CÔNG TY CỔ PHẦN **NHỰA SINH THÁI VIỆT NAM** ***VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY*** ---	**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM** **Độc lập - Tự do - Hạnh phúc** ***THE SOCIALIST REPUBLIC OF VIETNAM*** ***Independence - Freedom - Happiness*** ---
Số: 18/2026/CBTT-ECO *No.: 18/2026/CBTT-ECO*	*Hưng Yên, ngày 18 tháng 04 năm 2026* *Hung Yen, Apr 18, 2026*

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi/*To:*
- Uỷ ban Chứng khoán Nhà nước/ *The State Securities Commission*
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*

1. Tên tổ chức/ *Name of organization:* CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM/*VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY*

- Mã chứng khoán/ *Stock code:* ECO
- Địa chỉ/*Address:* Thôn Trung Dương, xã Gia Lâm, thành phố Hà Nội, Việt Nam/*Trung Duong Village, Gia Lam Commune, Hanoi City*
- Điện thoại liên hệ/*Tel:* 02213791003 Fax:
- E-mail: info@ecoplastic.com.vn

2. Nội dung thông tin công bố/*Contents of disclosure:*

- Điều lệ Công ty cổ phần Nhựa sinh thái Việt Nam sửa đổi, bổ sung ngày 18/04/2026.

  The Charter of Vietnam Eco Plastics Technology Joint Stock Company, as amended and supplemented on April 18, 2026

- Quy chế nội bộ về quản trị Công ty sửa đổi, bổ sung ngày 18/04/2026

  The Internal Regulations on Corporate Governance, as amended and supplemented on April 18, 2026

- Quy chế hoạt động của Hội đồng quản trị sửa đổi, bổ sung 18/04/2026

  The Regulations on the Operation of the Board of Directors, as amended and supplemented on April 18, 2026

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 18/04/2026 tại đường dẫn https://ecoplastic.com.vn/vi/new/cong-bo-thong-tin.html

This information was published on the company's website on Apr 18, 2026, as in the link https://ecoplastic.com.vn/new/information-disclosure.html

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Tài liệu đính kèm/Attached documents:

- Điều lệ Công ty cổ phần Nhựa sinh thái Việt Nam/*The Charter of Vietnam Eco Plastics Technology Joint Stock Company*
- Quy chế nội bộ về quản trị Công ty/*The Internal Regulations on Corporate Governance*
- Quy chế hoạt động của Hội đồng quản trị/*The Regulations on the Operation of the Board of Directors*

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật /*Legal representative*

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)

M.S.D.N:0106798702 - C.T.C.P CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM XÃ GIA LÂM T.P HÀ NỘI

NGUYỄN ĐÌNH TUẤN

NGUYEN DINH TUAN

CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM

Digitally signed by CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM
DN: OID.0.9.2342.19200300.100.1.1=MST:0106798702, CN=CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM, S=Hà Nội, C=VN
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VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY

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No: 01/2026/NQ-ĐHĐCĐ/ECO

THE SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

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Hung Yen, April 18, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and guiding documents for its implementation;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and guiding documents thereto;*
- *Pursuant to the Charter on organization and operation of Viet Nam Eco Plastic Technology Joint Stock Company;*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BBH-GMS/ECO of Viet Nam Eco Plastic Technology Joint Stock Company dated April 18, 2026;*
- *Pursuant to the vote-counting minutes of the Annual General Meeting of Shareholders dated April 18, 2026.*

RESOLUTION

Article 1: Approval of the report on the activities of the Board of Directors (*details in Report No. 01/2026/BC-HĐQT/ECO*).

Article 2: Approval of the report on the activities and evaluation results of the independent member of the Board of Directors regarding the operation of the Board of Directors (*details in Report No. 01/2026/BC-TVHĐQTĐL/ECO*).

Article 3: Approval of Report on operation of the Board of Supervisors (*details in Report No. 02/2026/BC-BKS/ECO)*.

Article 4: Approval of the 2025 business performance results and the direction of the 2026 business plan.

❖ 2025 business performance results

STT	Item	Implement 2025	2025 Plan	% vs. 2025 Plan
1	Net revenue from sales and service provision (VND billion)	467,3	500	93,5%
2	Profit after corporate income tax (VND billion)	13,2	15,5	85,1%

❖ *2026 business plan*

The General Meeting of Shareholders approves the 2026 business plan as follows:

- Total consolidated net revenue: VND 610 billion;
- Consolidated profit after corporate income tax: VND 25 billion.

Article 5: Approval of the audited 2025 financial statements.

Article 6: Approval of the selection of the auditing firm for 2026

The General Meeting of Shareholders approves the following list of audit firms and authorizes the Board of Directors to select one of them to audit the 2026 annual financial statements and review the 2026 semi-annual financial statements of Viet Nam Eco Plastic Technology Joint Stock Company:

- Moore AISC Auditing and Informatics Services Co., Ltd. (Moore AISC)

- Company ty TNHH Audit An Viet (An Viet)
- International Auditing Co., Ltd. (ICPA)
- Company Ty TNHH PwC (Viet Nam) (PWC)
- ASCO Auditing and Valuation Firm Co., Ltd. (ASCO)

The General Meeting of Shareholders approves the authorization of the Board of Directors to decide on, select, and, if necessary, change the audit firm among the independent audit firms on the above list that are eligible to audit public-interest entities as approved by the State Securities Commission in accordance with the Law on Securities and the law on independent audit.

Article 7: Approval of the plan for the use of accumulated undistributed after-tax profits as of December 31, 2025.

The General Meeting of Shareholders approves the profit distribution plan for 2025 as follows:

STT	Contents contents	Amount (Unit: VND)
1	Profit after tax earned in 2025	13. 210. 995.770
2	Accumulated undistributed after-tax profits as of December 31, 2025	37. 668. 259.797
3	Appropriation to funds	500. 000. 000
3. 1	*Appropriation to the Development Investment Fund*	*500. 000. 000*
3. 2	*Appropriation to the Bonus and Welfare Fund*	*0*
4	Proposed stock dividend payment for 2025	17. 999. 990.000

Details of the 2025 stock dividend issuance plan are as follows:

❖ Issuance plan:

- Purpose of issuance	: Issuance of shares for 2025 dividend payment
- Share name	: Share of Viet Nam Eco Plastic Technology Joint Stock Company
- Securities code	: ECO
- Type of share	: Ordinary shares
- Par value	: 10.000 contract/share vote
- Number of outstanding shares	: 29.999.985 share vote
- Number number share vote attending opinion issue issue	: 1.799.999 share vote
- Total proposed issuance value *(at par value)*	: 17.999.990.000 contract
- Issuance ratio *(number of proposed issued shares / number of outstanding shares)*	: 6%
- Ratio valid implement implement right	: 50:03 *(on the record date for exercising the right, a shareholder holding 50 existing shares will receive 03 new shares).*
- Expected number of shares after the stock dividend issuance	: 31.799.984 share vote

- Expected charter capital after the stock dividend issuance	: 317.999.840.000 contract
- Eligible recipients	: Existing shareholders whose names appear on the shareholder list on the final registration date for the stock dividend right, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with regulations.
- Source of issuance	: Accumulated undistributed after-tax profits as of December 31, 2025 in the audited 2025 financial statements of Viet Nam Eco Plastic Technology Joint Stock Company.
- Rounding and treatment of fractional shares	: The number of shares allocated to shareholders shall be rounded down to the nearest whole share. Fractional shares (if any) will be cancelled. *Example: On the record date, shareholder Nguyen Van A holds 563 shares. The number of additional shares to be received at the 6% issuance ratio is 563 x 6% = 33.78 shares. After rounding down, Mr. Nguyen Van A will receive 33 shares; 0.78 fractional shares will be cancelled.*
- Time time attending opinion issue issue	: In 2026, after the State Securities Commission confirms receipt of the report dossier for the stock dividend issuance of Viet Nam Eco Plastic Technology Joint Stock Company (but no later than 06 months from the closing of the 2026 AGM).
- Amendment of the Enterprise Registration Certificate and the Company Charter	: The General Meeting of Shareholders approves the change of charter capital, the amendment and supplementation of the Company Charter, and the procedures for amending the Enterprise Registration Certificate based on the actual new charter capital after completion of the issuance.
- Approval of additional securities registration and additional trading/listing registration at the Stock Exchange	: After completion of the stock dividend issuance for 2025, the General Meeting of Shareholders approves and authorizes the Board of Directors to carry out procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and for additional trading/listing registration of shares at the Stock Exchange

❖ *Approval of authorization to the Board of Directors*

The General Meeting of Shareholders authorizes the Board of Directors to implement all matters relating to the 2025 stock dividend issuance, including the following:

- Select the issuance timing and prepare and finalize the dossier for the 2025 stock dividend issuance for submission to competent state authorities. If competent state authorities require amendments or supplements, the Board of Directors is authorized to make such amendments and supplements as recommended by such authorities.
- Select the appropriate timing for the record date and other milestones related to the implementation of the 2025 stock dividend issuance in order to ensure lawful implementation in accordance with applicable regulations.
- Decide on and organize procedures for amending the enterprise registration contents (including registration of the change of charter capital after completion of the issuance) with competent state authorities; update the charter capital, number of outstanding shares, and other related contents in the Company Charter according to the actual new charter capital after the issuance; and carry out other related procedures with competent state authorities and relevant parties.
- Carrying out necessary procedures to adjust information on the registered quantity of securities corresponding to the issued shares at VSDC and to register additional trading/listing of shares at the Stock Exchange.
- Decide on all other matters arising in connection with the implementation of the stock dividend issuance, ensuring the interests of shareholders and the Company and compliance with the law and the Company's internal regulations.

Article 8: Approval of remuneration paid to members of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for members of the Board of Directors in 2026.

❖ Remuneration paid to the Board of Directors and the Board of Supervisors in 2025 is as follows:

Criteria		Amount paid in 2025 *(VND/person/month)*
Remuneration for the Board of Directors	Chairman BOD	5. 000. 000
	Other members	3. 000. 000
Remuneration for the Board of Supervisors	Head of the BOS	3. 000. 000
	Other members	2. 000. 000

❖ Proposed remuneration to be paid to the Board of Directors in 2026:

The General Meeting of Shareholders approves the remuneration plan for the Board of Directors for 2026 as follows:

STT	Position	Number number	Monthly remuneration (VND)	Full year (VND)
1	Chairman BOD	1	5. 000. 000	60. 000. 000
2	Other BOD members	4	3. 000. 000	144. 000. 000
Total				**204. 000. 000**

Article 9: Approval of related-party transactions in 2026 and authorization for the Board of Directors to implement them.

The General Meeting of Shareholders approves the execution and implementation of transactions and contracts between Viet Nam Eco Plastic Technology Joint Stock Company and related parties as permitted by law arising in 2026 (if any), specifically as follows:

- Related persons signing contracts or transactions with the Company: as defined in Clause 23, Article 4 of the 2020 Law on Enterprises;
- Subject matter of contracts or transactions: purchase/sale transactions; borrowing/lending transactions; security transactions (guarantee, pledge, mortgage, etc.);
- Value and limits of the above contracts or transactions: in accordance with the Company Charter and Article 167 of the 2020 Law on Enterprises (excluding contracts prohibited under Article 293 of Decree No. 155/2020/NĐ-CP guiding the 2019 Law on Securities and any other applicable law).

The General Meeting of Shareholders approves the authorization of the Board of Directors to direct and supervise the signing and implementation of the above contracts in accordance with the law, the Company Charter, and resolutions of the General Meeting of Shareholders.

Article 10: Approval to continue the listing of the shares of Viet Nam Eco Plastic Technology Joint Stock Company on the Ho Chi Minh City Stock Exchange pursuant to AGM Resolution No. 02/2025/NQ-ĐHĐCĐ/ECO dated December 5, 2025.

Article 11: Approval of the amendment of the Company's business lines

❖ Business line(s) to be removed:

STT	Industry code	Business line
1	4669	Other specialized wholesale not elsewhere classified *Details:* *- Wholesale of primary-form plastics;* *- Wholesale of rubber;* *- Other remaining specialized wholesale not elsewhere classified (wholesale of plastic resins);* *- Excluding the exercise of export, import, and distribution rights with respect to goods on the list of goods for which foreign investors and economic organizations with foreign-invested capital are not permitted to exercise export, import, or distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and precious stones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar.*
2	6820	Real estate consultancy, brokerage, auction, and land use right auction *Details: Provision of real estate services including: real estate advertising, real estate brokerage, real estate consultancy, and real estate trading floor services.*
3	4663	Wholesale of other construction materials and installation equipment *Details:* *- Wholesale of semi-processed wood products;* *- Wholesale of timber, bamboo, and rattan;* *- Excluding the exercise of export rights, import rights, and distribution rights in respect of goods on the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise export, import, or distribution rights, including: cigarettes and cigars; books, newspapers and magazines; recorded media; precious metals and gemstones; pharmaceuticals; explosives; crude oil*

		and refined petroleum products; rice; cane sugar and beet sugar.

❖ *Business line(s) to be added:*

STT	Industry code	Business line
1	4679	Other specialized wholesale not elsewhere classified *Details:* *- Wholesale of primary-form plastics;* *- Wholesale of rubber;* *- Other remaining specialized wholesale not elsewhere classified (wholesale of plastic resins);* *- Excluding the exercise of export, import, and distribution rights with respect to goods on the list of goods for which foreign investors and economic organizations with foreign-invested capital are not permitted to exercise export, import, or distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and precious stones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar.*
2	4673	Wholesale of other construction materials and installation equipment *Details:* *- Wholesale of semi-processed wood products;* *- Wholesale of timber, bamboo, and rattan;* *- Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the list of goods for which foreign investors or foreign-invested economic organizations are not permitted to exercise export, import, or distribution rights, including: cigarettes and cigars; books, newspapers and magazines; recorded media; precious metals and gemstones; pharmaceuticals; explosives; crude oil and refined petroleum products; rice; cane sugar and beet sugar.*

❖ *Amendement of the Company Charter*

GMS approval of the amendment of the Company Charter to ensure consistency with the aforementioned changes to the Company's business lines.

❖ *Approval of authorization to the Board of Directors to perform tasks related to the amendment of the Company's business lines*

GMS the authorization for the BOD to perform procedures for registering changes to the business registration information and other legal procedures related to the amendment of the Company's business lines.

Article 12: Approval of the change in the Company's management and organizational model and the full text of the amended Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors to conform to the new management model, together with the dismissal of the members of the Board of Supervisors (*details in Proposal No. 06/2026/TTr-HĐQT/ECO*).

Article 13: Approval of the dismissal of Mr. Nguyen Huu Duong and Mr. Nguyen Ton Viet from the position of member of the Board of Directors, effective from 18/04/2026 in accordance with their resignation letters.

Article 14: Approval of the supplementary election of independent members of the Board of Directors for the 2026 - 2031 term with effect from 18/04/2026 as follows:

Mr. Vu Xuan Bien – Independent member of the Board of Directors;

Mr. Duong Quan Anh – Independent member of the Board of Directors.

Article 15: Effectiveness and implementation responsibility

This Resolution has been duly adopted by the General Meeting of Shareholders and shall take effect as of the date of signing. The Board of Directors of Vietnam Eco Plastic Technology Joint Stock Company, the Board of Management, and all relevant departments/divisions/units shall be responsible for implementing this Resolution, ensuring the interests of the shareholders and the Company, and complying with applicable laws and regulations.

Recipients:

- *As Article 15;*
- *Related agencies and organizations*
- *Shareholders (by website);*
- *Admin archived.*

ON BEHALF OF THE
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM

NGUYEN VAN BINH

SOCIALIST REPUBLIC OF VIET NAM

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CHARTER
VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY

HA NOI – APRIL 2026

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PREAMBLE

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and the documents guiding its implementation;*
- *Pursuant to the Model Charter (issued together with Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance)*

This Charter was duly adopted by the General Meeting of Shareholders in 2022 on 21 November 2022; amended and supplemented by the Board of Directors' Resolution dated 23 December 2022, the Extraordinary General Meeting of Shareholders' Resolution in 2024 dated 10 October 2024, the Board of Directors' Resolution dated 13 April 2026, and the Annual General Meeting of Shareholders' Resolution in 2026 dated 18 April 2026 of Viet Nam Eco Plastic Technology Joint Stock Company.

I. DEFINITIONS OF TERMS USED IN THE CHARTER

ARTICLE 1. INTERPRETATION OF TERMS

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

a. "Charter capital" means the total par value of shares that have been sold or subscribed for upon the establishment of the enterprise, as specified in Article 6 of this Charter;

b. "Law on Enterprises" means Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;

c. "Law on Securities" means Law on Securities No. 54/2019/QH14 dated 26 November 2019;

d. "Date of establishment" means the date on which the Company is first issued the Enterprise Registration Certificate (Business Registration Certificate and equivalent documents);

e. "Company executives" means the General Director, Deputy General Directors, Chief Accountant, and other executives of the Company approved by the Board of Directors, including heads of departments, branches, affiliated units, or equivalent managerial titles;

f. "Related person" means an individual or organization as defined in Clause 23 Article 4 of the Law on Enterprises;

g. "Term of operation" means the operating term of the Company as specified in Article 2 of this Charter;

h. "Viet Nam" means the Socialist Republic of Viet Nam;

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

3. The headings (chapters and articles of this Charter) are used for convenience of reference only and shall not affect the contents of this Charter.

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

ARTICLE 2. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES AND TERM OF OPERATION OF THE COMPANY

1. Name of the Company:

- Vietnamese name: VIET NAM ECO PLASTIC JOINT STOCK COMPANY
- English name: VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY
- Trading name: VIET NAM ECO PLASTIC JOINT STOCK COMPANY
- Abbreviation: ECOPLASTIC VN

2. The Company is a joint stock company with legal entity status in accordance with the current laws of Viet Nam.

3. Registered office of the Company:

- Head office address: Trung Duong Village, Gia Lam Commune, Hanoi City
- Tel: 0221 3791 003 - Email:info@ecoplastic.com.vn
- Website: www.ecoplastic.com.vn

4. The Company may establish branches and representative offices in business localities to fulfill the Company's operating objectives in accordance with resolutions of the Board of Directors and within the scope permitted by law.

5. Unless terminated ahead of schedule under Clause 2 Article 51 or extended under Article 52 of this Charter, the Company's term of operation commences on the date of establishment and is indefinite.

ARTICLE 3. LEGAL REPRESENTATIVE OF THE COMPANY

The Company has 01 legal representative, being the General Director.

Rights and obligations of the legal representative:

a) To exercise rights and perform obligations honestly, prudently and to the best of his/her ability in order to ensure the maximum lawful interests of the Company;

b) To be loyal to the interests of the Company; not to abuse his/her position or office, or use the Company's information, know-how, business opportunities or other assets for personal gain or for the interests of other organizations or individuals;

c) To promptly, fully and accurately notify the Company of any enterprise of which he/she is the owner or in which he/she holds shares or contributed capital, and of any enterprise of which his/her related person is the owner, co-owner or sole owner of controlling shares or contributed capital;

d) Other responsibilities as prescribed by law and the Company Charter.

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

ARTICLE 4. OBJECTIVES OF THE COMPANY

1. The Company's principal business lines are:

No.	Business Line	Code
1	Road freight transport *Detail: Freight transport*	4933
2	**Manufacture of plastics and synthetic rubber in primary forms** ***Details: Manufacture of plastic products; manufacture of primary plastics; manufacture of synthetic rubber in primary forms***	**2013 (Main)**
3	Wholesale of other specialized goods not elsewhere classified *Details:* *- Wholesale of plastics in primary forms;* *- Wholesale of rubber;* *- Other remaining specialized wholesale n.e.c. (wholesale of plastic resin);* *- Excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar.*	4679
4	Wholesale of other construction materials and installation equipment *Details:* *- Wholesale of preliminarily processed wood products;* *- Wholesale of timber, bamboo and cane;* *- Excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar.*	4673
5	Wholesale of machinery, equipment and other machine spare parts *Detail: Excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar.*	4659
6	Wholesale of other household utensils *Detail: Excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and*	4649

No.	Business Line	Code
	magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar.	
7	Real estate business; land use rights of owners, users or lessees *Detail: Real estate business (excluding investment in construction of cemetery infrastructure for transfer of land use rights associated with such infrastructure).*	6810
8	Warehousing and storage	5210
9	Manufacture of basic chemicals	2011
10	Manufacture of fertilizers and nitrogen compounds	2012
11	Manufacture of other chemical products not elsewhere classified	2029
12	Manufacture of plastic products	2220
13	Other business support service activities n.e.c. *Detail: Import and export of goods traded by the Company (excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar).*	8299
14	Agents, brokers and auctions of goods *Detail: Goods agency (excluding the exercise of export, import and distribution rights in respect of goods on the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import and distribution rights: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar).*	4610

(The enterprise shall conduct business only when all conditions prescribed by law are fully satisfied.)

2. The Company's operating objective is to continuously organize and develop business activities in its registered sectors so as to maximize profits, create stable jobs, improve the income and living standards of employees, fulfill tax obligations to the State budget, and build the Company into a strong and sustainable enterprise.

ARTICLE 5. SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

The Company may conduct business activities in the sectors registered and set out in this Charter, after completing registration and notification of changes in registration contents to the business registration authority and disclosing the same on the National Enterprise Registration Portal.

Where the Company conducts business lines subject to investment and business conditions, the Company must satisfy all conditions under the Law on Investment and other relevant specialized laws.

IV. CHARTER CAPITAL, SHARES AND FOUNDING SHAREHOLDERS

ARTICLE 6. CHARTER CAPITAL, SHARES AND FOUNDING SHAREHOLDERS

1. The charter capital of the Company is **VND 299,999,850,000** (*Two hundred ninety-nine billion nine hundred ninety-nine million eight hundred fifty thousand dong).*

The Company's total charter capital is divided into **29,999,985** shares with a par value of VND 10,000 per share.

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

3. As of the date of adoption of this Charter, the Company's shares are ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each class of shares are provided in Articles 11 and 12 of this Charter.

4. The Company may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

5. Ordinary shares must first be offered to existing shareholders in proportion to their respective holdings of ordinary shares in the Company, unless the General Meeting of Shareholders decides otherwise. Shares not subscribed for by existing shareholders shall be dealt with by the Board of Directors. The Board of Directors may distribute such shares to such persons and on such terms and in such manner as it deems appropriate, but shall not sell those shares on terms more favorable than those offered to existing shareholders unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase shares issued by the Company in the manner provided in this Charter and applicable law.

7. The Company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with law.

ARTICLE 7. SHARE CERTIFICATES

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.

2. A share certificate is a security certifying the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization. A share certificate must contain all particulars as prescribed in Clause 1 Article 121 of the Law on Enterprises.

3. Within 10 days from the date of submission of a complete application for transfer of share ownership under the Company's regulations, or within 07 days from the date of full payment for purchased shares under the Company's share issuance plan (or within another period provided in the issuance terms), the owner of such shares shall be issued a share certificate. The owner of shares is not required to pay the Company the cost of printing the share certificate.

4. In the event that a share certificate is lost, damaged or destroyed in any other form, the shareholder shall be re-issued a share certificate by the Company upon the shareholder's request. Such request must include the following contents:

a) Information on the lost, damaged or otherwise destroyed share certificate;

b) An undertaking to bear responsibility for any disputes arising from the re-issuance of the new share certificate.

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 seal of the Company.

ARTICLE 9. TRANSFER OF SHARES

1. All shares may be freely transferred unless otherwise provided in this Charter and by law. Shares listed or registered for trading on a stock exchange shall be transferred in accordance with the laws on securities and the securities market.

2. Shares not fully paid up may not be transferred and shall not enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from owners' equity, the right to subscribe for newly offered shares, and other rights as prescribed by law.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

ARTICLE 10. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

1. The organizational structure for management, governance and control of the Company comprises:

a) General Meeting of Shareholders;

b) Board of Directors;

c) General Director.

2. The Company shall ensure that at least 20% of the members of the Board of Directors are independent members and shall establish an Audit Committee under the Board of Directors. The independent members of the Board of Directors and the Audit Committee shall perform supervisory

functions and organize control over the management, administration and internal audit of the Company.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

ARTICLE 11. RIGHTS OF SHAREHOLDERS

1. Ordinary shareholders shall have the following rights:

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

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

c) To have pre-emptive rights to purchase new shares in proportion to each shareholder's holding of ordinary shares in the Company;

d) To freely transfer their shares to others, except in the cases provided in Clause 3 Article 120 and Clause 1 Article 127 of the Law on Enterprises and other relevant provisions of law;

đ) To examine, search and extract information on names and contact addresses in the list of voting shareholders; to request correction of inaccurate information relating to them;

e) To examine, search, extract or copy the Company Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) Upon dissolution or bankruptcy of the Company, to receive a portion of the remaining assets corresponding to their shareholding ratio in the Company.

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

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

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

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

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

2. Shareholders or groups of shareholders holding 5% or more of the total ordinary shares shall have the following rights:

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

b) To examine, search and extract the minutes books, resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets and business secrets;

c) To request the Audit Committee to examine each specific matter relating to the management and operation of the Company when deemed necessary. The request must be made in writing and include the following contents: full name, contact address, nationality and legal papers of an individual shareholder; name, enterprise code or legal papers of an organizational shareholder, and head office address; number of shares and date of share registration of each shareholder, total shares of the group and their ownership ratio in the total shares of the Company; matter to be examined and purpose of the examination;

d) To propose matters for inclusion in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company no later than 03 working days before the opening date. The proposal must clearly state the shareholder's name, the number of each class of shares held by such shareholder, and the matter proposed to be included in the agenda;

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

3. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares have the right to nominate persons to the Board of Directors. The nomination of persons to the Board of Directors shall be made as follows:

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

b) Based on the number of members of the Board of Directors, a shareholder or group of shareholders specified in this Clause may nominate one or more persons as candidates for the Board of Directors according to the decision of the General Meeting of Shareholders. Where the number of candidates nominated by such shareholder or group of shareholders is fewer than the number they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

ARTICLE 12. OBLIGATIONS OF SHAREHOLDERS

Ordinary shareholders have the following obligations:

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

2. Not to withdraw the contributed capital represented by ordinary shares from the Company in any form, except where such shares are repurchased by the Company or another person. If any shareholder unlawfully withdraws part or all of the share capital contributed in violation of this Clause, such shareholder and related persons in the Company shall be jointly liable for the

Company's debts and other property obligations within the value of the shares withdrawn and for damages arising therefrom.

3. To comply with the Company Charter and the Company's internal regulations.

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

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

6. To attend meetings of the General Meeting of Shareholders and exercise voting rights by the following forms:

a) Attending and voting directly at the meeting;

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

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

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

dd) Sending voting ballots by other means as provided in the Company Charter.

7. To bear personal responsibility when acting in the name of the Company in any form to perform one of the following acts:

a) Violating the law;

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

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

8. To fulfill other obligations as prescribed by applicable law.

ARTICLE 13. GENERAL MEETING OF SHAREHOLDERS

1. The General Meeting of Shareholders comprises all shareholders having voting rights and is the highest decision-making body of the Company. The annual General Meeting of Shareholders shall be held once every year. The annual meeting must be held within four (04) months from the end of the financial year. The Board of Directors may decide to extend the time for holding the annual General Meeting of Shareholders when necessary, but not beyond 06 months from the end of the financial year. In addition to annual meetings, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders shall be deemed to be the place where the chairperson attends the meeting and must be within the territory of Viet Nam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide on matters in accordance with law and the Company Charter, particularly the adoption of the audited annual financial statements. Where the audit report on the Company's annual financial statements contains material qualifications, adverse opinions or disclaimer of opinion, the Company must invite a

representative of the approved audit firm currently auditing the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative shall be responsible for attending the annual General Meeting of Shareholders of the Company.

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

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

b) The number of remaining members of the Board of Directors is fewer than the minimum number prescribed by law;

c) At the request of shareholders or groups of shareholders specified in Clause 2 Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and bear full signatures of the relevant shareholders or be made in multiple copies with sufficient signatures of the relevant shareholders;

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

4. Convening an Extraordinary Meeting of the General Meeting of Shareholders

a. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or independent members of the Board of Directors is as specified at Point b Clause 3 of this Article, or from the date of receipt of the request specified at 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 at Point a Clause 4 of this Article, the shareholder or group of shareholders specified at Point c Clause 3 of this Article has the right to request the Company to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.

In such case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the order and procedures for convening the meeting, conducting the meeting and passing decisions of the General Meeting of Shareholders. All reasonable expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company.

d. Procedures for organizing the General Meeting of Shareholders shall comply with Clause 5 Article 140 of the Law on Enterprises.

ARTICLE 14. RIGHTS AND OBLIGATIONS OF THE GENERAL MEETING OF SHAREHOLDERS

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

a. To adopt the development orientation of the Company;

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

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

d. To decide on investment projects or the sale of assets valued at 35% or more of the total value of the Company's assets as recorded in the latest financial statements;

đ. To decide on amendments and supplements to the Company Charter;

e. To approve the annual financial statements;

g. To decide on the repurchase of more than 10% of the total issued shares of each class;

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

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

k. To decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;

l. To approve the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors;

m. To approve the list of approved audit firms; to decide on an approved audit firm to examine the Company's operations and dismiss an approved auditor when deemed necessary;

n. Other rights and obligations as provided by law and this Charter.

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

a) The annual business plan of the Company;

b) The audited annual financial statements;

c) The report of the Board of Directors on governance and the performance results of the Board of Directors and each member thereof;

d) The dividend rate for each share of each class;

đ) The number of members of the Board of Directors;

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

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

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

i) Supplementation and amendment of the Company Charter;

k) Types of shares and number of new shares to be issued for each class of shares and the transfer of shares by founding members within the first 03 years from the date of establishment;

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

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

n) Investment or sale of assets valued at 35% or more of the total value of the Company's assets as recorded in the latest financial statements;

o) Repurchase of more than 10% of the total sold shares of each class;

p) The Company entering into contracts or transactions with persons 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;

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

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

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

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

ARTICLE 15. AUTHORIZATION TO ATTEND MEETINGS OF THE GENERAL MEETING OF SHAREHOLDERS

1. Shareholders and authorized representatives of organizational shareholders may attend the meeting directly or authorize one or more other individuals or organizations to attend the meeting or attend by one of the forms specified in Clause 6 Article 12 of this Charter.

2. The authorization of an individual or organization to attend the General Meeting of Shareholders under Clause 1 of this Article must be made in writing. The power of attorney shall be made in accordance with civil law and must clearly state the name of the authorizing shareholder, the authorized representative, the number of authorized shares, the scope of authorization, the term of authorization, and bear the signatures of the authorizing party and the authorized party.

The authorized attendee of the General Meeting of Shareholders must submit the written authorization upon registration for the meeting. In case of re-authorization, the attendee must additionally present the original authorization document of the shareholder or the authorized representative of the shareholder being an organization.

3. The voting ballot of the authorized attendee within the scope of authorization remains valid when one of the following cases occurs:

a. The authorizing person dies, has limited civil act capacity or loses civil act capacity;

b. The authorizing person revokes the authorization;

c. The authorizing person revokes the authority of the person implementing the authorization.

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

ARTICLE 16. VARIATION OF RIGHTS

1. The variation or cancellation of special rights attached to a class of preference shares shall be valid when approved by shareholders representing at least 65% of the total votes of all attending shareholders. A resolution of the General Meeting of Shareholders on contents adversely changing the rights and obligations of shareholders holding preference shares shall only be passed if approved

by shareholders of the same class of preference shares attending the meeting and holding at least 75% of the total preference shares of that class, or by shareholders of the same class holding at least 75% of the total preference shares of that class in the case of approval by written opinion.

2. A separate meeting of shareholders holding a class of preference shares to approve the aforesaid variation of rights is valid only if attended by at least two (02) shareholders (or their authorized representatives) holding at least one-third of the total issued shares of that class. If the first meeting lacks the quorum, a second meeting shall be convened within thirty (30) days thereafter and shall be valid regardless of the number of shareholders and the shareholding ratio attending.

3. The procedures for conducting such separate meetings shall be similar to those set out in Articles 18, 19 and 20 of this Charter.

4. Unless otherwise provided in the terms of issuance of shares, special rights attached to classes of shares with preferential rights in relation to the distribution of profits or assets of the Company shall not be deemed varied when the Company issues additional shares of the same class.

ARTICLE 17. CONVENING MEETINGS, AGENDA AND NOTICES OF MEETING OF THE GENERAL MEETING OF SHAREHOLDERS

1. The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders. The Board of Directors shall convene extraordinary meetings in the cases specified in Clause 3 Article 13 of this Charter.

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

a. To prepare the list of shareholders eligible to attend and vote at the meeting of the General Meeting of Shareholders. The list of shareholders entitled to attend shall be prepared no more than ten (10) days before the date of sending the notice of meeting invitation;

b. To prepare the meeting agenda and contents;

c. To prepare documents for the meeting;

d. To draft resolutions of the General Meeting of Shareholders corresponding to the intended meeting contents;

đ. To determine the time and venue of the meeting;

e. To notify and send notice of meeting invitation to all shareholders entitled to attend;

g. Other tasks serving the meeting.

3. Notice of meeting of the General Meeting of Shareholders must be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses, and at the same time be published on the Company's website and relevant authorities in accordance with the law on information disclosure. The notice must be sent at least twenty-one (21) days before the opening date of the meeting, calculated from the date on which the notice is validly sent or published, and must be accompanied by the following documents:

a. The meeting agenda and documents to be used at the meeting;

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

c. Voting ballots;

d. Draft resolutions for each matter on the agenda.

4. Shareholders or groups of shareholders as provided in Clause 2 Article 12 of this Charter have the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each class of shares held by such shareholder, and the matter proposed to be included in the agenda.

5. The convener of the General Meeting of Shareholders has the right to refuse a proposal specified in Clause 4 of this Article if it falls into one of the following cases:

a. The proposal is not sent in accordance with 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 ordinary shares as prescribed in Clause 2 Article 12 of this Charter;

c. The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;

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

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

ARTICLE 18. CONDITIONS FOR HOLDING MEETINGS OF THE GENERAL MEETING OF SHAREHOLDERS

1. A meeting of the General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than 50% of the total voting rights.

2. If the first meeting does not satisfy the quorum under Clause 1 of this Article, the notice of the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second meeting shall be conducted when the number of attending shareholders represents at least 33% of the total voting rights.

3. If the second meeting does not satisfy the quorum under Clause 2 of this Article, the notice of the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third meeting shall be conducted regardless of the number of shareholders attending and the number of voting rights represented by the attending shareholders.

ARTICLE 19. PROCEDURES FOR CONDUCTING MEETINGS AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS

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

a) When registering shareholders, the Company shall issue to each shareholder or authorized representative having voting rights a voting card stating the registration number, the name of the shareholder, the name of the authorized representative and the number of votes of such person.

b) Shareholders or authorized representatives of organizational shareholders or authorized persons arriving after the opening of the meeting are entitled to register immediately and thereafter to participate and vote at the General Meeting immediately after registration. In this case, the validity of resolutions voted on before their arrival shall not be affected.

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

a) The Chairman of the Board of Directors shall act as chairperson, or authorize another member of the Board of Directors to act as chairperson of the meeting of the General Meeting of Shareholders convened by the Board of Directors. Where the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one among themselves to act as chairperson of the meeting on the principle of majority;

b) Except for the case specified at Point a of this Clause, the person signing the notice convening the General Meeting of Shareholders shall preside for the General Meeting of Shareholders to elect the chairperson of the meeting, and the person receiving the highest number of votes shall be appointed chairperson of the meeting;

c) The chairperson shall appoint one or more persons as secretaries of the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee at the proposal of the chairperson 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 determine the time for each matter in the meeting agenda.

4. The chairperson 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 in a way that reflects the wishes of the majority of attendees.

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

b. Ensure the safety of all persons present at the venue;

c. Create conditions for shareholders to attend (or continue attending) the meeting. The convener of the General Meeting of Shareholders has full authority to change the aforesaid measures and apply all necessary measures. Such measures may include issuing admission cards or using other forms of selection.

5. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by vote in favor, vote against and abstention. The result of the vote counting shall be announced by the chairperson before the close of the meeting.

6. Shareholders or authorized attendees arriving after the opening of the meeting may still register and have the right to participate in voting immediately after registration; in such case, the validity of matters already voted on before their arrival shall not be affected.

7. The convener of the General Meeting of Shareholders has the following rights:

a) To require all attendees to submit to inspection or other lawful and reasonable security measures.

b) To request the competent authority to maintain order at the meeting; to expel persons who do not comply with the chairperson's management authority, intentionally disturb order, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements.

8. The chairperson has the right to adjourn a meeting of the General Meeting of Shareholders for which a sufficient number of attendees has registered, for a period not exceeding 03 working days from the intended opening date of the meeting, and may only adjourn the meeting or change the venue in the following cases:

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

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

c) There are attendees who obstruct or disturb order, creating a risk that the meeting cannot be conducted fairly and lawfully.

9. Where the chairperson adjourns or suspends the meeting of the General Meeting of Shareholders contrary to Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson in conducting the meeting until its close, and all resolutions adopted at such meeting shall remain valid.

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

ARTICLE 20. CONDITIONS FOR PASSING RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

1. Resolutions on the following matters shall be passed if approved by shareholders representing at least 65% of the total votes of all attending shareholders, except for the cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises:

a) Class of shares and total number of shares of each class;

b) Change of business lines and business sectors;

c) Change of the Company's management organizational structure;

d) Investment projects or sale of assets valued at 35% or more of the total value of the Company's assets recorded in the latest financial statements, unless the Company Charter provides for another ratio or value;

đ) Reorganization or dissolution of the Company;

2. Other resolutions shall be passed when approved by shareholders owning more than 50% of the total votes of all attending shareholders, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders approved by 100% of the total voting shares shall be lawful and effective even if the order and procedures for convening the meeting and passing such resolutions violate the Law on Enterprises and this Charter.

ARTICLE 21. AUTHORITY AND PROCEDURES FOR OBTAINING SHAREHOLDERS' WRITTEN OPINIONS TO ADOPT RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

The authority and procedures for obtaining shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders shall be carried out as follows:

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

2. The Board of Directors must prepare opinion forms, draft resolutions of the General Meeting of Shareholders and explanatory documents for such draft resolutions, and send them to all shareholders having voting rights no later than ten (10) days before the deadline for return of the opinion forms.

3. The opinion form must contain the following principal contents:

a. Name, head office address and enterprise code;

b. Purpose of obtaining opinions;

c. Full name, permanent residential address, nationality, Citizen Identity Card number, Identity Card number, passport or other lawful personal identification of an individual shareholder; name, enterprise code or establishment decision number, head office address of an organizational shareholder; or full name, permanent residential address, nationality, Citizen Identity Card number, Identity Card number, passport or other lawful personal identification of the authorized representative of an organizational shareholder; the number of shares of each class and the number of votes of the shareholder;

d. Matters on which opinions are sought for approval;

đ. Voting options including approval, disapproval and abstention for each matter;

e. Deadline for returning the completed opinion form to the Company;

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

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

a. If sent by post, the completed opinion form must bear the signature of the individual shareholder, or of the authorized representative or legal representative of the organizational shareholder. The opinion form sent to the Company must be enclosed in a sealed envelope and no one may open it before the vote count;

b. If sent by fax or email, the opinion form sent to the Company must be kept confidential until the time of vote counting.

c. Opinion forms sent to the Company after the deadline specified in the opinion form, or opened in the case of postal delivery, or disclosed in the case of fax or email, shall be invalid. Opinion forms not returned shall be deemed as abstention.

5. The Board of Directors shall count the votes and prepare vote-count minutes under the supervision of a shareholder who does not hold a management position in the Company. The vote-count minutes must contain the following principal contents:

a. Name, head office address and enterprise code;

b. Purpose and matters on which opinions are sought for adoption of a resolution;

c. Number of shareholders and total votes participating in the voting, including valid votes and invalid votes, and methods of submitting votes, together with an appendix listing the participating shareholders;

d. Total votes in favor, against and abstaining on each matter;

đ. Matters approved and the corresponding approval ratio;

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

Members of the Board of Directors, the vote counter and the supervisor of the vote count shall be jointly responsible for the truthfulness and accuracy of the vote-count minutes; and jointly liable for any damage arising from resolutions adopted due to dishonest or inaccurate vote counting.

6. The vote-count minutes must be sent to shareholders within fifteen (15) days from the completion of the vote count. Sending the vote-count minutes and resolutions may be replaced by posting them on the Company's website.

7. The completed opinion forms, vote-count minutes, adopted resolutions and related documents attached to the opinion forms must be retained at the Company's head office.

8. A resolution adopted by way of obtaining shareholders' written opinions shall be passed if approved by shareholders owning more than 50% of the total voting shares of all shareholders having voting rights and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

ARTICLE 22. RESOLUTIONS AND MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

1. Meetings of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or otherwise recorded and stored in electronic form. Minutes must be made in Vietnamese

and may additionally be made in a foreign language, and shall contain the following principal contents:

a. Name, head office address and enterprise code;

b. Time and venue of the General Meeting of Shareholders meeting;

c. Meeting agenda and contents;

d. Full names of the chairperson and secretary;

đ. Summary of the progress of the meeting and opinions expressed at the meeting of the General Meeting of Shareholders on each matter in the agenda;

e. Number of shareholders and total votes of attending shareholders, together with the appendix listing registered attending shareholders and their representatives, the number of shares and corresponding votes;

g. Total votes for each matter put to vote, clearly stating the voting method, total valid votes, invalid votes, votes in favor, votes against and abstentions, and the corresponding ratio based on the total votes of attending shareholders;

h. Matters approved and the corresponding approval ratios;

i. Full names and signatures of the chairperson and secretary. Where the chairperson or secretary refuses to sign the minutes, such minutes shall nevertheless be valid if signed by all other members of the Board of Directors attending the meeting and containing all contents prescribed in this Clause. The minutes must clearly record the refusal of the chairperson or secretary to sign the minutes.

2. Minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting, or other persons signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes made in Vietnamese and in a foreign language shall have equal legal validity. In case of discrepancy between the Vietnamese version and the foreign language version, the contents of the Vietnamese version shall prevail.

4. Resolutions, minutes of meetings of the General Meeting of Shareholders, appendices listing shareholders registering to attend the meeting together with signatures of shareholders, authorizations for attendance, all documents attached to the minutes (if any), and related documents enclosed with the notice of meeting invitation must be disclosed in accordance with the law on information disclosure in the securities market and must be retained at the Company's head office.

ARTICLE 23. REQUEST FOR CANCELLATION OF RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

Within ninety (90) days from the date of receipt of a resolution, minutes of meeting of the General Meeting of Shareholders, or the vote-count minutes of the General Meeting of Shareholders, a shareholder or group of shareholders specified in Clause 2 Article 115 of the Law on Enterprises has the right to request the Court or an arbitral tribunal to consider and cancel the resolution or part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and adopting decisions of the General Meeting of Shareholders seriously violate the Law on Enterprises and the Company Charter, except for the case specified in Clause 3 Article 20 of this Charter.

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

VII. BOARD OF DIRECTORS

ARTICLE 24. NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOARD OF DIRECTORS

1. Where candidates for the Board of Directors have been identified, information relating to such candidates shall be included in the meeting documents of the General Meeting of Shareholders and disclosed at least ten (10) days before the opening date of the meeting of the General Meeting of Shareholders on the Company's website so that shareholders may learn about these candidates before voting. A candidate for the Board of Directors must provide a written commitment on the truthfulness and accuracy of the disclosed personal information and must undertake to perform his/her duties honestly if elected as a member of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

a. Full name; day, month and year of birth;

b. Professional qualifications;

c. Employment history;

d. Other managerial positions held (including positions on the board of directors of another company);

đ. Interests related to the Company and related parties of the Company;

e. Other information (if any) as prescribed in the Company Charter.

g. A public company must disclose information on companies in which the candidate currently holds the position of member of the board of directors, other managerial positions, and interests related to such companies of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders holding 10% or more of the total ordinary shares, or a lower ratio as prescribed in the Company Charter, has the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company Charter.

3. Where the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required under Clause 5 Article 115 of the Law on Enterprises, the incumbent Board of Directors may introduce additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors. 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 law.

4. Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2 Article 155 of the Law on Enterprises and the Company Charter.

ARTICLE 25. COMPOSITION AND TERM OF OFFICE OF MEMBERS OF THE BOARD OF DIRECTORS

1. The Board of Directors shall consist of 05 members.

2. The term of office 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. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. Where all members of the Board of Directors terminate their terms at the same time, such members shall continue to act as members of the Board of Directors until new members are elected to replace them and take over the work.

3. The composition of the Board of Directors shall be as follows:

The composition of the Board of Directors of a public company must ensure that at least one-third of the total number of members of the Board of Directors are non-executive members. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.

The total number of independent members of the Board of Directors must ensure at least 01 independent member where the company has from 03 to 05 members of the Board of Directors;

4. A member of the Board of Directors shall cease to hold office as a member of the Board of Directors if dismissed, removed or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

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

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

ARTICLE 26. RIGHTS AND OBLIGATIONS OF THE BOARD OF DIRECTORS

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

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

a) To decide on the Company's strategy, medium-term development plan and annual business plan;

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

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

d) To decide on the offering price of shares and bonds of the Company;

đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2 Article 133 of the Law on Enterprises;

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

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

h) To approve purchase, sale, borrowing, lending contracts and other contracts and transactions with a value of 35% or more of the total value of the Company's assets recorded in the latest financial statements, except where the Company Charter provides for another ratio or value and except for contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed at Point d Clause 2 Article 138, and Clauses 1 and 3 Article 167 of the Law on Enterprises;

i) To elect, dismiss and remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts with and terminate contracts with the General Director and other key managers as prescribed in the Company Charter; to decide on salary, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and to decide on remuneration and other benefits of such persons;

k) To supervise and direct the General Director and other managers in the daily business operations of the Company;

l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contribution to or purchase of shares in other enterprises;

m) To approve the agenda and contents of documents serving meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or seek opinions so that the General Meeting of Shareholders may adopt resolutions;

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

o) To propose the dividend rate to be paid; to decide on the time limit and procedures for dividend payment or handling business losses arising in the course of operations;

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

q) To decide on the issuance of the Regulations on Operation of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; to decide on the issuance of the Regulations on Operation of the Audit Committee under the Board of Directors and the Company's Information Disclosure Regulations;

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws, and the Company Charter.

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

ARTICLE 27. REMUNERATION, BONUSES AND OTHER BENEFITS OF MEMBERS OF THE BOARD OF DIRECTORS

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

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration shall be calculated on the basis of the number of working days necessary for a member of the Board of Directors to complete his/her duties and the daily remuneration rate. The Board of Directors shall estimate the remuneration of each member on the principle of unanimity. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

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

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working on committees of the Board of Directors, or performing other work which, in the opinion of the Board of Directors, falls outside the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee for each occasion, salary, commission, percentage of profits, or another form as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement of all travel, accommodation and other reasonable expenses they incur in performing their responsibilities as members of the Board of Directors, including expenses arising from attendance at meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law or the Company Charter.

ARTICLE 28. CHAIRMAN OF THE BOARD OF DIRECTORS

1. The Chairman of the Board of Directors shall be elected, dismissed and removed by the Board of Directors from among its members.

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

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

a) To formulate the program and work plan of the Board of Directors;

b) To prepare the program, contents and documents for meetings; to convene, preside over and act as chairperson of meetings of the Board of Directors;

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

d) To supervise the implementation of resolutions and decisions of the Board of Directors;

đ) To act as chairperson of meetings of the General Meeting of Shareholders;

e) Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

4. Where 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 receipt of the resignation letter or from the date of dismissal or removal.

5. Where the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and perform the obligations of the Chairman of the Board of Directors in accordance with the principle prescribed in the Company Charter. Where there is no authorized person, or where the Chairman of the Board of Directors dies, is missing, is held in temporary detention, is serving an imprisonment sentence, is subject to an administrative handling measure at a compulsory detoxification establishment or compulsory education establishment, absconds from his/her place of residence, has limited or lost civil act capacity, has difficulties in cognition and behavior control, or is prohibited by the Court from holding office, practicing a profession or performing certain work, the remaining members shall elect one among themselves to hold the position of Chairman of the Board of Directors on the principle of majority approval of the remaining members until a new decision is made by the Board of Directors.

ARTICLE 29. MEETINGS OF THE BOARD OF DIRECTORS

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end of the election of the Board of Directors for that term. This meeting shall be convened and presided over by the member receiving the highest number of votes or the highest voting ratio. Where there is more than one (01) member receiving the highest and equal number of votes or voting ratio, the members shall elect by majority one (01) among them to convene the meeting of the Board of Directors.

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

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

a. At the request of an independent member of the Board of Directors;

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

c. At the request of at least 02 members of the Board of Directors;

4. The request specified in Clause 3 of this Article must be made in writing and clearly state the purpose, matters to be discussed, and decisions falling within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairman fails to convene the meeting as requested, he/she shall be liable for any damage caused to the Company; and the requesting person(s) shall have the right to replace the Chairman in convening the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of meeting invitation no later than three (03) working days before the meeting date. The notice must specifically state the time and place of the meeting, the agenda, and matters to be discussed and decided. The notice must be accompanied by documents to be used at the meeting and the voting ballot of each member.

Notice of meeting invitation to the Board of Directors may be sent by invitation letter, telephone, fax, electronic means or another method prescribed in the Company Charter, provided that it reaches the contact address of each member of the Board of Directors registered with the Company.

7. Meetings of the Board of Directors shall be conducted when attended by at least three-quarters (3/4) of the total number of members. Where a meeting convened in accordance with this Clause does not have a sufficient number of attending members, it shall be convened for the second time within seven (07) days from the intended date of the first meeting. In such case, the meeting shall be conducted if attended by more than one-half (1/2) of the members of the Board of Directors.

8. A member of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 10 of this Article;

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

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

đ) Sending voting ballots by other means prescribed in the Company Charter.

9. Where a voting ballot is sent to the meeting by post, such ballot must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening of the meeting. Voting ballots shall only be opened in the presence of all attendees.

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

11. Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the attending members; in the event of an equal number of votes, the final decision shall belong to the side having the opinion of the Chairman of the Board of Directors.

ARTICLE 30. COMMITTEES UNDER THE BOARD OF DIRECTORS

1. The Board of Directors may establish subordinate committees in charge of development policy, personnel, remuneration, internal audit and risk management. The number of members of a

committee shall be decided by the Board of Directors and must be at least three (03), including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority of the committee, and one of such members shall be appointed as the head of the committee by decision of the Board of Directors. Activities of the committee must comply with the regulations of the Board of Directors. Resolutions of the committee shall be effective only when approved by a majority of members attending and voting at the committee meeting.

2. The implementation of a decision of the Board of Directors, of a committee under the Board of Directors, or of a person having the capacity of a committee member of the Board of Directors must comply with applicable laws and the Company Charter and the Internal Regulations on Corporate Governance.

ARTICLE 31. PERSON IN CHARGE OF CORPORATE GOVERNANCE

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

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

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

a. To advise the Board of Directors on organizing meetings of the General Meeting of Shareholders in accordance with regulations and on matters relating between the Company and shareholders;

b. To prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;

c. To advise on meeting procedures;

d. To attend meetings;

dd. To advise on procedures for preparing resolutions of the Board of Directors in compliance with law;

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

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

h. To act as the point of contact with stakeholders;

i. To keep information confidential in accordance with the law and the Company Charter;

k. Other rights and obligations as prescribed by law and the Company Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

ARTICLE 32. ORGANIZATION OF THE MANAGEMENT APPARATUS

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

ARTICLE 33. EXECUTIVES OF THE COMPANY

1. Executives of the Company include the General Director, Deputy General Directors, Chief Accountant and other executives as provided in the Company Charter.

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

3. The General Director shall be paid salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

4. The salaries of executives shall be included in the Company's business expenses in accordance with the law on corporate income tax, shown as separate items in the annual financial statements of the Company, and reported to the General Meeting of Shareholders at its annual meeting.

ARTICLE 34. APPOINTMENT, DISMISSAL, DUTIES AND POWERS OF THE GENERAL DIRECTOR

1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person to act as General Director.

2. The General Director is the person who runs the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible before the Board of Directors and before the law for the performance of assigned rights and obligations.

3. The term of office of the General Director shall not exceed five (05) years and he/she may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions prescribed by law and the Company Charter.

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

a. To decide on matters relating to the daily business operations of the Company that do not fall within the authority of the Board of Directors;

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

c. To organize the implementation of the Company's business plan and investment plans;

d. To propose plans on the organizational structure and internal management regulations of the Company;

d. To appoint, dismiss and remove managerial titles in the Company, except for titles falling within the authority of the Board of Directors;

e. To decide on salary and other benefits of employees of the Company, including managers under the appointment authority of the General Director;

g. To recruit employees;

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

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

5. The Board of Directors may dismiss the General Director if approved by a majority of the attending voting members of the Board of Directors, and appoint a new General Director as replacement.

IX. AUDIT COMMITTEE

ARTICLE 35. NOMINATION AND CANDIDACY FOR MEMBERS OF THE AUDIT COMMITTEE

1. The Chairman of the Audit Committee and other members of the Audit Committee shall be nominated by the Board of Directors and must not be executives of the Company.

2. The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.

ARTICLE 36. COMPOSITION OF THE AUDIT COMMITTEE

1. The Audit Committee shall have at least 02 members. The Chairman of the Audit Committee must be an independent member of the Board of Directors. Other members of the Audit Committee must be non-executive members of the Board of Directors.

2. Members of the Audit Committee must have knowledge of accounting and auditing, general understanding of law and the Company's operations, 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 the approved audit firm that audited the Company's financial statements during the immediately preceding 03 (three) consecutive years.

3. The Chairman of the Audit Committee must hold a university degree or higher in one of the following disciplines: economics, finance, accounting, auditing, law or business administration.

ARTICLE 37. RIGHTS AND OBLIGATIONS OF THE AUDIT COMMITTEE

The Audit Committee has the rights and obligations prescribed in Article 161 of the Law on Enterprises, the Company Charter, and the following rights and obligations:

1. To have access to documents relating to the Company's operational status, and to discuss with other members of the Board of Directors, the General Director, Deputy General Directors, Chief Accountant and other managers to collect information serving the activities of the Audit Committee.

2. To request representatives of the approved audit firm to attend and answer issues relating to the audited financial statements at meetings of the Audit Committee.

3. To use external legal, accounting or other consultancy services when necessary.

4. To formulate and submit to the Board of Directors policies on risk identification and management; and to propose to the Board of Directors solutions for handling risks arising in the Company's operations.

5. To prepare written reports for submission to the Board of Directors when detecting that members of the Board of Directors, the General Director or other managers fail to fully perform their responsibilities as prescribed in the Law on Enterprises and the Company Charter.

6. To formulate the Regulations on Operation of the Audit Committee and submit them to the Board of Directors for approval.

ARTICLE 38. MEETINGS OF THE AUDIT COMMITTEE

1. The Audit Committee must meet at least 02 times in a year. Meeting minutes must be prepared in detail, clearly, and fully retained. The minute-taker and members of the Audit Committee attending the meeting must sign the meeting minutes.

2. The Audit Committee shall adopt decisions by voting at meetings or by obtaining written opinions. Each member of the Audit Committee has one vote. A decision of the Audit Committee shall be adopted if approved by a majority of attending members; in the event of an equal number of votes, the final decision shall belong to the side having the opinion of the Chairman of the Audit Committee.

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

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

ARTICLE 39. DUTY OF HONESTY AND AVOIDANCE OF CONFLICTS OF INTEREST

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

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

3. Members of the Board of Directors, the General Director and other managers have the obligation to notify the Board of Directors in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds more than 50% of the charter capital, on the one

hand, and such persons or their related persons, on the other hand, in accordance with law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on such resolutions in accordance with securities law on information disclosure.

4. Members of the Board of Directors must not vote on transactions that bring benefits to such members or their related persons in accordance with the Law on Enterprises and the Company Charter.

5. Members of the Board of Directors, the General Director, other managers and their related persons must not use or disclose internal information to others for the purpose of carrying out related transactions.

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

a. For transactions with a value less than or equal to twenty percent (20%) of the total value of assets recorded in the latest financial statements, the important contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, the General Director or other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of members of the Board of Directors who have no related interests;

b. For transactions with a value greater than twenty percent (20%), or transactions causing the aggregate transaction value arising within 12 months from the date of implementation of the first transaction to reach twenty percent (20%) or more of the total value of assets recorded in the latest financial statements, the important contents of such transaction as well as the relationships and interests of members of the Board of Directors, the General Director or other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders through votes of shareholders having no related interests.

ARTICLE 40. LIABILITY FOR DAMAGES AND INDEMNIFICATION

1. Members of the Board of Directors, the General Director and other executives who breach their obligations and duties of honesty and prudence or fail to properly perform their obligations shall be liable for damages caused by their breaches.

2. The Company shall indemnify persons who have been, are, or may become a relevant party in complaints, lawsuits or prosecutions (including civil and administrative cases and cases other than those initiated by the Company), provided that such person has been or is a member of the Board of Directors, the General Director, another executive, an employee, or an authorized representative of the Company, or has been or is acting at the request of the Company as a member of the Board of Directors, company executive, employee, or authorized representative, and has performed assigned duties honestly and prudently in the interests of the Company on the basis of compliance with law and where there is no evidence confirming that such person has breached his/her responsibilities.

3. Indemnification expenses include judgment expenses, fines, actually incurred payment amounts (including attorney's fees) in resolving such cases within the limits permitted by law. The Company may purchase insurance for such persons to avoid the above indemnification liabilities.

XI. RIGHT TO INSPECT THE COMPANY'S BOOKS AND RECORDS

ARTICLE 41. RIGHT TO INSPECT BOOKS AND RECORDS

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

a) Ordinary shareholders have the right to examine, search and extract information on names and contact addresses in the list of voting shareholders; request correction of inaccurate information relating to themselves; examine, search, extract or copy the Company Charter, minutes of meetings of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders holding 5% or more of the total ordinary shares have the right to examine, search and extract the minutes books and resolutions or decisions of the Board of Directors, mid-year and annual financial statements, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets and business secrets.

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

3. Members of the Board of Directors, the General Director and other executives have the right to inspect the Company's register of shareholders, list of shareholders and other books and records of the Company for purposes related to their positions.

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

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

XII. EMPLOYEES AND TRADE UNION

ARTICLE 42. EMPLOYEES AND TRADE UNION

1. The General Director must formulate plans for the Board of Directors to approve matters relating to recruitment, termination of employment, salaries, social insurance, benefits, rewards and discipline applicable to employees and company executives.

2. The General Director must formulate plans for the Board of Directors to approve matters relating to the Company's relationship with trade union organizations in accordance with the best standards, practices and management policies, the practices and policies prescribed in this Charter, the Company's regulations and applicable law.

XIII. DISTRIBUTION OF PROFITS

ARTICLE 43. DISTRIBUTION OF PROFITS

1. The General Meeting of Shareholders shall decide the annual dividend payment level and form of dividend payment from the Company's retained profits.

2. The Company shall not pay interest on dividend amounts or other amounts payable in relation to a class of shares.

3. The Board of Directors may recommend that the General Meeting of Shareholders approve payment of all or part of dividends in shares, and the Board of Directors shall be the body implementing such decision.

4. Where dividends or other amounts relating to a class of shares are paid in cash, the Company must make payment in Viet Nam Dong. Payment may be made directly or through banks on the basis of detailed bank account information provided by shareholders. Where the Company has transferred money in accordance with the bank details provided by a shareholder but such shareholder does not receive the money, the Company shall not be responsible for the amount already transferred to that shareholder. Payment of dividends for shares listed/registered for trading on the Stock Exchange may be made through a securities company or the Viet Nam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision determining a specific record date. Based on that date, persons registered as shareholders or holders of other securities shall be entitled to receive cash dividends or share dividends, and notices or other documents.

6. Other matters relating to distribution of profits shall be implemented in accordance with law.

XIV. BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

ARTICLE 44. BANK ACCOUNTS

1. The Company shall open accounts at Vietnamese banks or foreign banks permitted to operate in Viet Nam.

2. With prior approval of the competent authority, where necessary, the Company may open bank accounts abroad in accordance with law.

3. The Company shall carry out all payments and accounting transactions through Viet Nam Dong or foreign currency accounts opened by the Company at banks.

ARTICLE 45. FINANCIAL YEAR

The financial year of the Company begins on 01 January each year and ends on 31 December each year. The first financial year begins on the date of issuance of the Enterprise Registration Certificate and ends on 31 December 2015.

ARTICLE 46. ACCOUNTING REGIME

1. The accounting regime used by the Company shall be the enterprise accounting regime or a specialized accounting regime issued or approved by the competent authority.
2. The Company shall keep accounting books in Vietnamese and retain accounting records in accordance with the law on accounting and relevant law. Such records must be accurate, up to date, systematic, and sufficient to prove and explain the Company's transactions.
3. The accounting currency used by the Company shall be Viet Nam Dong. Where the Company's economic transactions arise mainly in a foreign currency, the Company may choose that foreign currency as its accounting currency, shall be responsible before the law for such choice, and shall notify the directly managing tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE OBLIGATIONS

ARTICLE 47. ANNUAL, SEMI-ANNUAL AND QUARTERLY FINANCIAL STATEMENTS

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

ARTICLE 48. ANNUAL REPORT

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

XVI. AUDIT OF THE COMPANY

ARTICLE 49. AUDIT

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

XVII. SEAL OF THE ENTERPRISE

ARTICLE 50. SEAL OF THE ENTERPRISE

1. The seal includes a seal made by a seal-engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors shall decide the type, quantity, form and contents of the Company's seal and the seals of its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with applicable law.

XVIII. DISSOLUTION OF THE COMPANY

ARTICLE 51. DISSOLUTION OF THE COMPANY

1. The Company may be dissolved in the following cases:
a. Expiry of the term of operation stated in the Company Charter without any decision on extension;
b. Pursuant to a resolution or decision of the General Meeting of Shareholders;
c. Revocation of the Enterprise Registration Certificate, except where the Law on Tax Administration provides otherwise;
d. Other cases as prescribed by law.
2. Early dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (if mandatory) in accordance with regulations.

ARTICLE 52. EXTENSION OF OPERATION

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

2. The term of operation shall be extended if approved by shareholders representing at least 65% of the total votes of all shareholders attending the General Meeting of Shareholders.

ARTICLE 53. LIQUIDATION

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

2. The Liquidation Committee must report to the business registration authority on the date of its establishment and the date of commencement of operation. From that time, the Liquidation Committee shall act on behalf of the Company in all matters relating to liquidation of the Company before the Court and administrative authorities.

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

a. Liquidation expenses;

b. Wage debts, severance allowances, social insurance and other benefits of employees under collective labor agreements and signed labor contracts;

c. Tax debts;

d. Other debts of the Company;

e. The remainder after payment of all debts set out in items (a) to (d) above shall be distributed to shareholders. Preference shares shall be paid in priority.

XIX. INTERNAL DISPUTE RESOLUTION

ARTICLE 54. INTERNAL DISPUTE RESOLUTION

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

a. Shareholder and the Company;

b. Shareholder and the Board of Directors, the General Director or other executives;

The relevant parties shall seek to resolve such dispute through negotiation and mediation. Except in disputes relating to 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 the dispute and require each party to present information relating to the dispute within 20 working days from the date the dispute arises. In disputes relating to the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert as mediator for the dispute resolution process.

2. If no mediation decision is reached within six (06) weeks from the commencement of the mediation process, or if the decision of the mediator is not accepted by the parties, either party may refer the dispute to Arbitration or the Court.

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

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

ARTICLE 55. COMPANY CHARTER

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

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

XXI. EFFECTIVE DATE

ARTICLE 56. EFFECTIVE DATE

1. This Charter comprising 21 chapters and 56 articles was approved by the General Meeting of Shareholders on 21 November 2022, and its amendments were unanimously approved together with the full effectiveness of this Charter by the Board of Directors' Resolution dated 23 December 2022, the Extraordinary General Meeting of Shareholders' Resolution in 2024 dated 10 October 2024, the Board of Directors' Resolution dated 13 April 2026, and the Annual General Meeting of Shareholders' Resolution in 2026 of Viet Nam Eco Plastic Technology Joint Stock Company.

2. This Charter is made in ten (10) originals of equal validity and shall be kept at the Company's head office.

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

4. Copies or extracts of the Company Charter shall be valid when signed by the Chairman of the Board of Directors or by at least one-half (1/2) of the total number of members of the Board of Directors.

LEGAL REPRESENTATIVE
GENERAL DIRECTOR

M.S.D.N: 0106798702 - C.T.C.P
CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM
XÃ GIA LÂM - T.P HÀ NỘI

NGUYEN DINH TUAN

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

____***____

VIET NAM ECO PLASTIC TECHNOLOGY JOINT STOCK COMPANY

Hanoi, April 2026

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PREAMBLE

- *Pursuant to the Law on Securities dated 26 November 2019;*
- *Pursuant to the Law on Enterprises dated 17 June 2020;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Viet Nam Eco Plastic Technology Joint Stock Company;*
- *Pursuant to Resolution No. 01/2024/NQ-DHDCD/ECO of the 2024 Annual General Meeting of Shareholders dated 26 April 2024;*
- *Pursuant to Resolution No. 01/2026/NQ-DHDCD/ECO of the 2026 Annual General Meeting of Shareholders dated 18 April 2026.*

The Board of Directors hereby promulgates the Internal Regulations on Corporate Governance of Viet Nam Eco Plastic Technology Joint Stock Company.

The Internal Regulations on Corporate Governance of Viet Nam Eco Plastic Technology Joint Stock Company include the following contents:

CHAPTER 1. SCOPE OF REGULATION AND APPLICABLE SUBJECTS

Article 1. Scope of regulation

These Internal Regulations on Corporate Governance provide for the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors and the General Director; the order and procedures for convening meetings of the General Meeting of Shareholders; the nomination, self-nomination, election, dismissal and removal of members of the Board of Directors and the General Director; and other activities in accordance with the Company's Charter and other applicable laws.

Article 2. Applicable subjects

These Regulations apply to members of the Board of Directors, the General Director and relevant persons.

CHAPTER 2. GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, rights and obligations of the General Meeting of Shareholders

1. Role of the General Meeting of Shareholders:

The General Meeting of Shareholders comprises all shareholders having voting rights and is the highest decision-making body of the Company.

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

a. To approve the Company's development orientation;

b. To decide on the classes of shares and the total number of shares of each class authorized to be offered for sale; to decide the annual dividend rate for each class of shares;

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

d. To decide on investments or the sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;

đ. To decide on amendments and supplements to the Company's Charter;

e. To approve the annual financial statements;

g. To decide on the repurchase of more than 10% of the total issued shares of each class;

h. To consider and handle violations by members of the Board of Directors causing damage to the Company and its shareholders;

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

k. To decide the budget or total remuneration, bonuses and other benefits for the Board of Directors;

l. To approve the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors;

m. To approve the list of approved audit firms; to decide on the approved audit firm to examine the Company's operations and to dismiss the approved auditor when deemed necessary;

n. Other matters as prescribed by law and the Company's Charter.

Article 4. Order and procedures for the General Meeting of Shareholders to adopt resolutions by voting at the meeting of the General Meeting of Shareholders

1) Authority to convene the General Meeting of Shareholders

The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders. The Board of Directors shall convene an extraordinary meeting of the General Meeting of Shareholders in the cases specified in Clause 3, Article 13 of the Company's Charter.

The Board of Directors and the person convening the General Meeting of Shareholders must fully comply with the order and procedures for convening the General Meeting of Shareholders as prescribed by the Law on Enterprises, the Company's Charter and these Internal Regulations on Corporate Governance.

2) Preparation of the list of shareholders entitled to attend the meeting

The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date on which the notice of invitation to the General Meeting of Shareholders is sent. A public company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date.

3) Notice of the closing date of the list of shareholders entitled to attend the General Meeting of Shareholders

The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date.

4) Notice convening the General Meeting of Shareholders

The notice of meeting of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses, and shall simultaneously be published on the Company's website and on the websites of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all shareholders on the list of shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the meeting (counted from the date the notice is validly sent or dispatched).

5. Agenda and contents of the General Meeting of Shareholders (the person responsible for preparing the agenda and contents of the General Meeting of Shareholders; regulations on shareholders' proposals to add matters to the meeting agenda)

- The person convening the General Meeting of Shareholders must carry out the following tasks:

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

b. Prepare the meeting agenda and contents;

c. Prepare documents for the meeting;

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

dd. Determine the time and venue of the meeting;

e. Notify and send notice of the meeting of the General Meeting of Shareholders to all shareholders entitled to attend;

g. Other tasks serving the meeting.

- The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. If the documents are not sent together with the notice of meeting of the General Meeting of Shareholders, the notice of invitation must clearly state the link to all meeting documents so that shareholders may access them, including:

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

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

c. Voting ballots;

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

- A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and 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 each class of shares held by the shareholder, and the matter proposed to be included in the agenda.

- The person convening the General Meeting of Shareholders has the right to refuse the above proposal in any of the following cases:

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

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the ordinary shares as prescribed in Clause 2, Article 12 of the Company's Charter;

c. The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;

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

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

The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically determine the time allocated to each item on the agenda.

6. Authorization of representatives to attend the General Meeting of Shareholders

a. A shareholder or an authorized representative of an institutional shareholder may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.

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

the contents and scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In case of re-authorization, the attending person must additionally present the original power of attorney from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

c. The voting ballot of an authorized attendee within the scope of authorization shall remain valid if any of the following events occurs:

- The authorizing person has died, has limited civil act capacity, or has lost civil act capacity;
- The authorizing person has revoked the authorization appointment;
- The authorizing person has revoked the authority of the person carrying out the authorization.

This provision shall not apply if the Company receives notice of one of the above events before the opening time of the meeting of the General Meeting of Shareholders or before the reconvened meeting is called.

7. Method of registration for attendance at the General Meeting of Shareholders

Confirmation of attendance by shareholders: In principle, shareholders have the right to attend all annual or extraordinary meetings of the General Meeting of Shareholders; however, to enable the Board of Directors to organize the meeting carefully and limit waste, shareholders shall confirm in advance their attendance by one or more of the following methods: by telephone, by email to the Company, or by direct registration with the Organizing Committee at least three (03) days before the date of the General Meeting of Shareholders.

Before the opening of the meeting, the Company must carry out shareholder registration procedures and continue registration until all shareholders entitled to attend the meeting who are present have completed registration.

Shareholders and authorized attendees must present the meeting invitation, personal identification papers, power of attorney and other necessary related documents to the Organizing Committee in order to register for attendance.

Authorization procedures and preparation of powers of attorney for shareholders: shareholders shall authorize in writing the authorized attendee using the form sent by the Company together with the meeting invitation documents. Shareholders may send information on the power of attorney in advance to the Organizing Committee before the opening day of the meeting.

Shareholders arriving late at the General Meeting of Shareholders have the right to register immediately and then to participate in and vote at the meeting immediately thereafter.

8. Conditions for conducting the meeting

a. A meeting of the General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting rights.

b. If the first meeting does not satisfy the conditions for proceeding as prescribed in Point a of this Article, a notice of invitation to the second meeting must be sent within thirty (30) days from the intended date of the first meeting. The second convened meeting of the General Meeting of Shareholders may only be conducted when the attending shareholders represent at least 33% of the total voting rights.

c. If the second meeting does not satisfy the conditions for proceeding as prescribed in Point b of this Article, a notice of invitation to the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third meeting of the General Meeting of Shareholders shall be conducted regardless of the total voting rights represented by the attending shareholders.

9. Form of adoption of resolutions of the General Meeting of Shareholders

The General Meeting of Shareholders shall adopt resolutions by voting.

10. Method of voting and casting ballots

a) Upon shareholder registration, the Company shall issue to each shareholder or authorized representative having voting rights a voting card stating the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of such shareholder. In the case where an institutional shareholder appoints multiple authorized representatives, each authorized representative's voting ballot must also state the number of shares that such person is authorized to represent.

b) At the meeting, approval cards for a resolution shall be collected first, opposition cards shall be collected thereafter, and finally the total number of approval and opposition votes shall be counted for decision-making purposes. A shareholder or authorized representative attending the meeting but not participating in voting shall be deemed to have no opinion.

c) When electing members of the Board of Directors by cumulative voting, each shareholder shall be issued an "Election Ballot" issued by the Company, on which the list of candidates is pre-printed. The specific election procedure shall be announced by the Chairperson for the General Meeting of Shareholders to vote on before implementation.

d) A shareholder or authorized attendee arriving after the meeting has opened may still register and has the right to participate in voting immediately after registration; in such case, the validity of matters already voted on before that time shall remain unchanged.

11. Method of vote counting

a) The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee at the proposal of the Chairperson of the meeting. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal

of the Chairperson of the meeting. The Organizing Committee shall prepare a supporting team, and the Vote Counting Committee may decide on its own supporting team.

b) In special cases, at the request of the Chairperson of the meeting or by decision of the General Meeting of Shareholders, the Company shall appoint a neutral organization to carry out the collection and counting of votes.

12. Conditions for adoption of resolutions

a. A resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all attending shareholders, except in the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- Classes of shares and the total number of shares of each class;
- Change of business lines, trades and business sectors;
- Change in the Company's organizational and management structure;
- Investment projects or the sale of assets valued at 35% or more of the total asset value stated in the Company's most recent financial statements, except where the Company's Charter provides for a different ratio or value;
- Reorganization or dissolution of the Company;

b. Other resolutions shall be adopted when approved by shareholders owning more than 50% of the total voting rights of all attending shareholders, except for the cases specified in Point a of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

c. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares shall be lawful and effective even if the order and procedures for convening the meeting and adopting such resolutions violate the provisions of the Law on Enterprises and the Company's Charter.

13. Announcement of vote-counting results

a) The Vote Counting Committee shall prepare the vote-counting minutes bearing the full signatures of its members.

b) Based on the vote-counting minutes, the Head of the Vote Counting Committee shall announce the total number of votes in favor, against and having no opinion.

c) The vote-counting results shall be announced by the Chairperson immediately before the closing of the meeting.

14. Method of objecting to resolutions of the General Meeting of Shareholders (in accordance with Article 132 of the Law on Enterprises)

a. Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders, or the vote-counting minutes for the collection of shareholders' opinions, a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has

the right to request the Court or Arbitration to consider and annul the resolution or part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

- The order and procedures for convening the meeting and issuing decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 3, Article 21 of the Company's Charter.
- The contents of the resolution violate the law or the Company's Charter.

b. A shareholder that voted against a resolution on the reorganization of the company or on changes to the rights and obligations of shareholders as provided for in the Company's Charter has the right to request the Company to repurchase its shares. The request must be made in writing, clearly stating the name and address of the shareholder, the number of shares of each class, the proposed selling price and the reason for requesting the Company to repurchase the shares. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders passes the resolution on the matters specified in this Clause.

c. The Company must repurchase the shares at the request of the shareholder specified in Point b of this Article at the market price or at the price calculated according to the principles set out in the Company's Charter within 90 days from the date of receipt of the request. If the parties cannot agree on the price, they may request a valuation organization to determine the price. The Company shall introduce at least three (03) valuation organizations for the shareholder to choose from, and such choice shall be final.

15. Preparation of minutes of the meeting of the General Meeting of Shareholders

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

- Name, address of the head office, and enterprise registration number;
- Time and venue of the meeting of the General Meeting of Shareholders;
- Meeting agenda and contents;
- Full names of the Chairperson and the Secretary;
- Summary of the proceedings of the meeting and opinions expressed at the meeting of the General Meeting of Shareholders on each item on the agenda;
- Number of shareholders and total voting rights of attending shareholders; appendix of the shareholder registration list; and representatives of attending shareholders together with the corresponding number of shares and votes;

- Total number of votes for each matter voted on, clearly stating the voting method, total valid votes, invalid votes, votes in favor, votes against and votes with no opinion; and the corresponding ratio based on the total voting rights of attending shareholders;
- Matters approved and the corresponding approval voting ratio;
- Full names and signatures of the Chairperson and the Secretary. If the Chairperson or the Secretary refuses to sign the meeting minutes, such minutes shall still be valid if signed by all other members of the Board of Directors attending the meeting and containing all contents prescribed in this Clause. The minutes must clearly state the refusal of the Chairperson or Secretary to sign the minutes.

b. The minutes of the meeting of the General Meeting of Shareholders must be completed and approved before the meeting ends. The Chairperson and Secretary of the meeting or any other person signing the minutes shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.

c. Minutes made in Vietnamese and in a foreign language shall have equal legal validity. If there is any discrepancy between the contents of the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

16. Disclosure of resolutions of the General Meeting of Shareholders

a) Based on the minutes of the General Meeting of Shareholders, the Board of Directors shall draft the meeting resolution, including the contents approved by vote of the General Meeting of Shareholders (approved and agreed). Resolutions of the General Meeting of Shareholders shall be signed by the Chairman of the Board of Directors on behalf of the Board of Directors and affixed with the Company's seal.

b) The resolution and minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registering to attend the meeting with shareholders' signatures, powers of attorney for meeting attendance, all documents attached to the minutes (if any), and related documents enclosed with the notice of invitation 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 5. Order and procedures for the General Meeting of Shareholders to adopt resolutions by collecting written opinions

1. Cases in which written opinion collection is permitted and not permitted:

a) The General Meeting of Shareholders shall adopt resolutions within its authority either by voting at a meeting or by collecting written opinions. The Board of Directors has the right to collect shareholders' written opinions in order to adopt a decision of the General Meeting of Shareholders

when it deems necessary for the interests of the Company, except for the case specified in Clause 2, Article 147 of the Law on Enterprises.

b) Unless otherwise provided by the Company's Charter, resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:

- Amendment or supplementation of the contents of the Company's Charter;
- The Company's development orientation;
- Classes of shares and total number of shares of each class;
- Election, dismissal and removal of members of the Board of Directors;
- Decision on investments or the sale of assets with a value of 35% or more of the total asset value stated in the Company's most recent financial statements, except where the Company's Charter provides for a different ratio or value;
- Approval of annual financial statements;
- Reorganization or dissolution of the company.

2. Order and procedures for the General Meeting of Shareholders to adopt resolutions by collecting written opinions:

a) The Board of Directors must prepare opinion ballots, draft resolutions of the General Meeting of Shareholders and explanatory documents for the draft resolutions, and send them to all shareholders having voting rights no later than ten (10) days before the deadline for returning the opinion ballots. The requirements and method of sending the opinion ballots and accompanying documents shall comply with Clause 3, Article 17 of the Company's Charter.

b) An opinion ballot must contain the following principal contents:

- Name, address of the head office, and enterprise registration number;
- Purpose of collecting opinions;
- Full name, permanent address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of an individual shareholder; name, enterprise registration number or establishment decision number, head office address of an institutional shareholder; or full name, permanent address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of the authorized representative of an institutional shareholder; number of shares of each class and voting rights of the shareholder;
- Matter on which opinions are sought for decision-making;
- Voting options including approval, disapproval and no opinion for each matter on which opinions are sought;

- Deadline for returning the completed opinion ballot to the Company;
- Full name and signature of the Chairman of the Board of Directors.

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

- In the case of sending by mail, the completed opinion ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. Opinion ballots returned to the Company must be enclosed in sealed envelopes and no person may open them before vote counting;
- In the case of sending by fax or email, the opinion ballots returned to the Company must be kept confidential until the time of vote counting.
- Opinion ballots returned to the Company after the deadline stated in the opinion ballot, or ballots that have been opened in the case of mail, or disclosed in the case of fax or email, shall be invalid. Opinion ballots not returned to the Company shall be deemed non-participating votes.

d) The Board of Directors shall count votes and prepare vote-counting minutes under the supervision of a shareholder not holding a managerial position in the Company. The vote-counting minutes must contain the following principal contents:

- Name, address of the head office, and enterprise registration number;
- Purpose and matters on which opinions are sought for adoption of the resolution;
- Number of shareholders and total voting rights that participated in voting, distinguishing valid and invalid votes and the method of submission of voting ballots, together with an appendix of the list of shareholders participating in voting;
- Total number of votes in favor, against and having no opinion for each matter;
- Approved matters and the corresponding approval voting ratio;
- Full names and signatures of the Chairman of the Board of Directors, the vote counter and the vote-counting supervisor.

đ) Members of the Board of Directors, vote counters and vote-counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote-counting minutes; and shall be jointly liable for damages arising from decisions adopted due to dishonest or inaccurate vote counting.

e) The vote-counting minutes must be sent to shareholders within fifteen (15) days from the end of vote counting. The sending of the vote-counting minutes and the resolution may be replaced by posting them on the Company's website within 24 hours from the time vote counting ends.

g) Completed opinion ballots, vote-counting minutes, adopted resolutions and related documents enclosed with the opinion ballots must all be retained at the Company's head office.

h) A resolution adopted by collecting shareholders' written opinions shall be valid if it is approved by shareholders owning more than 50% of the total voting shares of all shareholders having voting rights, and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

Article 6. Order and procedures for the General Meeting of Shareholders to adopt resolutions by online meeting

An online meeting of the General Meeting of Shareholders (Online Meeting) is a meeting of the General Meeting of Shareholders using electronic means to transmit images and sound via the internet, allowing shareholders at different locations to follow the proceedings of the meeting, discuss and vote on matters at the meeting. Shareholders' registration to attend the Online Meeting and electronic voting shall have the same legal validity as attendance and voting at a traditional meeting using traditional voting methods.

1. Notice convening an online meeting of the General Meeting of Shareholders

The Board of Directors has the right to decide to organize a meeting of the General Meeting of Shareholders in online form instead of an in-person meeting if it assesses that an in-person meeting may not be feasible due to an epidemic, a decision of a competent state authority, or other force majeure events.

The Organizing Committee of the meeting shall be responsible for preparing the list of shareholders entitled to attend, sending invitations, making disclosures, sending meeting documents and performing other tasks in accordance with the Charter. The Organizing Committee is also responsible for sending to each shareholder a document guiding the confirmation of shareholder status.

2. Method of registration for attendance at an online meeting of the General Meeting of Shareholders

The Board of Directors shall be responsible for issuing the necessary guidelines for organizing the Online Meeting and electronic voting. Shareholders shall be provided with access accounts in the invitation to attend the meeting and shall cast votes electronically. The access account for attending the meeting and the access account for electronic voting may be the same account or two separate accounts.

Each shareholder shall be provided with one (01) hard-copy invitation notice sent by post/email before the meeting date, and such notice/email shall contain the Delegate Code, Login Name and Password for access to the online General Meeting of Shareholders system.

3. Conditions for conducting the meeting

a. An online meeting of the General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting rights.

b. A shareholder shall be deemed to attend the meeting when satisfying the following conditions:

- A shareholder entitled to attend the Online Meeting may attend in person or authorize another person to attend the online meeting and vote electronically on matters at the meeting.
- Log in to the system using the access account for attending the online meeting and voting by electronic ballot.

c. Shareholders who do not satisfy the conditions for attendance at the Online Meeting shall be deemed not to have attended the meeting. The attendance ratio of shareholders shall be calculated based on the number of shareholders attending the meeting over the total number of shareholders entitled to attend.

4. Form of adoption of resolutions at an online meeting of the General Meeting of Shareholders

Shareholders may monitor the contents and proceedings of the meeting through the Company's live online broadcasting system and participate in online discussions and Q&A on matters at the meeting in accordance with the approved agenda.

The General Meeting of Shareholders shall adopt resolutions by voting. Where the Company applies modern technology to organize an online meeting of the General Meeting of Shareholders, the Company must ensure that attending shareholders can vote by electronic ballot or other electronic methods in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

5. Method of online voting

a. Shareholders shall vote by electronic ballot via the internet using a system built by the Company or provided by the Vietnam Securities Depository and Clearing Corporation or another service provider supplying electronic voting services to the Company.

Shareholders logging in late after the meeting has begun may still participate and vote immediately on matters not yet voted on, but the validity of voting rounds already completed shall not be affected.

b. All matters on the agenda of the meeting must be decided by collecting shareholders' votes by electronic voting based on the number of shares owned and represented. Each shareholder shall be allocated voting rights corresponding to the number of voting shares (owned and represented) of that shareholder.

c. Where the access account for the electronic voting system is the same as the access account for attending the meeting: the shareholder shall review the information related to the voting round posted on the system and decide how to vote on each matter requiring a vote.

d. Where the access account for the electronic voting system is separate from the access account for attending the meeting: the shareholder shall use the access account for the electronic voting system to log directly into the electronic voting system to review the information related to the voting round posted on the system and decide how to vote on each matter requiring a vote.

e. The period for online voting and election starts from the time the shareholder receives access information until the end of the online voting and election period as stated in the system notice. After the specified time ends, the system will no longer record any additional online voting or election results from shareholders.

6. Method of online vote counting

Electronic voting results during the electronic voting period shall be compiled and calculated by the electronic voting service provider or the Company's software system.

7. Announcement of vote-counting results

The Vote Counting Committee shall receive information on electronic voting results in order to consolidate the voting results. Voting results shall be announced immediately at the Online Meeting by the Presidium or the Vote Counting Committee.

8. Preparation of minutes of the meeting of the General Meeting of Shareholders

The contents of the Online Meeting shall be recorded by the Secretariat and made into minutes of the meeting of the General Meeting of Shareholders.

9. Disclosure of resolutions of the General Meeting of Shareholders

The meeting minutes and resolutions of the General Meeting of Shareholders shall be read out and approved before the closing of the Online Meeting. The meeting minutes and resolutions of the General Meeting of Shareholders 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 7. Order and procedures for the General Meeting of Shareholders to adopt resolutions by a meeting held in person combined with online participation

The meeting shall be conducted through an online system and at the meeting venue notified to all shareholders.

1. Notice convening the General Meeting of Shareholders

The notice of convening a General Meeting of Shareholders held in person combined with online participation shall be made similarly to the provisions of Clause 1, Article 6.

2. Method of registration for attendance at the General Meeting of Shareholders

Shareholders may attend in person, or attend online / vote and elect online, or authorize their representatives to attend. The method of registration for online attendance at the General Meeting of Shareholders shall be carried out similarly to the provisions of Clause 2, Article 6.

Where a shareholder registers to attend the General Meeting of Shareholders in person during an epidemic or due to other causes, such shareholder must maintain physical distancing, ensure that the number of attendees in one meeting room does not exceed the prescribed maximum, and strictly comply with hygiene and safety regulations under the guidance of the Organizing Committee.

If a shareholder fails to comply with the health-check requirements or the above measures and regulations, the Chairperson, after careful consideration, may refuse attendance or request such delegate to leave the venue in order to ensure that the meeting proceeds normally according to the approved agenda.

Where a shareholder is an organization holding at least 10% of the total voting shares and has more than one authorized representative attending the meeting, the number of shares and votes represented by each attending representative must be specifically determined.

3. Conditions for conducting the meeting

An online meeting of the General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting rights.

4. Form of adoption of resolutions of the General Meeting of Shareholders

The General Meeting of Shareholders shall adopt resolutions by voting.

5. Method of voting and casting ballots

For shareholders attending and voting, casting ballots directly at the meeting venue: this shall be carried out in accordance with Clause 10, Article 4 of these Regulations.

For shareholders attending and voting, casting ballots online through the system: this shall be carried out in accordance with Clause 5, Article 6 of these Regulations.

6. Method of vote counting

The Vote Counting Committee shall inspect and record the number of votes in favor, against and with no opinion for each matter under the two voting methods: direct voting and online voting.

7. Announcement of vote-counting results

The Vote Counting Committee is responsible for recording and reporting the voting results at the General Meeting of Shareholders. The voting results shall be announced immediately at the meeting by the Presidium or the Vote Counting Committee.

8. Preparation of minutes of the meeting of the General Meeting of Shareholders

The contents of the meeting shall be recorded by the Secretariat and made into minutes of the meeting of the General Meeting of Shareholders.

9. Disclosure of resolutions of the General Meeting of Shareholders

The meeting minutes and resolutions of the General Meeting of Shareholders shall be read out and approved before the closing of the meeting. The meeting minutes and resolutions of the General Meeting of Shareholders 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.

CHAPTER 3. BOARD OF DIRECTORS

Article 8. Roles, rights and obligations of the Board of Directors; responsibilities of members of the Board of Directors

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

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

a) To decide on the Company's strategy, medium-term development plan and annual business plan;

b) To recommend the classes of shares and the total number of shares of each class authorized to be offered for sale;

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

d) To decide on the offering price of the Company's shares and bonds;

e) To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;

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

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

h) To approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except where the Company's Charter provides for a different ratio or value and except contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) To elect, dismiss and remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts with and terminate contracts with the Director (General Director) and other key managers as provided in the Company's Charter; to decide on their salaries, remuneration, bonuses and other benefits; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of another company, and to decide on the remuneration and other benefits of such persons;

j) To supervise and direct the General Director and other managers in conducting the daily business operations of the Company;

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

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

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

n) To propose the dividend rate to be paid; to decide the time limit and procedures for dividend payment or the handling of losses arising in the course of business;

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

p) To decide on the issuance of the Operating Regulations of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; to decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors and the Company's Information Disclosure Regulations;

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

3. A member of the Board of Directors has the right to request the General Director, Deputy General Directors and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units. The requested managers must provide information and documents promptly, fully and accurately at the request of a member of the Board of Directors. The order and procedures for requesting and providing information shall be specified in the Company's Charter.

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

Article 9. Nomination, self-nomination, election, dismissal and removal of members of the Board of Directors

1. Term of office and number of members of the Board of Directors

a) The Board of Directors shall consist of 05 members.

b) The term of office 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. An individual may only be elected as

an independent member of the Board of Directors of one company for no more than two consecutive terms. If all members of the Board of Directors simultaneously end their terms, they shall continue to act as members of the Board of Directors until new members are elected to replace them and take over the work.

c) If all members of the Board of Directors simultaneously end their terms, they shall continue to act as members of the Board of Directors until new members are elected to replace them and take over the work.

2. Structure, criteria and conditions of members of the Board of Directors

a) The structure of the Board of Directors of a public company must ensure that at least one-third of the total number of members are non-executive members. The Company shall limit to the maximum extent members of the Board of Directors concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.

b) The total number of independent members of the Board of Directors must ensure at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors;

c) Members of the Board of Directors must satisfy the criteria and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and the Company's Charter.

d) A member of the Board of Directors is not necessarily required to be a shareholder of the Company, unless otherwise provided in the Company's Charter.

3. Nomination and self-nomination of members of the Board of Directors

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

b. If the number of candidates to the Board of Directors through nomination and self-nomination is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, these Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. 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 law.

4. Method of electing members of the Board of Directors

- Voting to elect members of the Board of Directors shall be conducted by secret ballot at the meeting using cumulative voting. Each shareholder shall have a total number of votes equal to the total number of voting shares (including shares owned and represented by proxy) multiplied by the number of additional Board members to be elected.

- A shareholder may allocate all of his/her votes to elect one (01) candidate or divide the votes among selected candidates.

- If there is an insufficient number of members of the Board of Directors or independent members of the Board of Directors, the General Meeting of Shareholders shall conduct re-election until the required number is reached.

5. Cases of dismissal, removal and supplementation of members of the Board of Directors

A member of the Board of Directors shall cease to be a member of the Board of Directors if dismissed, removed or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

6. Notice of election, dismissal and removal of members of the Board of Directors

The election, dismissal and removal of members of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market.

7. Method of introducing candidates for membership of the Board of Directors

a) Where candidates for the Board of Directors have been identified, information relating to such candidates shall be included in the meeting documents of the General Meeting of Shareholders and disclosed on the Company's website at least ten (10) days before the opening date of the meeting of the General Meeting of Shareholders so that shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written commitment to the truthfulness and accuracy of the personal information disclosed and must undertake to perform their duties honestly if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

- Full name, date of birth;
- Professional qualifications;
- Working history;
- Other managerial positions held (including positions on the boards of directors of other companies);
- Interests related to the Company and related parties of the Company;
- Other information (if any) as prescribed in the Company's Charter.

b) A public company is responsible for disclosing information on companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions, and interests related to the company of such Board candidate (if any).

8. Election, removal and dismissal of the Chairman of the Board of Directors

a) The Chairman of the Board of Directors shall be elected, dismissed and removed by the Board of Directors from among its members. The Chairman of the Board of Directors may not concurrently act as General Director.

b) The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member having the highest number of votes or the highest voting ratio. If there is more than one member having the highest and equal number of votes or voting ratio, the members shall elect, by majority principle, one of them to convene the meeting of the Board of Directors.

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

d) If the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles set out in the Company's Charter. If there is no authorized person or the Chairman of the Board of Directors dies, is missing, is held in temporary detention, is serving a prison sentence, is serving an administrative measure at a compulsory detoxification establishment or compulsory education establishment, has absconded from the place of residence, has limited or lost civil act capacity, has difficulties in awareness and behavior control, or is prohibited by the Court from holding positions, practicing a profession or doing certain work, the remaining members shall elect one of themselves to act as Chairman of the Board of Directors according to the principle that a majority of the remaining members approve, until there is a new decision of the Board of Directors.

Article 10. Remuneration and other benefits of members of the Board of Directors

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

2. Members of the Board of Directors shall receive remuneration for work and bonuses. Work remuneration shall be calculated based on the number of working days necessary to complete the duties of the member of the Board of Directors and the remuneration rate per day. The Board of Directors shall estimate the remuneration for each member on a consensus basis. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be recorded as a business expense of the Company in accordance with the law on corporate income tax, presented as a separate item in

the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working on committees of the Board of Directors or performing other tasks which, in the opinion of the Board of Directors, are beyond the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee for each occasion, salary, commission, percentage of profits or another form as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation and other reasonable expenses that they have incurred while performing their responsibilities as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.

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

Article 11. Order and procedures for organizing meetings of the Board of Directors

1. Minimum number of meetings per month/quarter/year:

The Board of Directors must meet at least once every quarter and may meet extraordinarily.

2. Cases in which an extraordinary meeting of the Board of Directors must be convened:

The Chairman of the Board of Directors must convene a meeting of the Board of Directors in the following cases:

a. Upon request of an independent member of the Board of Directors;

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

c. Upon request of at least 02 members of the Board of Directors; the request must be made in writing, clearly stating the purpose, matters to be discussed and decisions falling within the authority of the Board of Directors.

3. Notice of meeting of the Board of Directors (including time, venue, meeting agenda, matters for discussion and decision)

a. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of invitation no later than three (03) working days before the meeting date. The notice of invitation must specifically determine the time and venue of the meeting, the agenda, and the matters for discussion and decision. The notice of invitation must be accompanied by documents to be used at the meeting and voting ballots of members.

b. The notice of invitation to a meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means or other method as provided in the Company's Charter, provided that it reaches the contact address of each member of the Board of Directors registered with the Company.

4. Conditions for organizing a meeting of the Board of Directors

Meetings of the Board of Directors shall be conducted when attended by at least three-quarters (3/4) of the total number of members. If a meeting convened under this Clause does not have the required number of attending members, a second meeting shall be convened within seven (07) days from the intended date of the first meeting. In such case, the meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors attend.

5. Method of voting

A member of the Board of Directors shall be deemed to attend and vote at a meeting in the following cases:

a) Attending and voting directly at the meeting;

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

c) Attending and voting through online conference, electronic voting or another electronic form;

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

dd) Sending voting ballots by other means as provided in the Company's Charter.

Where voting ballots are sent to the meeting by mail, the ballots must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening time. Voting ballots may only be opened in the presence of all persons attending the meeting.

6. Method of adoption of resolutions of the Board of Directors

A resolution shall be adopted on the basis of approval by a majority of attending members of the Board of Directors. In the event of an equal number of votes, the final decision shall belong to the side supported by the Chairman of the Board of Directors.

7. Authorization for another person to attend the meeting on behalf of a member of the Board of Directors

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

8. Preparation of minutes of meetings of the Board of Directors

Meetings of the Board of Directors must be minuted in accordance with Article 158 of the Law on Enterprises.

9. In case the chairperson and/or secretary refuses to sign the minutes of the meeting of the Board of Directors

Where the chairperson or the recorder of the minutes refuses to sign the minutes of the meeting, such minutes shall nevertheless be effective if signed by all other members of the Board of Directors

attending the meeting and containing all contents prescribed at Points a, b, c, d, dd, e, g and h, Clause 9 of this Article.

10. Notification of resolutions and decisions of the Board of Directors

a. Based on the minutes of a meeting of the Board of Directors or a resolution document of the Board of Directors, the Chairman of the Board of Directors may prepare another separate resolution document containing the contents of the original document. This resolution document only needs the signature of the Chairman of the Board of Directors and the Company's seal, and has the same legal validity as resolutions approved by members of the Board of Directors at a duly convened and organized meeting.

b. Such resolutions shall be communicated to all members of the Board of Directors.

c. Contents of resolutions of the Board of Directors falling within the scope subject to information disclosure shall be disclosed by the Company in accordance with law.

Article 12. Audit Committee under the Board of Directors

1. Nomination and self-nomination of members of the Audit Committee

The Chairman of the Audit Committee and other members of the Audit Committee shall be nominated by the Board of Directors and shall not be executive persons of the Company.

The appointment of the Chairman of the Audit Committee and the other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.

2. Composition of the Audit Committee

The Audit Committee shall have at least 02 members. The Chairman of the Audit Committee must be an independent member of the Board of Directors. Other members of the Audit Committee must be non-executive members of the Board of Directors.

Members of the Audit Committee must have knowledge of accounting and auditing, a general understanding of law and of the Company's operations, and must not fall into the following cases:

- Working in the accounting or finance department of the Company;
- Being a member or employee of an approved audit organization that has audited the Company's financial statements during the previous three (03) consecutive years.

The Chairman of the Audit Committee must hold a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law or business administration.

3. Rights and obligations of the Audit Committee

The Audit Committee has the following rights and obligations:

- To supervise the truthfulness of the Company's financial statements and official disclosures relating to the Company's financial results;
- To review the internal control system and risk management;

- To review related-party transactions falling within the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval by the Board of Directors or the General Meeting of Shareholders;
- To supervise the internal audit department of the Company;
- To recommend the independent audit firm, remuneration level and relevant terms in the contract with the audit firm for approval by the Board of Directors before submission to the Annual General Meeting of Shareholders for approval;
- To monitor and assess the independence and objectivity of the audit firm and the effectiveness of the audit process, especially in cases where the company uses non-audit services of the auditor;
- To supervise in order to ensure that the company complies with legal regulations, requirements of regulatory authorities and other internal regulations of the company;
- To have the right to access documents relating to the Company's operating situation; to exchange with other members of the Board of Directors, the General Director, the Chief Accountant and other managers in order to collect information serving the activities of the Audit Committee;
- To have the right to request representatives of the approved audit organization to attend and answer matters related to the audited financial statements at meetings of the Audit Committee;
- To use external legal, accounting or other advisory services when necessary;
- To develop and submit to the Board of Directors policies on risk identification and management; and to propose to the Board of Directors solutions for handling risks arising in the company's operations;
- To prepare written reports to the Board of Directors when discovering that members of the Board of Directors, the General Director and other managers fail to fully perform their responsibilities in accordance with the Law on Enterprises and the Company's Charter;
- To develop the Operating Regulations of the Audit Committee and submit them to the Board of Directors for approval.
- To perform other tasks as prescribed in the Company's Charter, by law and at the request of the Board of Directors.

4. Meetings of the Audit Committee

The Audit Committee must meet at least twice per year. Meeting minutes must be prepared in detail, clearly and fully retained. The minute-taker and the members of the Audit Committee attending the meeting must sign the meeting minutes.

The Audit Committee shall adopt decisions by voting at meetings or by collecting written opinions. Each member of the Audit Committee has one vote. A decision of the Audit Committee shall be adopted if approved by a majority of attending members; in the event of a tie, the final decision shall belong to the side supported by the Chairman of the Audit Committee.

Article 13. Committees under the Board of Directors

The establishment and operation of committees under the Board of Directors (if any) include the following principal contents:

1. Roles, responsibilities and authority of committees under the Board of Directors and of each committee member

The Board of Directors may establish subordinate committees in charge of development policy, personnel, remuneration, internal audit and risk management.

2. Nomination, self-nomination, election, dismissal and removal of members of committees under the Board of Directors

Term of office, number, criteria and structure of committees under the Board of Directors

The number of members of a committee shall be decided by the Board of Directors and shall be at least three (03), including members of the Board of Directors and external members. Independent members of the Board of Directors / non-executive members of the Board of Directors should form the majority of the committee, and one of such members shall be appointed as Committee Head by decision of the Board of Directors.

3. Operation of committees under the Board of Directors

The activities of a committee must comply with the regulations of the Board of Directors. A committee's resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.

Article 14. Selection, appointment and dismissal of the person in charge of corporate governance

1. Criteria of the person in charge of corporate governance

a. Criteria of the person in charge of corporate governance:

- The person in charge of corporate governance must be knowledgeable about law and have a firm grasp of legal regulations related to the company and the securities market;
- Have been trained in governance knowledge;
- Understand the Company's operations;
- Be reputable and honest.

b. The person in charge of corporate governance may concurrently act as Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises. The person in charge of corporate governance may not simultaneously work for an approved audit organization that is auditing the Company's financial statements.

2. Appointment of the person in charge of corporate governance

The Board of Directors of the Company must appoint at least one (01) person as the person in charge of corporate governance to support governance activities within the enterprise. The term of office of the person in charge of corporate governance shall be decided by the Board of Directors and shall not exceed five (05) years.

3. Cases of dismissal of the person in charge of corporate governance

a. The Board of Directors may remove the person in charge of corporate governance when necessary, provided that this does not contravene current labor law regulations.

b. The person in charge of corporate governance may be removed by resolution of the General Meeting of Shareholders.

4. Notice of appointment and dismissal of the person in charge of corporate governance

After a decision on the appointment or dismissal of the person in charge of corporate governance is issued, the Company is responsible for disclosing such information internally within the Company and to relevant authorities, through mass media and on the Company's website in accordance with the order and procedures prescribed by current law.

5. Rights and obligations of the person in charge of corporate governance

a. Advise the Board of Directors in organizing meetings of the General Meeting of Shareholders in accordance with regulations and in work relating between the Company and shareholders;

b. Prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;

c. Advise on meeting procedures;

d. Attend meetings;

dd. Advise on procedures for preparing resolutions of the Board of Directors in compliance with law;

e. Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors;

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

h. Act as the contact point with stakeholders;

i. Keep information confidential in accordance with law and the Company's Charter;

k. Other rights and obligations as provided by law and the Company's Charter.

Article 15. General Director

1. Role, responsibilities, rights and obligations of the General Director

The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible before the Board of Directors and before the law for the implementation of the assigned rights and obligations.

2. Appointment, dismissal, entering into contracts with, and termination of contracts with the General Director

a) Term of office, criteria and conditions of the General Director

The term of office of the General Director shall not exceed five (05) years and he/she may be reappointed for an unlimited number of terms. The General Director must satisfy the criteria and conditions provided by law and the Company's Charter.

b) Nomination, self-nomination, dismissal and removal of the General Director

The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person to act as General Director.

c) Appointment of and execution of labor contract with the General Director

The Chairman of the Board of Directors shall, on behalf of the Board of Directors, sign the labor contract of the General Director.

When the General Director's term ends, the Board of Directors must consider whether to reappoint or not reappoint him/her. The Board of Directors must make its decision at least one (01) month before the General Director's term ends.

Conditions for reappointing an executive:

- Having well fulfilled the assigned duties and tasks during his/her term of office;
- Having good moral qualities;
- Not violating the law, State regimes and policies, or the Company's regulations;
- Being in sufficient health to complete the assigned duties;
- Being trusted by employees and workers in the unit.

d) Dismissal and termination of labor contract with the General Director

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

The General Director shall be dismissed or removed in the following cases:

- Being prohibited by law from holding a managerial position, or suffering from a mental disorder and the Company having professional evidence that such person no longer has legal capacity, or not having sufficient health to continue working;
- Failing to complete assigned tasks continuously for more than three (03) months, violating the Company's internal rules and regulations; or where incidents have occurred causing serious damage to the interests and assets of the Company within the scope of his/her responsibility;
- Submitting a written resignation letter to the Board of Directors;
- The labor contract term expires or the person retires and the Company has no need to extend or re-sign the contract.

The dismissal or removal shall be expressed in a written resolution of the Board of Directors.

dd) Notice of appointment, dismissal, contract execution and contract termination with respect to the General Director

The appointment, removal, dismissal, entering into contracts with, and termination of contracts with the General Director shall be notified to the appointed, removed or dismissed person by directly handing over the decision to that person or by sending a registered letter to the address registered with the Company.

The appointment, removal, dismissal, entering into contracts with, and termination of contracts with the General Director shall be notified to all officers and employees of the Company in an appropriate form selected by the Board of Directors.

The appointment, removal, dismissal, entering into contracts with, and termination of contracts with the General Director must be disclosed in accordance with the law on securities and the securities market.

e) Salary and other benefits of the General Director

Remuneration, salary, benefits and other terms in the labor contract of the General Director shall be decided by the Board of Directors.

Article 16. Other activities

1. Coordination of activities between the Board of Directors and the General Director

a) Procedures and order for convening meetings, sending invitations, recording minutes and notifying meeting results between the Board of Directors and the General Director

- The Chairman of the Board of Directors or the convener must send the invitation notice and accompanying documents to the General Director in the same manner as for members of the Board of Directors, including where the meeting is conducted in the form specified in Clause 2, Article 11 of these Regulations. The General Director who is not a member of the Board of Directors has the right to attend meetings of the Board of Directors.
- The General Director may attend meetings of the Board of Directors in person or designate another member of the Executive Board to attend. A member of the Executive Board attending the meeting may participate in discussion but may not vote.
- The Chairman of the Board of Directors shall notify the General Director in writing of the results of such meeting within seven (07) days after the meeting.
- When necessary, the General Director may invite certain members of the Board of Directors and members of the Audit Committee to participate in meetings of the Executive Board. The invitation letter must contain all necessary contents and be sent to the invitee at least three (03) days before the meeting. The General Director shall notify the Chairman of the Board of Directors in writing of the results of the meeting within seven (07) days after the meeting.

b) Notification of resolutions and decisions of the Board of Directors to the General Director

Resolutions of the Board of Directors shall be delivered to the General Director within five (05) days after the meeting.

c) Cases in which the General Director requests that a meeting of the Board of Directors be convened and matters requiring opinions of the Board of Directors:

The Chairman of the Board of Directors must convene a meeting of the Board of Directors in one of the following cases:

- Upon request of an independent member of the Board of Directors;
- Upon request of the General Director or at least five (05) other managers;
- Upon request of at least 02 members of the Board of Directors.

The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed and decisions falling within the authority of the Board of Directors.

The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article.

If the Chairman of the Board of Directors fails to convene a meeting as requested, the Chairman of the Board of Directors shall be liable for any damage caused to the Company; the requesting person has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

dd) Reports of the General Director to the Board of Directors on the performance of assigned duties and powers:

- The General Director is responsible for reporting in writing to the Board of Directors and the General Meeting of Shareholders on the performance of assigned duties and powers on a periodic basis (quarterly, semi-annually, annually) and upon request.
- When necessary, the Board of Directors has the right (through communication by the General Director) to request members of the Executive Board and Heads/Deputy Heads of departments to report on the performance of their assigned duties and powers.

e) Review of the implementation of resolutions and other delegated matters of the Board of Directors with respect to the General Director

- On a periodic basis (quarterly, semi-annually, annually), the General Director must organize meetings of the Executive Board to review and assess the implementation of resolutions of the Board of Directors.
- Meeting minutes must be retained as a basis for reference and for inclusion of information in reports of the Executive Board.

g) Matters that the General Director must report, provide information on, and methods of notification to the Board of Directors;

- Results of implementation of resolutions of the Board of Directors and the General Meeting of Shareholders; the Company's business plans and investment plans; and the annual business plan approved by the Board of Directors and the General Meeting of Shareholders;
- Reports on the management and operation of the Company, including detailed information on the Company's organization and operations;
- By 31 October each year, the General Director must submit to the Board of Directors for approval a detailed business plan for the next fiscal year;
- Proposals for measures to improve the Company's operations and management;
- Recommendations on the number of managers the Company needs to recruit for the Board of Directors to appoint or dismiss when necessary in order to apply good operational and management structures proposed and advised by the Board of Directors, for the Board of Directors to decide policies for managers.
- Consulting the Board of Directors to decide on the number of employees, policies and other terms related to their labor contracts;
- Preparing and submitting for approval by the Board of Directors long-term, annual and monthly estimates (including the balance sheet, business performance report and cash flow statement) serving the Company's management activities according to the business plan.
- All information and reports must be made in writing and directly sent by the General Director to the Chairman of the Board of Directors.

h) Coordination of control, administration and supervision activities between members of the Board of Directors and the General Director according to the specific duties of the aforesaid members

- Members of the Board of Directors and the General Director shall regularly exchange work information and provide information to each other in a spirit of cooperation, support and facilitation in performing work in accordance with the Charter, working regulations and common action plan.
- Members of the Board of Directors and members of the Executive Board shall not interfere in the executive work that falls under the different functional duties of each organization.
- In urgent cases, members of the Board of Directors and the General Director may immediately communicate (through meetings, telephone or email) with the Chairman of the Board of Directors for effective resolution.

2. Regulations on annual evaluation regarding commendation and discipline for members of the Board of Directors, the General Director and other company executives

a. For members of the Board of Directors:

- Evaluation: The Board of Directors shall review and assess the operating results of each position/member on a quarterly and annual basis, based on the functions and duties prescribed in the Charter and the results of implementation of the Board of Directors' action plan.

- Commendation: Depending on individual achievements, the Board of Directors has the right to use the welfare and reward fund to pay bonuses and report the same to the General Meeting of Shareholders at the nearest meeting.

- Discipline: Members of the Board of Directors may be dismissed or removed in the cases provided for in the Company's Charter.

b. For the General Director:

- Evaluation: The Board of Directors shall assess the General Director's qualities, capacity and management results every 6 months and annually, based on the Company's operating results and with reference to opinions of the Executive Board.

- Commendation: The Board of Directors shall decide specific commendation for the General Director according to established policies and prior agreement. Such expense shall be accounted for as management expense. The Board of Directors has the right to use the reward and welfare fund for general commendation, including commendation of the General Director.

- Discipline: The General Director may be dismissed or removed in the cases provided for in the Company's Charter.

c. For managers:

- Evaluation: Carried out quarterly according to the common evaluation regulations for managers.

- Commendation: The Board of Directors shall decide specific commendation for each manager at the proposal of the General Director and according to established policies. Such expense shall be accounted for as management expense. The Board of Directors has the right to use the reward and welfare fund for general commendation, including commendation of managers.

- Discipline: Managers may be dismissed or removed in accordance with the Charter and the Company's Internal Rules.

d. Liability for damages:

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

- Specific decisions for each case shall be established by the Board of Directors and implemented by the General Director.

Article 17. Effectiveness

The Internal Regulations on Corporate Governance of Viet Nam Eco Plastic Technology Joint Stock Company consist of 17 articles and take effect from 26 April 2024, as amended for the first time by the Resolution of the 2026 Annual General Meeting of Shareholders dated 18 April 2026.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signature, full name and seal)



NGUYEN VAN BINH

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

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OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

Hanoi, April 2026

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PREAMBLE

- *Pursuant to the Law on Securities dated 26 November 2019;*
- *Pursuant to the Law on Enterprises dated 17 June 2020;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Viet Nam Eco Plastic Technology Joint Stock Company;*
- *Pursuant to Resolution No. 01/2024/NQ-DHDCD/ECO of the 2024 Annual General Meeting of Shareholders dated 26 April 2024.*
- *Pursuant to Resolution No. 01/2026/NQ-DHDCD/ECO of the 2026 Annual General Meeting of Shareholders dated 18 April 2026.*

The Board of Directors hereby promulgates the Operating Regulations of the Board of Directors of Viet Nam Eco Plastic Technology Joint Stock Company.

The Operating Regulations of the Board of Directors of Viet Nam Eco Plastic Technology Joint Stock Company include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of regulation and applicable subjects

1. Scope of regulation: These Operating Regulations of the Board of Directors provide for the organizational structure, operating principles, powers and obligations of the Board of Directors and its members in accordance with the Law on Enterprises, the Company's Charter and other relevant provisions of law.

2. Applicable subjects: These Regulations shall apply to the Board of Directors and members of the Board of Directors.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors shall operate on the collective principle. Members of the Board of Directors shall bear individual responsibility for the tasks assigned to them and shall jointly bear responsibility before the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors in relation to the development of the Company.

2. The Board of Directors assigns the General Director to organize and direct the implementation of the resolutions and decisions of the Board of Directors.

CHAPTER II. MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors shall have all rights as provided by the Law on Securities, relevant laws and the Company's Charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and its affiliated units.

2. Members of the Board of Directors shall have the obligations prescribed in the Company's Charter and the following obligations:

a) To perform their duties honestly and prudently for the best interests of the shareholders and the Company;

b) To attend all meetings of the Board of Directors and express opinions on matters submitted for discussion;

c) To report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies and other organizations;

d) To report to the Board of Directors at the nearest meeting any transactions between the Company, its subsidiaries, or other companies in which the Company holds more than 50% of the charter capital, on the one hand, and a member of the Board of Directors and such member's related persons, on the other hand; and transactions between the Company and a company in which such member of the Board of Directors is a founding member or enterprise manager within the three (03) years preceding the transaction date;

đ) To make information disclosures when conducting transactions in the Company's shares in accordance with law.

3. An independent member of the Board of Directors of a listed company must prepare an assessment report on the activities of the Board of Directors.

Article 4. Right of members of the Board of Directors to be provided with information

1. Members of the Board of Directors shall have the right to request the General Director, Deputy General Directors and other managers of the Company to provide information and documents on the financial situation and business operations of the Company and its units.

2. The requested managers must provide information and documents accurately, fully and in a timely manner as requested by members of the Board of Directors. The order and procedures for requesting and providing information shall be prescribed in the Company's Charter.

Article 5. Term of office and number of members of the Board of Directors

1. The Board of Directors shall consist of between three (03) and eleven (11) members. The Company's Charter shall specify the exact number of members of the Board of Directors.

2. The term of office of a member of the Board of Directors shall not exceed five (05) years, and such member may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms.

3. In the event that all members of the Board of Directors simultaneously end their terms, such members shall continue to act as members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise provided in the Company's Charter.

4. The Company's Charter shall specifically provide for the number, rights, obligations, organization and coordination of the independent members of the Board of Directors.

Article 6. Criteria and conditions for members of the Board of Directors

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

a) Not falling within the cases specified in Clause 2, Article 17 of the Law on Enterprises;

b) Having professional qualifications and experience in business administration or in the business sectors and trades of the Company, and not necessarily being shareholders of the Company unless otherwise provided in the Company's Charter;

c) A member of the Board of Directors of the Company may concurrently serve as a member of the board of directors of another company;

d) Other criteria and conditions as provided in the Company's Charter.

2. An independent member of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises must satisfy the following criteria and conditions:

a) Not being a person currently working for the Company, its parent company or its subsidiary; and not having worked for the Company, its parent company or its subsidiary for at least three (03) consecutive years immediately preceding such time;

b) Not being a person currently receiving salary or remuneration from the company, except for allowances to which members of the Board of Directors are entitled under regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, full sibling is a major shareholder of the Company; or a manager of the Company or of its subsidiary;

d) Not being a person who directly or indirectly owns at least one percent (01%) of the total voting shares of the Company;

đ) Not being a person who has served as a member of the Board of Directors of the Company for at least five (05) consecutive years immediately preceding such time, except where such person has been appointed for two (02) consecutive terms;

e) Other criteria and conditions as provided in the Company's Charter.

3. An independent member of the Board of Directors must notify the Board of Directors if he/she no longer satisfies the criteria and conditions specified in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date on which such criteria and conditions are no longer satisfied. The Board of Directors must notify the nearest General Meeting of Shareholders of the case where an independent member of the Board of Directors no longer satisfies the prescribed criteria and conditions or convene a meeting of the General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within six (06) months from the date of receipt of the notice from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed and removed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of the Company may not concurrently hold the position of General Director.

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

a) To formulate the agenda and working plan of the Board of Directors;

b) To prepare the agenda, contents and documents for meetings; to convene, preside over and act as chairperson of meetings of the Board of Directors;

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

d) To supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;

đ) To preside over meetings of the General Meeting of Shareholders;

e) Other rights and obligations as provided by the Law on Enterprises and the Company's Charter.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation letter or the date of such removal. In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles prescribed in the Company's Charter. In the event that there is no authorized person, or the Chairman of the Board of Directors dies, is missing, is held in temporary detention, is serving an imprisonment sentence, is serving an administrative handling measure at a compulsory detoxification establishment or compulsory education establishment, absconds from his/her place of residence, has limited or lost civil act capacity, has difficulties in cognition and behavior control, or is prohibited by the Court from holding office, practicing a profession or performing certain work, the remaining members shall elect one of their number to act as Chairman of the Board of Directors according to the principle approved by a majority of the remaining members until a new decision is made by the Board of Directors.

5. Where deemed necessary, the Board of Directors shall decide to appoint a company secretary. The company secretary shall have the following rights and obligations:

a) To support the organization of meetings of the General Meeting of Shareholders and the Board of Directors and to take minutes of meetings;

b) To support members of the Board of Directors in performing their assigned rights and obligations;

c) To support the Board of Directors in applying and implementing corporate governance principles;

d) To support the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; and in complying with obligations on information provision, information disclosure and administrative procedures;

đ) Other rights and obligations as provided in the Company's Charter.

Article 8. Dismissal, removal, replacement and addition of members of the Board of Directors

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

a) Failing to satisfy the criteria and conditions prescribed in Article 155 of the Law on Enterprises;

b) Submitting a resignation letter which is accepted;

c) Other cases as provided in the Company's Charter.

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

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

b) Other cases as provided in the Company's Charter.

3. Where deemed necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors, and to dismiss or remove a member of the Board of Directors other than the cases specified in Clauses 1 and 2 of this Article.

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

a) The number of members of the Board of Directors decreases by more than one-third compared with the number prescribed in the Company's Charter. In such case, the Board of Directors must convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date on which the number of members decreases by more than one-third;

b) The number of independent members of the Board of Directors decreases to a level that fails to ensure the ratio prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;

c) Except for the cases specified in Points a and b of this Clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed at the nearest meeting.

Article 9. Method of electing, dismissing and removing members of the Board of Directors

1. A shareholder or group of shareholders holding ten percent (10%) or more of the total ordinary shares, or a smaller ratio as provided in the Company's Charter, shall have the right to nominate persons to the Board of Directors. Unless otherwise provided in the Company's Charter, the nomination of persons to the Board of Directors shall be carried out as follows:

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

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this Clause shall be entitled to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors. In the event that the number of candidates nominated by such shareholder or group of shareholders is fewer than the number of

candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

2. In the event that the number of candidates for the Board of Directors through nomination and self-nomination remains insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance and these Operating Regulations of the Board of Directors. 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 law.

3. Voting to elect members of the Board of Directors shall be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and each shareholder has the right to allocate all or part of his/her total votes to one or more candidates. Persons elected as members of the Board of Directors shall be determined in descending order of votes, starting from the candidate with the highest number of votes until the number of members prescribed in the Company's Charter is reached. In the event that two (02) or more candidates receive an equal number of votes for the final seat on the Board of Directors, a re-election shall be conducted among the candidates having equal votes, or selection shall be made according to the election rules or the Company's Charter.

4. The election, dismissal and removal of members of the Board of Directors shall be decided by the General Meeting of Shareholders by voting.

Article 10. Notice of election, dismissal and removal of members of the Board of Directors

1. Once candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may study such candidates before voting. Candidates for the Board of Directors must make a written commitment to the truthfulness and accuracy of the personal information disclosed and must undertake to perform their duties honestly, prudently and in the best interests of the Company if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

a) Full name, date of birth;

b) Professional qualifications;

c) Working history;

d) Other managerial positions held (including positions on the board of directors of another company);

đ) Interests related to the Company and related parties of the Company;

e) Other information (if any) as provided in the Company's Charter;

g) A public company must disclose information on companies in which the candidate is holding the position of member of the board of directors, other managerial positions, and interests related to the company of the candidate for the Board of Directors (if any).

2. Notice of the results of the election, dismissal and removal of members of the Board of Directors shall be made in accordance with regulations guiding information disclosure.

CHAPTER III. BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

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

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

a) To decide on the Company's strategy, medium-term development plan and annual business plan;

b) To recommend the classes of shares and the total number of shares authorized to be offered of each class;

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

d) To decide on the offering price of the Company's shares and bonds;

đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;

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

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

h) To approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent financial statements, except where the Company's Charter provides for a different ratio or value and where such contracts and transactions fall within the decision-making authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) To elect, dismiss and remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts with and terminate contracts with the Director or General Director and other key managers as provided in the Company's Charter; to decide the salaries, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders in other companies; and to decide on the remuneration and other benefits of such representatives;

k) To supervise and direct the Director or General Director and other managers in conducting the Company's daily business operations;

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

m) To approve the agenda and contents of documents serving meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or collect opinions so that the General Meeting of Shareholders may adopt resolutions;

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

o) To propose the dividend rate to be paid; to decide the time limit and procedures for dividend payment or the handling of losses arising in the course of business;

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

q) To decide on the issuance of the Operating Regulations of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; to decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors and the Regulations on Information Disclosure of the Company;

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

3. The Board of Directors shall adopt resolutions and decisions by voting at meetings, collecting written opinions or by other forms as provided in the Company's Charter. Each member of the Board of Directors shall have one (01) vote.

4. Where a resolution or decision adopted by the Board of Directors is contrary to law, a resolution of the General Meeting of Shareholders, or the Company's Charter and causes damage to the Company, the members voting in favor of such resolution or decision shall be jointly and severally personally liable for such resolution or decision and must compensate the Company for the damage; members voting against the adoption of such resolution or decision shall be exempt from liability. In such case, shareholders of the Company shall have the right to request the Court to suspend implementation of or cancel such resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. The Board of Directors shall approve contracts and transactions having a value of less than thirty-five percent (35%), or transactions resulting in the total value of transactions arising within twelve (12) months from the date of execution of the first transaction being less than thirty-five percent (35%) of the total asset value stated in the most recent financial statements, or another smaller ratio or value as provided in the Company's Charter, between the Company and one of the following persons:

- Members of the Board of Directors, the General Director, other managers and related persons of such persons;
- Shareholders and authorized representatives of shareholders owning more than ten percent (10%) of the total ordinary share capital of the Company, and their related persons;
- Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises.

2. The representative of the Company signing a contract or transaction must notify members of the Board of Directors of related persons involved in such contract or transaction and send together with such notice

the draft contract or the principal contents of the transaction. The Board of Directors shall decide whether to approve the contract or transaction within fifteen (15) days from the date of receipt of the notice, unless the Company's Charter provides for another time limit; a member of the Board of Directors having interests related to the parties to such contract or transaction shall not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary meetings of the General Meeting of Shareholders

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

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

b) Where the number of remaining members of the Board of Directors is fewer than the minimum number prescribed by law;

c) Upon the request of a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and bear the full signatures of the relevant shareholders, or such request may be made in multiple documents and aggregated with the full signatures of the relevant shareholders;

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

2. Convening an extraordinary meeting of the General Meeting of Shareholders

Unless otherwise provided in the Company's Charter, the Board of Directors must convene a meeting of the General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or independent members of the Board of Directors is fewer than the minimum number prescribed in the Company's Charter, or from the date of receipt of the request specified in Point c, Clause 1 of this Article;

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

a) Preparing the list of shareholders entitled to attend the meeting;

b) Providing information and settling complaints related to the list of shareholders;

c) Preparing the agenda and contents of the meeting;

d) Preparing documents for the meeting;

đ) Drafting resolutions of the General Meeting of Shareholders according to the expected contents of the meeting; and the list and detailed information of candidates in the event of election of members of the Board of Directors;

e) Determining the time and venue of the meeting;

g) Sending notices of invitation to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;

h) Other tasks serving the meeting.

Article 14. Committees assisting the Board of Directors

1. The Board of Directors may establish subordinate committees in charge of development policy, personnel, remuneration, internal audit and risk management. The number of members of a committee shall be decided by the Board of Directors and must be at least three (03), including members of the Board of Directors and external members. Independent members of the Board of Directors / non-executive members of the Board of Directors should constitute the majority of a committee, and one of such members shall be appointed as the Head of the committee by decision of the Board of Directors. The operation of a committee must comply with the regulations of the Board of Directors. A committee's resolution shall only be valid when approved by a majority of members attending and voting at the committee meeting.

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

CHAPTER IV. MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end of the election of such Board of Directors. This meeting shall be convened and presided over by the member having the highest number of votes or the highest voting ratio. In the event that more than one member has the same highest number of votes or voting ratio, the members shall elect one of them by majority vote to convene the meeting of the Board of Directors.

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

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

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

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

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

d) Other cases as provided in the Company's Charter.

4. A request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed and decisions falling within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairman fails to convene such meeting upon request, he/she shall be responsible for damages caused to the Company; the requesting person shall have the right to replace the Chairman in convening the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of invitation at least three (03) working days before the meeting date, unless otherwise provided in the Company's Charter. The notice of invitation must specifically determine the

time and venue of the meeting, the agenda, matters for discussion and decision. The notice of invitation must be accompanied by documents to be used at the meeting and voting ballots of members.

Notice of invitation to a meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means or other methods as provided in the Company's Charter, provided that it reaches the contact address of each member of the Board of Directors registered with the Company.

7. A meeting of the Board of Directors shall be conducted when attended by at least three-fourths (3/4) of the total number of members. If a meeting convened in accordance with this Clause does not have a sufficient number of attending members as prescribed, a second meeting shall be convened within seven (07) days from the date scheduled for the first meeting, unless the Company's Charter provides for a shorter time limit. In such case, the meeting shall be conducted if more than one-half of the members of the Board of Directors attend.

8. A member of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases:

a) Attending and voting directly at the meeting;

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

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

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

đ) Sending voting ballots by other means as provided in the Company's Charter.

10. Where voting ballots are sent to the meeting by mail, such ballots must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening of the meeting. Voting ballots may only be opened in the presence of all attendees.

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

12. Unless the Company's Charter provides for a higher ratio, a resolution or decision of the Board of Directors shall be adopted if approved by a majority of attending members; in the event of an equal number of votes, the final decision shall belong to the side having the opinion of the Chairman of the Board of Directors.

Article 17. Minutes of meetings of the Board of Directors

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

a) Name, address of the head office, and enterprise registration number;

b) Time and venue of the meeting;

c) Purpose, agenda and contents of the meeting;

d) Full names of each attending member or authorized representative and the method of attendance; full names of members not attending and the reasons therefor;

đ) Matters discussed and voted on at the meeting;

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

g) Voting results clearly stating members voting in favor, against and having no opinion;

h) Matters approved and the corresponding approval voting ratio;

i) Full names and signatures of the chairperson and the person taking the minutes, except for the case specified in Clause 2 of this Article.

2. Where the chairperson and the person taking the minutes refuse to sign the minutes, such minutes shall still be valid if signed by all other attending members of the Board of Directors and containing all contents prescribed at Points a, b, c, d, dd, e, g and h, Clause 1 of this Article.

3. The chairperson, the person taking the minutes and those signing the minutes shall be responsible for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.

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

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

CHAPTER V. REPORTING AND DISCLOSURE OF INTERESTS

Article 18. Submission of annual reports

1. At the end of the financial year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:

a) Report on the Company's business performance;

b) Financial statements;

c) Report assessing the Company's management and administration.

3. The reports specified in Clause 1 of this Article and the audit report must be kept at the Company's head office no later than ten (10) days before the opening date of the Annual General Meeting of Shareholders, unless the Company's Charter provides for a longer time limit. A shareholder owning shares of the Company continuously for at least one (01) year shall have the right, in person or together with a lawyer, accountant or certified auditor, to directly examine the reports specified in this Article.

Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors

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

2. Members of the Board of Directors shall receive work remuneration and bonuses. Work remuneration shall be calculated based on the number of working days necessary to complete the duties of the member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration of each member according to the principle of unanimity. The total level of remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

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

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working on committees of the Board of Directors or performing other tasks beyond the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee for each occasion, salary, commission, percentage of profits or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation and other reasonable expenses that they have incurred while performing their responsibilities as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.

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

Article 20. Disclosure of related interests

Unless the Company's Charter provides otherwise on a stricter basis, the disclosure of interests and related persons of the Company shall be conducted as follows:

1. Members of the Board of Directors of the Company must declare to the Company their related interests, including:

a) Name, enterprise registration number, address of the head office, business lines and trades of enterprises in which they own contributed capital or shares; and the ratio and time of ownership of such contributed capital or shares;

b) Name, enterprise registration number, address of the head office, business lines and trades of enterprises in which their related persons jointly own or separately own contributed capital or shares accounting for more than ten percent (10%) of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within seven (07) working days from the date a related interest arises; any amendment or supplementation must be notified to the Company within seven (07) working days from the date of the relevant amendment or supplementation.

3. A member of the Board of Directors acting in his/her own name or in the name of another person to perform work in any form within the business scope of the Company must explain the nature and contents of such work to the Board of Directors and may only carry out such work after obtaining approval from a majority of the remaining members of the Board of Directors; if he/she carries out such work without declaration or without approval of the Board of Directors, all income derived from such activity shall belong to the Company.

CHAPTER VI. RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 21. Relationship among members of the Board of Directors

1. The relationship among members of the Board of Directors is a coordinating relationship; members of the Board of Directors are responsible for informing one another about matters related to the handling of assigned work.

2. During the handling of work, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling thereof if matters arise relating to the area under the charge of another member of the Board of Directors. In the event of differing opinions among members of the Board of Directors, the member bearing primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision within his/her authority or for organizing a meeting or collecting opinions from members of the Board of Directors in accordance with law, the Company's Charter and these Regulations.

3. In the event of re-assignment among members of the Board of Directors, such members must hand over the work, files and related documents. Such handover must be made in writing and reported to the Chairman of the Board of Directors.

Article 22. Relationship with the Executive Management

In its governance role, the Board of Directors shall issue resolutions for implementation by the General Director and the executive apparatus. At the same time, the Board of Directors shall inspect and supervise the implementation of such resolutions.

Article 23. Relationship with the Audit Committee

1. The relationship between the Board of Directors and the Audit Committee is one of coordination. The working relationship between the Board of Directors and the Audit Committee shall be based on the principles of equality and independence, while ensuring close coordination and mutual support in the performance of duties.

2. Upon receipt of inspection minutes or consolidated reports from the Audit Committee, the Board of Directors shall be responsible for studying them and directing the relevant departments to formulate plans and promptly carry out remedial actions.

CHAPTER VII. IMPLEMENTATION PROVISIONS

Article 24. Effectiveness

These Operating Regulations of the Board of Directors of Viet Nam Eco Plastic Technology Joint Stock Company consist of seven (07) chapters and twenty-four (24) articles and take effect from 26 April 2024, as first amended by the Resolution of the 2026 Annual General Meeting of Shareholders dated 18 April 2026.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0106798702 - C.T.C.P
CÔNG TY CỔ PHẦN NHỰA SINH THÁI VIỆT NAM
XÃ GIA LÂM - T.P HÀ NỘI

NGUYEN VAN BINH