administrative regulations, between:
 - a) A shareholder and the Company; or
 - b) A shareholder and the Board of Directors, the Board of Supervisors, the Chief Executive Officer, or other executive managers.

The related parties shall attempt to resolve such dispute through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and shall request each party to present the facts related to the dispute within thirty (30) working days from the date the dispute arises. In case the dispute is related to the Board of Directors or the Chairman of the Board of Directors, any party may request the General Shareholders Meeting to appoint an independent expert to act as an arbitrator for the dispute resolution process.

2. In case a conciliation decision is not reached within six (06) weeks from the commencement of the conciliation process or if the mediator's decision is not accepted by the parties, any party may bring the dispute to an Economic Arbitration or an Economic Court.
3. The parties shall bear their own costs related to the negotiation and conciliation procedure. Court costs shall be decided by the Court as to which party must bear them.

XX. SUPPLEMENTING AND AMENDING THE CHARTER

Article 58. Supplementing and amending the Charter

1. The supplementation and amendment of this Charter must be considered and decided by the General Shareholders Meeting.
2. In case there are provisions of law related to the Company's operations not mentioned in this Charter or in case there are new provisions of law different from the provisions

in this Charter, those legal provisions shall naturally apply and govern the Company's operations.

XXI. EFFECTIVE DATE

Article 59. Effective date

1. This amended and restated Charter consists of 21 Chapters and 59 Articles, and was unanimously adopted by the General Meeting of Shareholders of Nam Me Kong Group Joint Stock Company on 27 April 2021, and was amended and supplemented on 23th September 2026 in Hanoi, which also approved the full effectiveness of this Charter.
2. This Charter replaces the previous Charter and is made into 10 copies, having equal legal value, and stored at the Company's head office.
3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of the Company's Charter are valid when they have the signature of the Chairman of the Board of Directors or at least one-half (1/2) of the total number of members of the Board of Directors.

LEGAL REPRESENTATIVE

NAM ME KONG GROUP JOINT STOCK COMPANY

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

CHIEF EXECUTIVE OFFICER

KIEU XUAN NAM

DANG MINH HUE