Appendix VI

(Issued together with Decision No. 21/QD-SGDVN dated December 21, 2021 of the General Director of the Vietnam Stock Exchange on the Regulations on Information Disclosure at the Vietnam Stock Exchange)

VIETNAM RUBBER INDUSTRIAL PARK AND URBAN DEVELOPMENT JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
Number: 384/CBTT-VRG ***Reg.: Information Disclosure***	*Hai Phong, September 29, 2026*

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
Digitally signed by CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
DN: C=VN, CN=CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM, ST=Hải Phòng, UID=MST:0800300443
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EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

- Stock symbol: VRG
- Address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong City.
- Contact phone: (0220) 3838025 Fax: (0220) 3838024

2. Content of the published information:

- Minutes and Resolutions of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company (Attached are the Minutes and Resolutions of the Extraordinary General Meeting of Shareholders 2026).

3. This information was published on the Company's website on September 29, 2026 at the following link **http://vrg-vn.com**

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Attached documents:
- Minutes of the Extraordinary General Meeting of Shareholders in 2026.
- Resolution of the Extraordinary General Meeting of Shareholders in 2026.

Representative of the organization
Authorized person to disclose information



Mai The Thu

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 02/2026/BB-ĐHĐCĐ

Hai Phong, September 29, 2026

MINUTES OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Base on:

– Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

– Law on Securities No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;

– Charter of Organization and Operation of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Today, at **8** o'clock **00**, September **29, 2026** Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company (Hereinafter referred to as "the Company") is holding an Extraordinary General Meeting of Shareholders in 2026 (hereinafter referred to as "the Meeting" or "the General Meeting of Shareholders").

I. General Information

Company Name: Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Head office address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong City, Vietnam.

3. Business registration certificate number: 0800300443.

4. Location for the meeting and organization: Office of the Central Region Project Management and Development Board - Address: 2A Le Mao Street, Thanh Vinh Ward, Nghe An Province.

II. Participants

1. Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company *(according to the shareholder list as of September 3, 2026)* or a valid authorized representative.

2. The Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

3. Representatives from the consulting units include:

- Ms. Le Thi Thu - Director of MIBI LAW Limited Liability Law Firm

- Mr. Luu Hoang Viet - Corporate Finance Consultant - FPT Securities Joint Stock Company

III. Legality and Validity of the Meeting

The Meeting heard Mr. Nguyen Dinh Duc - Head of the Delegate Credentials Verification Committee - report on the results of the delegate credentials verification, specifically:

- At the opening of the General Meeting, the shareholders and authorized representatives (hereinafter collectively referred to as "Delegates") in attendance are: **08** delegates, representing **22,204,688** shares, equivalent to **85.7494%** of the total voting shares, in particular:

+ Number of shareholders attending in person: 2 delegates, representing 21,600 shares.

+ Number of shareholders authorizing: 403 shareholders authorized 7 delegates, representing 22,183,088 shares.

(Note: One delegate attended both as a direct shareholder and as a representative of another shareholder; therefore, the total number of individuals actually present at the General Meeting was 8 delegates).

- Based on the Enterprise Law and the Company's Charter, the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, which commenced at **8:00 AM** on September 29, 2026, is entirely legal, valid, and meets all the conditions for holding the meeting as prescribed.

IV. Content and Procedures of the Meeting

The meeting proceeded as follows:

1. Introduction of the Presidium, the Secretariat, and the Ballot Counting Committee

Based on the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2020/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; Based on the Charter of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Mr. Pham Trung Thai - Chairman of the Board of Directors - Presiding over the General Meeting, introduced the list of the Presidium, Secretariat, and Ballot counting committee of the General Meeting:

a. Presidium:

- Mr. Pham Trung Thai - Chairman of the Board of Directors - Presiding

- Mr. Luong Van Duc – Deputy General Director – Member

- Mr. Nguyen Dinh Duc - Head of the Company's Supervisory Board - Member

b. Secretariat:

To assist with tasks and record keeping. During the proceedings of the Meeting, the Chairman of the Meeting introduced the list of personnel for the Secretariat as follows:

- Mr: Vu Van Dat - Deputy Chief of the Board of Directors ' Office - Head

- Mr. Vu Duy Hung - Deputy Chief of the Board of Directors' Office - Member

c. Ballot counting committee:

To conduct the vote counting at the Meeting, the Chairman presents the following list of personnel for the Ballot Counting Committee:

- Ms. Hoang Thi Nham - Deputy Head of Finance and Accounting Department - Head of Committee

- Mr. Trinh Thanh Phong - Deputy Director of the Cong Hoa Industrial Park Management Board - Member

- Mr. Luong Xuan Dich - Specialist at the Cong Hoa Industrial Park Management Board - Member

- Mr. Luu Hoang Viet - Corporate Finance Consultant - FPT Securities Joint Stock Company

2. Approval of the Meeting Agenda, the Rules of Procedure at the Meeting, and the Regulations for the supplementary election of members of the Supervisory Board.

a. Meeting Agenda

Mr. Pham Trung Thai - Chairman of the Meeting, on behalf of the Meeting Organizing Committee, approved the content of the Meeting Program. The Meeting was held in a hybrid format, combining in-person and online participation; the entire duration of the Meeting was livestreamed on Facebook *(Link: https://www.facebook.com/share/v/1BtdkeRXkD/?mibextid=wwXIfr).*

b. Regulations for organizing the Meeting

The Board of Directors' Office, acting on behalf of the Chairman of the General Meeting, reads the Regulations on the Organization of the Extraordinary General Meeting of Shareholders in 2026.

c. Regulations for the election of additional members to the Supervisory Board

The Board of Directors' Office, acting on behalf of the Chairman of the General Meeting, reads the Regulations on the Election of Additional Members of the Supervisory Board.

3. The General Meeting proceeds to vote on the personnel of the Ballot counting committee; the agenda of the General Meeting of Shareholders, the

regulations for organizing the Extraordinary General Meeting of Shareholders in 2026, and the regulations for electing members of the Supervisory Board.

- At 8:20 AM, the number of delegates present at the meeting was **08**, representing **22,204,688** shares, equivalent to **85.7494%** of the total voting shares.

The vote count results for each item are as follows:

• Content 01: Approval of the List of Personnel for the Ballot counting committee

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 02: Agenda for the 2026 Extraordinary General Meeting of Shareholders

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 02 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 03: Regulations on the organization of the Extraordinary General Meeting of Shareholders in 2026

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 03 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 04: Regulations on the election of members of the Supervisory Board for the term 2026 - 2031

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 04 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

V. Proposal No. 334/TTr-HĐQT regarding the approval of amendments, additions, and promulgation of the Company's Charter of Organization and Operation.

At the time of presenting Proposal No. 334/TTr-HĐQT on the approval of amendments, supplements, and promulgation of the Company's Charter of Organization and Operation, the Delegate Verification Committee noted the arrival of additional shareholders attending the meeting. Therefore, the number of shareholders and authorized representatives attending at the aforementioned time was 9 delegates, representing 22,211,488 shares, equivalent to 85.7756% of the total voting shares. The meeting heard the presentation of the Proposal on the approval of amendments, supplements, and promulgation of the Company's Charter of Organization and Operation. The meeting proceeded to vote by ballot.

The results of the vote count are as follows:

• **Content 01: Proposal for approval of amendments, additions, and promulgation of the Company's Charter of Organization and Operation.**

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the Company's organizational and operational charter was passed with 100% based on the total number of votes cast by shareholders present at the meeting. The approved Articles of Organization and Operation consist of 22 chapters, 61 articles, and 3 appendices.

VI. Proposal No. 335/TTr-HĐQT regarding the approval of amendments and additions to the Internal Regulations on Governance and the Operating Regulations of the Board of Directors.

The General Meeting heard the presentation of the Proposal for the approval of amendments and additions to the Internal Regulations on Governance and the Regulations on the Operation of the Board of Directors. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal for approval of amendments and additions to the Internal Regulations on Governance and the Operating Regulations of the Board of Directors.

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the internal regulations on governance and the operating regulations of the Board of Directors was passed

with 100% based on the total number of votes cast by shareholders present at the meeting. The internal governance regulations, comprising 11 chapters and 49 articles, have been approved. The operating regulations of the Board of Directors, comprising 7 chapters and 24 articles, have also been approved.

VII. Proposal No. 37/TTr-BKS regarding the approval of amendments and additions to the Regulations on the organization and operation of the Supervisory Board.

The General Meeting heard the presentation of the Proposal for the approval of amendments and additions to the Regulations on the Organization and Operation of the Supervisory Board. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal for approval of amendments and additions to the Regulations on the organization and operation of the Supervisory Board

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: 0, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the Regulations on the organization and operation of the Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting. The regulations governing the organization and operation of the Supervisory Board, which have been approved, consist of 7 chapters and 23 articles.

VIII. Proposal No. 336/TTr-HĐQT regarding the approval of the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board.

The General Meeting heard the presentation of the proposal regarding the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal regarding the approval of the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: 0, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution regarding the resignation of Mr. Do Phu Hong Quan from the position of Member of the Company's Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

IX. Proposal No. 337/TTr-HĐQT on the election of additional members to the Supervisory Board for the term 2026 – 2031

The General Meeting heard the Organizing Committee present the Proposal on the election of additional members to the Supervisory Board for the term 2026-2031. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal regarding the election of additional members to the Supervisory Board for the term 2026 – 2031

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting proceeded with the election of additional members to the Supervisory Board for the term 2026-2031:

a. The list of candidates has been published in accordance with regulations and made public before the Meeting.

No.	Candidate's full name
1	**Ms. Nguyen Thi Mai** - Citizen Identification Number: 075184012938 Issued on: September 16, 2024 Issuing authority: Department of Administrative Management of Social Order and Security. - Permanent address: 81 Quang Trung, Group 11, Xuan Hoa Hamlet, Long Khanh Ward, Dong Nai City.
2	**Ms. Nguyen Thi Nu** - Citizen Identification Number: 040184007943 Issued on: April 23, 2024 Issuing authority: Director of the Department of Administrative Management of Social Order Police. - Permanent address: Ha Huy Tap 2 Block, Vinh Phu Ward, Nghe An Province

b. Election results

- Total number of valid ballots: 9 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.
- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The results of the election for members of the Supervisory Board for the 2026-2031 term are as follows:

No.	Candidate's full name	Number of approve ballots
1	**Nguyen Thi Mai**	**22,204,688 votes**
2	**Nguyen Thi Nu**	**22,218,288 votes**

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the contents that had just been approved. The General Meeting proceeded to vote on the resolutions by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Resolution on the election of the Company's Supervisory Board members was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

X. Proposal No. 338/TTr-HĐQT regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board

The General Meeting heard the Organizing Committee present the Proposal regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution regarding the resignation of Mr. Nguyen Dinh Duc from his position as a member of the Company's Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

XI. Report No. 339/BC-HĐQT Regarding the appointment of two Deputy General Directors.

The General Meeting heard the Organizing Committee present a report on the implementation of the appointment of two Deputy General Directors. The General Meeting proceeded to vote on the appointment by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the appointment of 02 Deputy General Directors

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

XII. Report No. 340/BC-HĐQT regarding the policy of appointing two additional Deputy General Directors to oversee the implementation of the Company's new projects.

The Meeting heard the Organizing Committee present the Report Regarding the policy of appointing two additional Deputy General Directors to oversee the

implementation of the Company's new projects., the General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• **Content 01: Report Regarding the policy of appointing two additional Deputy General Directors to oversee the implementation of the Company's new projects.**

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with 100% of the votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution to appoint two additional Deputy General Directors to oversee the implementation of the Company's new projects was approved with 100% based on the total number of votes cast by shareholders present at the meeting.

XIII. Report No. 341/BC-HĐQT on the implementation of the investment project for the construction and operation of infrastructure in Cau Khoi Industrial Park, Phase 1, in Cau Khoi Commune, Tay Ninh Province.

The Meeting heard the Organizing Committee present the Report on the implementation of the investment project for the construction and business of infrastructure in the Cau Khoi Industrial Park, Phase 1, in Cau Khoi commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the investment project for the construction and operation of infrastructure in Cau Khoi Industrial Park, Phase 1, in Cau Khoi commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Cau Khoi Industrial Park Project, Phase 1, in Cau Khoi commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XIV. Report No. 342/BC-HĐQT on the implementation of the investment project for the construction and operation of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of the Investment Project for the construction and business of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the investment project for the construction and operation of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Truong Hai International Industrial Park Project in My Quy commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XV. Proposal No. 343/TTr-HĐQT regarding the request for approval of the research plan for the investment project to build and operate the infrastructure of Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province

The Meeting heard the Organizing Committee present the Proposal for approval of the research plan for the investment project to build and operate the infrastructure of Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province. The Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal requesting approval of the research plan for the investment project to build and operate infrastructure for the Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution approving the research plan for the Luong Binh Industrial Park Project in Thanh Loi commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVI. Proposal No. 344/TTr-HĐQT regarding the request for approval of the research plan for the investment project to build and operate the infrastructure of

Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Proposal Regarding the approval of the research plan for the investment project to build and operate the infrastructure of Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province, the General Meeting proceeded to vote on the matter by ballot.

The results of the vote count are as follows:

• **Content 01: Proposal Regarding the approval of the research plan for the investment project to build and operate the infrastructure of Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution approving the research plan for the Binh Hoa Nam 2 Industrial Park Project, Phase 2, in Duc Hue commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVII. Report No. 345/BC-HĐQT on the implementation of investment in the construction and business of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of investment in the construction and business of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of investment in the construction and operation of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province.**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Long Thuan Industrial Cluster Project in Tan Long commune, Tay Ninh province, was approved with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVIII. Report No. 346/BC-HĐQT on the implementation of investment in the construction and business of infrastructure for Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of investment in the construction and business of infrastructure for the Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of investment in the construction and operation of infrastructure for Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province.**

- Total number of valid ballots: 8 represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: 0, representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of investment and construction of the Loc Giang 2 Industrial Cluster Project in An Ninh commune, Tay Ninh province, was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XIX. Report No. 347/BC-HĐQT on the implementation of the role of Investor and the deployment of investment in the construction and business of infrastructure for the My Thanh Industrial Cluster, My Thanh Commune, Tay Ninh Province.

The Meeting heard the Organizing Committee present the Report on the implementation of the Investor role and the investment and construction of the My

Thanh Industrial Cluster infrastructure project in My Thanh commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of the investor role and the investment in the construction and operation of the infrastructure of the My Thanh Industrial Cluster, My Thanh Commune, Tay Ninh Province.**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974%. calculated based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on acting as the investor and implementing the construction of the My Thanh Industrial Cluster Project in My Thanh commune, Tay Ninh province, was approved with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XX. Proposal No. 348/TTr-HĐQT regarding the request for approval to develop and implement organizational models for project execution and the plan for organizing the activities of these organizational models.

The Meeting heard the Organizing Committee present the Proposal requesting approval for the development and implementation of organizational models for project execution and the Plan for the operation of these organizational models. The Meeting proceeded to vote on the proposals by ballot.

The results of the vote count are as follows:

• Content 01: Proposal for approval to develop and implement organizational models for project execution and a plan for the operation of these organizational models.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **7** represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5587% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **7** represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0,0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on requesting approval for the development and implementation of organizational models for project execution and the plan for the operation of these organizational models was passed with a 94.5587% based on the total number of votes cast by shareholders present at the meeting.

XXI. Report No. 349/BC-HĐQT on the proposal for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

The General Meeting heard the Organizing Committee present the Report on the establishment and operation plan of VRG Nghe An One-Member Limited Company. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Report on the proposal for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution approving the plan for the establishment and operation of VRG Nghe An One-Member Limited Liability Company was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

XXII. Report No. 350/BC-HĐQT explaining the reasons for halting research and implementation of some investment projects

The Meeting heard the Organizing Committee present the Report explaining of the reasons for halting research and implementation of some investment projects. The General Meeting proceeded to vote on the matter by ballot:

The results of the vote count are as follows:

• Content 01: Report explaining of the reasons for halting research and implementation of some investment projects.

- Total number of valid ballots: **9** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **22,202,888** votes, equal to: **99.9613%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1**, representing **8,600** votes, equivalent to **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 99.9613% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **9** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **22,202,888** votes, equal to: **99.9613%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1,** representing **8,600** votes, equivalent to **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The Resolution on halting research and implementation of several investment projects was approved with a 99.9613% based on the total number of votes cast by shareholders present at the meeting.

XXIII. Proposal No. 351/TTr-HĐQT regarding the proposal to approve the plan for implementing construction and allocating capital for construction investment projects; Summary of capital requirements for investment projects in the period 2026-2031

The Meeting heard the Organizing Committee present the Proposal Regarding to approve the plan for the implementation of construction and allocation of capital for construction investment projects; and the summary of capital requirements for investment projects during the period 2026-2031, the Meeting proceeded to vote on the matter by ballot.

The results of the vote count are as follows:

• Content 01: Proposal Regarding to approve the plan for implementing construction and allocating capital for construction investment projects; Summary of capital requirements for investment projects during the period 2026-2031

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 7 represent for: **21,004,688** votes, equal to: **94.5668%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **6,800** Votes, equal to: **0.0306%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5668% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 7 represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The Resolution on the plan for the implementation of construction and allocation of capital for construction investment projects; and the summary of capital requirements for investment projects during the period 2026-2031 was approved with a rate of 94.5587% based on the total votes of shareholders present at the meeting.

XXIV. DISCUSSIONS AT THE CONFERENCE

Throughout the General Meeting, the Chairman of the Meeting presided over discussions and answered questions of concern to shareholders. The topics discussed at the Meeting and the Chairman's explanations were as follows:

No.	Question	Reply
1	Shareholder Nguyen Thanh Dat: I highly appreciate the efforts of the Company's leadership in implementing the projects; including projects in the Southern region, we are ready to share our experience in operating industrial parks and clusters to effectively implement the projects. Regarding the appointment of Mr. Nguyen Dinh Duc as Deputy General Director: the Head of the Company's Supervisory Board cannot also hold the position of Deputy General Director. Attention should be paid to the appointment period. Regarding the total investment amount of the projects, a realistic assessment is needed to develop appropriate capital utilization plans.	Chairman of the Board of Directors Pham Trung Thai: Acknowledge the opinion of Shareholder Nguyen Thanh Dat. Regarding the appointment of Mr. Nguyen Dinh Duc to the position of Deputy General Director, this was done in strict compliance with the provisions of the Enterprise Law.
2	Shareholder Nguyen Duy Thieu: Requesting the Financial Report for the first six months of 2026. The company's investment in agricultural projects may face difficulties due to weather conditions; investment in solar power is needed. The company has not made a profit since the beginning of the year; a specific plan and measures are needed.	Chairman of the Board of Directors Pham Trung Thai: The Financial Report for the first six months of 2026 has been posted on the Company's website. Shareholders are requested to follow it to stay informed. The Board of Directors' Office is requested to proactively prepare documents for shareholders, possibly including a QR code for convenient access. Regarding the high-tech agricultural project, the Company has researched and determined its effectiveness, and is currently carrying out planning work to facilitate land clearance. Please note:

		The High-Tech Applied Forestry Center project aims to develop infrastructure, therefore it has significant potential to attract investment.

XXV. VOTING TO APPROVE THE MINUTES OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

The General Meeting proceeded to vote on the minutes of the 2026 Extraordinary General Meeting of Shareholders by ballot.

The vote count results for each item are as follows:

• Content 01: Approval of the Minutes of the Extraordinary General Meeting of Shareholders in 2026

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting voted to approve the full text of the Minutes of the Extraordinary General Meeting of Shareholders in 2026. The General Meeting unanimously agreed to entrust the Board of Directors with institutionalizing the contents of the General Meeting into a Resolution for implementation.

The Chairman of the Meeting, Mr. Pham Trung Thai, declared the Meeting closed.

Minutes were made at **23 hours 50 minutes,** on September 29, 2026, including 31 pages, made in two (02) copies, kept at the Company's Head Office and sent to all members of the Board of Directors, members of the Supervisory Board, the General Director of the Company, relevant authorities and publicly posted on the Company's Website for shareholders to know and supervise implementation.

O/B. SECRETARIAT
PREFECT

Vu Van Dat

Vu Van Dat

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM

Pham Trung Thai
CHAIRMAN OF THE BOARD OF DIRECTORS

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 02/2026/BB-ĐHĐCĐ

Hai Phong, September 29, 2026

MINUTES OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Base on:

– Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

– Law on Securities No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;

– Charter of Organization and Operation of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Today, at **8** o'clock **00**, September **29, 2026** Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company (Hereinafter referred to as "the Company") is holding an Extraordinary General Meeting of Shareholders in 2026 (hereinafter referred to as "the Meeting" or "the General Meeting of Shareholders").

I. General Information

Company Name: Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Head office address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong City, Vietnam.

3. Business registration certificate number: 0800300443.

4. Location for the meeting and organization: Office of the Central Region Project Management and Development Board - Address: 2A Le Mao Street, Thanh Vinh Ward, Nghe An Province.

II. Participants

1. Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company *(according to the shareholder list as of September 3, 2026)* or a valid authorized representative.

2. The Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

3. Representatives from the consulting units include:

- Ms. Le Thi Thu - Director of MIBI LAW Limited Liability Law Firm

- Mr. Luu Hoang Viet - Corporate Finance Consultant - FPT Securities Joint Stock Company

III. Legality and Validity of the Meeting

The Meeting heard Mr. Nguyen Dinh Duc - Head of the Delegate Credentials Verification Committee - report on the results of the delegate credentials verification, specifically:

- At the opening of the General Meeting, the shareholders and authorized representatives (hereinafter collectively referred to as "Delegates") in attendance are: **08** delegates, representing **22,204,688** shares, equivalent to **85.7494%** of the total voting shares, in particular:

+ Number of shareholders attending in person: 2 delegates, representing 21,600 shares.

+ Number of shareholders authorizing: 403 shareholders authorized 7 delegates, representing 22,183,088 shares.

(Note: One delegate attended both as a direct shareholder and as a representative of another shareholder; therefore, the total number of individuals actually present at the General Meeting was 8 delegates).

- Based on the Enterprise Law and the Company's Charter, the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, which commenced at **8:00 AM** on September 29, 2026, is entirely legal, valid, and meets all the conditions for holding the meeting as prescribed.

IV. Content and Procedures of the Meeting

The meeting proceeded as follows:

1. Introduction of the Presidium, the Secretariat, and the Ballot Counting Committee

Based on the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2020/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; Based on the Charter of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Mr. Pham Trung Thai - Chairman of the Board of Directors - Presiding over the General Meeting, introduced the list of the Presidium, Secretariat, and Ballot counting committee of the General Meeting:

a. Presidium:

- Mr. Pham Trung Thai - Chairman of the Board of Directors - Presiding

- Mr. Luong Van Duc – Deputy General Director – Member

- Mr. Nguyen Dinh Duc - Head of the Company's Supervisory Board - Member

b. Secretariat:

To assist with tasks and record keeping. During the proceedings of the Meeting, the Chairman of the Meeting introduced the list of personnel for the Secretariat as follows:

- Mr: Vu Van Dat - Deputy Chief of the Board of Directors ' Office - Head

- Mr. Vu Duy Hung - Deputy Chief of the Board of Directors' Office - Member

c. Ballot counting committee:

To conduct the vote counting at the Meeting, the Chairman presents the following list of personnel for the Ballot Counting Committee:

- Ms. Hoang Thi Nham - Deputy Head of Finance and Accounting Department - Head of Committee

- Mr. Trinh Thanh Phong - Deputy Director of the Cong Hoa Industrial Park Management Board - Member

- Mr. Luong Xuan Dich - Specialist at the Cong Hoa Industrial Park Management Board - Member

- Mr. Luu Hoang Viet - Corporate Finance Consultant - FPT Securities Joint Stock Company

2. Approval of the Meeting Agenda, the Rules of Procedure at the Meeting, and the Regulations for the supplementary election of members of the Supervisory Board.

a. Meeting Agenda

Mr. Pham Trung Thai - Chairman of the Meeting, on behalf of the Meeting Organizing Committee, approved the content of the Meeting Program. The Meeting was held in a hybrid format, combining in-person and online participation; the entire duration of the Meeting was livestreamed on Facebook *(Link: https://www.facebook.com/share/v/1BtdkeRXkD/?mibextid=wwXIfr).*

b. Regulations for organizing the Meeting

The Board of Directors' Office, acting on behalf of the Chairman of the General Meeting, reads the Regulations on the Organization of the Extraordinary General Meeting of Shareholders in 2026.

c. Regulations for the election of additional members to the Supervisory Board

The Board of Directors' Office, acting on behalf of the Chairman of the General Meeting, reads the Regulations on the Election of Additional Members of the Supervisory Board.

3. The General Meeting proceeds to vote on the personnel of the Ballot counting committee; the agenda of the General Meeting of Shareholders, the

regulations for organizing the Extraordinary General Meeting of Shareholders in 2026, and the regulations for electing members of the Supervisory Board.

- At 8:20 AM, the number of delegates present at the meeting was **08**, representing **22,204,688** shares, equivalent to **85.7494%** of the total voting shares.

The vote count results for each item are as follows:

• Content 01: Approval of the List of Personnel for the Ballot counting committee

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 02: Agenda for the 2026 Extraordinary General Meeting of Shareholders

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 02 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 03: Regulations on the organization of the Extraordinary General Meeting of Shareholders in 2026

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 03 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

• Content 04: Regulations on the election of members of the Supervisory Board for the term 2026 - 2031

- Total number of valid ballots: **08** represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 08 represent for: **22,204,688** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 04 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

V. Proposal No. 334/TTr-HĐQT regarding the approval of amendments, additions, and promulgation of the Company's Charter of Organization and Operation.

At the time of presenting Proposal No. 334/TTr-HĐQT on the approval of amendments, supplements, and promulgation of the Company's Charter of Organization and Operation, the Delegate Verification Committee noted the arrival of additional shareholders attending the meeting. Therefore, the number of shareholders and authorized representatives attending at the aforementioned time was 9 delegates, representing 22,211,488 shares, equivalent to 85.7756% of the total voting shares. The meeting heard the presentation of the Proposal on the approval of amendments, supplements, and promulgation of the Company's Charter of Organization and Operation. The meeting proceeded to vote by ballot.

The results of the vote count are as follows:

• **Content 01: Proposal for approval of amendments, additions, and promulgation of the Company's Charter of Organization and Operation.**

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the Company's organizational and operational charter was passed with 100% based on the total number of votes cast by shareholders present at the meeting. The approved Articles of Organization and Operation consist of 22 chapters, 61 articles, and 3 appendices.

VI. Proposal No. 335/TTr-HĐQT regarding the approval of amendments and additions to the Internal Regulations on Governance and the Operating Regulations of the Board of Directors.

The General Meeting heard the presentation of the Proposal for the approval of amendments and additions to the Internal Regulations on Governance and the Regulations on the Operation of the Board of Directors. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal for approval of amendments and additions to the Internal Regulations on Governance and the Operating Regulations of the Board of Directors.

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the internal regulations on governance and the operating regulations of the Board of Directors was passed

with 100% based on the total number of votes cast by shareholders present at the meeting. The internal governance regulations, comprising 11 chapters and 49 articles, have been approved. The operating regulations of the Board of Directors, comprising 7 chapters and 24 articles, have also been approved.

VII. Proposal No. 37/TTr-BKS regarding the approval of amendments and additions to the Regulations on the organization and operation of the Supervisory Board.

The General Meeting heard the presentation of the Proposal for the approval of amendments and additions to the Regulations on the Organization and Operation of the Supervisory Board. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal for approval of amendments and additions to the Regulations on the organization and operation of the Supervisory Board

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: 0, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution on amending and supplementing the Regulations on the organization and operation of the Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting. The regulations governing the organization and operation of the Supervisory Board, which have been approved, consist of 7 chapters and 23 articles.

VIII. Proposal No. 336/TTr-HĐQT regarding the approval of the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board.

The General Meeting heard the presentation of the proposal regarding the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board. The General Meeting proceeded to vote by ballot:

The results of the vote count are as follows:

• Content 01: Proposal regarding the approval of the resignation of Mr. Do Phu Hong Quan from the position of Member of the Supervisory Board

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Draft Resolution of the Shareholders' General Meeting on the matter that had just been approved. The General Meeting proceeded to vote on the resolution by ballot.

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: 0, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution regarding the resignation of Mr. Do Phu Hong Quan from the position of Member of the Company's Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

IX. Proposal No. 337/TTr-HĐQT on the election of additional members to the Supervisory Board for the term 2026 – 2031

The General Meeting heard the Organizing Committee present the Proposal on the election of additional members to the Supervisory Board for the term 2026-2031. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal regarding the election of additional members to the Supervisory Board for the term 2026 – 2031

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting proceeded with the election of additional members to the Supervisory Board for the term 2026-2031:

a. The list of candidates has been published in accordance with regulations and made public before the Meeting.

No.	Candidate's full name
1	**Ms. Nguyen Thi Mai** - Citizen Identification Number: 075184012938 Issued on: September 16, 2024 Issuing authority: Department of Administrative Management of Social Order and Security. - Permanent address: 81 Quang Trung, Group 11, Xuan Hoa Hamlet, Long Khanh Ward, Dong Nai City.
2	**Ms. Nguyen Thi Nu** - Citizen Identification Number: 040184007943 Issued on: April 23, 2024 Issuing authority: Director of the Department of Administrative Management of Social Order Police. - Permanent address: Ha Huy Tap 2 Block, Vinh Phu Ward, Nghe An Province

b. Election results

- Total number of valid ballots: 9 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.
- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The results of the election for members of the Supervisory Board for the 2026-2031 term are as follows:

No.	Candidate's full name	Number of approve ballots
1	**Nguyen Thi Mai**	**22,204,688 votes**
2	**Nguyen Thi Nu**	**22,218,288 votes**

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the contents that had just been approved. The General Meeting proceeded to vote on the resolutions by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Resolution on the election of the Company's Supervisory Board members was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

X. Proposal No. 338/TTr-HĐQT regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board

The General Meeting heard the Organizing Committee present the Proposal regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal regarding the approval of the resignation of Mr. Nguyen Dinh Duc from the position of Member of the Supervisory Board

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution regarding the resignation of Mr. Nguyen Dinh Duc from his position as a member of the Company's Supervisory Board was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

XI. Report No. 339/BC-HĐQT Regarding the appointment of two Deputy General Directors.

The General Meeting heard the Organizing Committee present a report on the implementation of the appointment of two Deputy General Directors. The General Meeting proceeded to vote on the appointment by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the appointment of 02 Deputy General Directors

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

XII. Report No. 340/BC-HĐQT regarding the policy of appointing two additional Deputy General Directors to oversee the implementation of the Company's new projects.

The Meeting heard the Organizing Committee present the Report Regarding the policy of appointing two additional Deputy General Directors to oversee the

implementation of the Company's new projects., the General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• **Content 01: Report Regarding the policy of appointing two additional Deputy General Directors to oversee the implementation of the Company's new projects.**

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with 100% of the votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 09 represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution to appoint two additional Deputy General Directors to oversee the implementation of the Company's new projects was approved with 100% based on the total number of votes cast by shareholders present at the meeting.

XIII. Report No. 341/BC-HĐQT on the implementation of the investment project for the construction and operation of infrastructure in Cau Khoi Industrial Park, Phase 1, in Cau Khoi Commune, Tay Ninh Province.

The Meeting heard the Organizing Committee present the Report on the implementation of the investment project for the construction and business of infrastructure in the Cau Khoi Industrial Park, Phase 1, in Cau Khoi commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the investment project for the construction and operation of infrastructure in Cau Khoi Industrial Park, Phase 1, in Cau Khoi commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Cau Khoi Industrial Park Project, Phase 1, in Cau Khoi commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XIV. Report No. 342/BC-HĐQT on the implementation of the investment project for the construction and operation of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of the Investment Project for the construction and business of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• Content 01: Report on the implementation of the investment project for the construction and operation of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Truong Hai International Industrial Park Project in My Quy commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XV. Proposal No. 343/TTr-HĐQT regarding the request for approval of the research plan for the investment project to build and operate the infrastructure of Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province

The Meeting heard the Organizing Committee present the Proposal for approval of the research plan for the investment project to build and operate the infrastructure of Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province. The Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Proposal requesting approval of the research plan for the investment project to build and operate infrastructure for the Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution approving the research plan for the Luong Binh Industrial Park Project in Thanh Loi commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVI. Proposal No. 344/TTr-HĐQT regarding the request for approval of the research plan for the investment project to build and operate the infrastructure of

Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Proposal Regarding the approval of the research plan for the investment project to build and operate the infrastructure of Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province, the General Meeting proceeded to vote on the matter by ballot.

The results of the vote count are as follows:

• **Content 01: Proposal Regarding the approval of the research plan for the investment project to build and operate the infrastructure of Binh Hoa Nam 2 Industrial Park, Phase 2, in Duc Hue commune, Tay Ninh province**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution approving the research plan for the Binh Hoa Nam 2 Industrial Park Project, Phase 2, in Duc Hue commune, Tay Ninh province, was passed with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVII. Report No. 345/BC-HĐQT on the implementation of investment in the construction and business of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of investment in the construction and business of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of investment in the construction and operation of infrastructure for the Long Thuan Industrial Cluster, Tan Long commune, Tay Ninh province.**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of the Long Thuan Industrial Cluster Project in Tan Long commune, Tay Ninh province, was approved with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XVIII. Report No. 346/BC-HĐQT on the implementation of investment in the construction and business of infrastructure for Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province.

The Meeting heard the Organizing Committee present the Report on the implementation of investment in the construction and business of infrastructure for the Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of investment in the construction and operation of infrastructure for Loc Giang 2 Industrial Cluster, An Ninh commune, Tay Ninh province.**

- Total number of valid ballots: 8 represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: 0, representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on the implementation of investment and construction of the Loc Giang 2 Industrial Cluster Project in An Ninh commune, Tay Ninh province, was approved with a rate of 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XIX. Report No. 347/BC-HĐQT on the implementation of the role of Investor and the deployment of investment in the construction and business of infrastructure for the My Thanh Industrial Cluster, My Thanh Commune, Tay Ninh Province.

The Meeting heard the Organizing Committee present the Report on the implementation of the Investor role and the investment and construction of the My

Thanh Industrial Cluster infrastructure project in My Thanh commune, Tay Ninh province. The Meeting proceeded to vote on the report by ballot.

The results of the vote count are as follows:

• **Content 01: Report on the implementation of the investor role and the investment in the construction and operation of the infrastructure of the My Thanh Industrial Cluster, My Thanh Commune, Tay Ninh Province.**

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5974%. calculated based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on acting as the investor and implementing the construction of the My Thanh Industrial Cluster Project in My Thanh commune, Tay Ninh province, was approved with a 94.5974% based on the total number of votes cast by shareholders present at the meeting.

XX. Proposal No. 348/TTr-HĐQT regarding the request for approval to develop and implement organizational models for project execution and the plan for organizing the activities of these organizational models.

The Meeting heard the Organizing Committee present the Proposal requesting approval for the development and implementation of organizational models for project execution and the Plan for the operation of these organizational models. The Meeting proceeded to vote on the proposals by ballot.

The results of the vote count are as follows:

• Content 01: Proposal for approval to develop and implement organizational models for project execution and a plan for the operation of these organizational models.

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **7** represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5587% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **7** represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0,0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The resolution on requesting approval for the development and implementation of organizational models for project execution and the plan for the operation of these organizational models was passed with a 94.5587% based on the total number of votes cast by shareholders present at the meeting.

XXI. Report No. 349/BC-HĐQT on the proposal for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

The General Meeting heard the Organizing Committee present the Report on the establishment and operation plan of VRG Nghe An One-Member Limited Company. The General Meeting proceeded to vote on the proposal by ballot.

The results of the vote count are as follows:

• Content 01: Report on the proposal for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The resolution approving the plan for the establishment and operation of VRG Nghe An One-Member Limited Liability Company was passed with 100% based on the total number of votes cast by shareholders present at the meeting.

XXII. Report No. 350/BC-HĐQT explaining the reasons for halting research and implementation of some investment projects

The Meeting heard the Organizing Committee present the Report explaining of the reasons for halting research and implementation of some investment projects. The General Meeting proceeded to vote on the matter by ballot:

The results of the vote count are as follows:

• Content 01: Report explaining of the reasons for halting research and implementation of some investment projects.

- Total number of valid ballots: **9** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **22,202,888** votes, equal to: **99.9613%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0**, representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1**, representing **8,600** votes, equivalent to **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Content 01 was approved with a 99.9613% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **9** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **8** represent for: **22,202,888** votes, equal to: **99.9613%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1,** representing **8,600** votes, equivalent to **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

The Resolution on halting research and implementation of several investment projects was approved with a 99.9613% based on the total number of votes cast by shareholders present at the meeting.

XXIII. Proposal No. 351/TTr-HĐQT regarding the proposal to approve the plan for implementing construction and allocating capital for construction investment projects; Summary of capital requirements for investment projects in the period 2026-2031

The Meeting heard the Organizing Committee present the Proposal Regarding to approve the plan for the implementation of construction and allocation of capital for construction investment projects; and the summary of capital requirements for investment projects during the period 2026-2031, the Meeting proceeded to vote on the matter by ballot.

The results of the vote count are as follows:

• Content 01: Proposal Regarding to approve the plan for implementing construction and allocating capital for construction investment projects; Summary of capital requirements for investment projects during the period 2026-2031

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 7 represent for: **21,004,688** votes, equal to: **94.5668%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **6,800** Votes, equal to: **0.0306%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

- Content 01 was approved with a rate of 94.5668% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting heard the Secretary of the General Meeting present the Shareholders' General Meeting Resolution on the recently approved content. The General Meeting proceeded to vote on the resolution by ballot:

The results of the vote count are as follows:

- Total number of valid ballots: **8** represent for: **21,011,488** votes, equal to: **94.5974%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: 7 represent for: **21,002,888** votes, equal to: **94.5587%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing 0 votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **1** representing **8,600** votes, equal to: **0.0387%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **1** representing: **1,200,000** votes, equal to **5.4026%** based on the total number of votes cast by shareholders present at the meeting.

- Reason for invalid ballot: Additional content was added to the ballot (content: According to document 16/NDDV of Phu Rieng Rubber Company Limited).

The Resolution on the plan for the implementation of construction and allocation of capital for construction investment projects; and the summary of capital requirements for investment projects during the period 2026-2031 was approved with a rate of 94.5587% based on the total votes of shareholders present at the meeting.

XXIV. DISCUSSIONS AT THE CONFERENCE

Throughout the General Meeting, the Chairman of the Meeting presided over discussions and answered questions of concern to shareholders. The topics discussed at the Meeting and the Chairman's explanations were as follows:

No.	Question	Reply
1	Shareholder Nguyen Thanh Dat: I highly appreciate the efforts of the Company's leadership in implementing the projects; including projects in the Southern region, we are ready to share our experience in operating industrial parks and clusters to effectively implement the projects. Regarding the appointment of Mr. Nguyen Dinh Duc as Deputy General Director: the Head of the Company's Supervisory Board cannot also hold the position of Deputy General Director. Attention should be paid to the appointment period. Regarding the total investment amount of the projects, a realistic assessment is needed to develop appropriate capital utilization plans.	Chairman of the Board of Directors Pham Trung Thai: Acknowledge the opinion of Shareholder Nguyen Thanh Dat. Regarding the appointment of Mr. Nguyen Dinh Duc to the position of Deputy General Director, this was done in strict compliance with the provisions of the Enterprise Law.
2	Shareholder Nguyen Duy Thieu: Requesting the Financial Report for the first six months of 2026. The company's investment in agricultural projects may face difficulties due to weather conditions; investment in solar power is needed. The company has not made a profit since the beginning of the year; a specific plan and measures are needed.	Chairman of the Board of Directors Pham Trung Thai: The Financial Report for the first six months of 2026 has been posted on the Company's website. Shareholders are requested to follow it to stay informed. The Board of Directors' Office is requested to proactively prepare documents for shareholders, possibly including a QR code for convenient access. Regarding the high-tech agricultural project, the Company has researched and determined its effectiveness, and is currently carrying out planning work to facilitate land clearance. Please note:

		The High-Tech Applied Forestry Center project aims to develop infrastructure, therefore it has significant potential to attract investment.

XXV. VOTING TO APPROVE THE MINUTES OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

The General Meeting proceeded to vote on the minutes of the 2026 Extraordinary General Meeting of Shareholders by ballot.

The vote count results for each item are as follows:

• Content 01: Approval of the Minutes of the Extraordinary General Meeting of Shareholders in 2026

- Total number of valid ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of approve ballots: **09** represent for: **22,211,488** votes, equal to: **100%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of disapprove ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of abstain ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

- Total number of invalid ballots: **0,** representing **0** votes, equal to **0%** based on the total number of votes cast by shareholders present at the meeting.

Content 01 was approved with a 100% based on the total number of votes cast by shareholders present at the meeting.

The General Meeting voted to approve the full text of the Minutes of the Extraordinary General Meeting of Shareholders in 2026. The General Meeting unanimously agreed to entrust the Board of Directors with institutionalizing the contents of the General Meeting into a Resolution for implementation.

The Chairman of the Meeting, Mr. Pham Trung Thai, declared the Meeting closed.

Minutes were made at **23 hours 50 minutes,** on September 29, 2026, including 31 pages, made in two (02) copies, kept at the Company's Head Office and sent to all members of the Board of Directors, members of the Supervisory Board, the General Director of the Company, relevant authorities and publicly posted on the Company's Website for shareholders to know and supervise implementation.

O/B. SECRETARIAT
PREFECT

Vu Van Dat

Vu Van Dat

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM

Pham Trung Thai
CHAIRMAN OF THE BOARD OF DIRECTORS

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 10/2026/NQ-ĐHĐCĐ
Amendments and additions to the Company's Charter of Organization and Operation.

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/09/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. The amended and supplemented Charter of the Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, comprising 22 chapters and 61 articles, with 3 attached appendices *(attached to the Charter of the Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company)*, is hereby approved. This Charter replaces the Charter approved by the Annual General Meeting of Shareholders on May 7, 2026.

Article 2. The Board of Directors of the Company is tasked with disclosing information as required by law.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 11/2026/NQ-ĐHĐCĐ
Amend and supplement the Internal Regulations on Governance, the Regulations on the Operation of the Board of Directors

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on the Law on Identity Cards No. 26/2023/QH15 dated November 27, 2023;

Based on Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;

Based on Circular No. 116/2020/TT-BTC on corporate governance applicable to public companies and the model charter for public companies;

Based on Circular 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding the disclosure of information on the securities market;

Based on the Company's Articles of Organization and Operation, effective from September 29, 2026;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/09/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of amendments and additions:

1. The Internal Governance Regulations of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, comprising 11 chapters and 49 articles *(Internal Governance Regulations attached).*

2. The Operating Regulations of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, comprising 7 chapters and 24 articles *(Operating Regulations of the Board of Directors attached).*

Article 2. The Board of Directors of the Company is assigned to disclose information as prescribed.

Article 3. Shareholders; Members of the Board of Directors; Supervisory Board; General Director; Chief Accountant; Heads of Departments and Divisions of the Company and member units shall comply with this Resolution./.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (B/c);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 12/2026/NQ-ĐHĐCĐ
Amend and supplement the the Regulations on the Organization and Operation of the Supervisory Board

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on the Law on Identity Cards No. 26/2023/QH15 dated November 27, 2023;

Based on Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;

Based on Circular No. 116/2020/TT-BTC on corporate governance applicable to public companies and the model charter for public companies;

Based on Circular 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding the disclosure of information on the securities market;

Based on the Company's current Charter of Organization and Operation, effective from May 2026;

Based on the Regulations on the Organization and Operation of the Supervisory Board, effective from June 2021;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/09/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. The Regulations on the Organization and Operation of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company, approved by the Annual General Meeting of Shareholders on June 30, 2021, are amended and supplemented, comprising 7 chapters and 23 articles *(Attached are the Regulations on the Organization and Operation of the Supervisory Board).*

Article 2. The Board of Directors of the Company is tasked with disclosing information as prescribed.

Article 3: Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (B/c);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 16/2026/NQ-ĐHĐCĐ
The implementation of Phase 1 of the Cau Khoi Industrial Park Project in Cau Khoi Commune, Tay Ninh Province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/ 9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the Plan for the implementation of the Investment Project for the construction and operation of infrastructure in Cau Khoi Industrial Park, Phase 1, Cau Khoi Commune, Tay Ninh Province *(Attached to the Report No.: 341/BC-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (For reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443 C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

0443-C.T.C.P
CÔNG TY CỔ PHẦN ĐÔ THỊ NGHIỆP NAM
HẢI PHÒNG

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 17/2026/NQ-ĐHĐCĐ
The implementation of the Truong Hai International Industrial Park Project, My Quy commune, Tay Ninh province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/ 9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. The contents stated in:

1.1. Approval of the Plan for the implementation the investment project for the construction and operation of technical infrastructure in Truong Hai International Industrial Park, My Quy commune, Tay Ninh province. *(Attached to the Report No.: 342/BC-HĐQT dated 28/09/ 2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (For reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 18/2026/NQ-ĐHĐCĐ
Approval in principle for the research project of Luong Binh Industrial Park, Thanh Loi commune, Tay Ninh province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/ 9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the research policy for the investment project to build and operate the infrastructure of Luong Binh Industrial Park in Thanh Loi commune, Tay Ninh province *(Attached to the Proposals No.: 343/TTr-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (For reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0500300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 19/2026/NQ-ĐHĐCĐ
Approval of the research plan for the Binh Hoa Nam 2 Industrial Park Project, Phase 2, Duc Hue Commune, Tay Ninh Province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/ 9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the principle to research the Investment Project for the construction and operation of infrastructure in Binh Hoa Nam 2 Industrial Park in Duc Hue commune, Tay Ninh province *(Attached to the Proposals No.: 344/TTr-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (For reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

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THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 20/2026/NQ-ĐHĐCĐ
The investment and construction of the Long Thuan Industrial Cluster Project, Tan Long commune, Tay Ninh province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval the Plan for the implementation of the investment project for the construction and operation of infrastructure in the Long Thuan Industrial Cluster, Tan Long Commune, Tay Ninh Province *(Attached to the Report No. 345/BC-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
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THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

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VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 21/2026/NQ-ĐHĐCĐ
The investment and construction of the Loc Giang 2 Industrial Cluster Project, An Ninh commune, Tay Ninh province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the Plan for the implementation of investment in the construction and operation of infrastructure for Loc Giang 2 Industrial Cluster, An Ninh Commune, Tay Ninh Province *(Attached to Report No. 346/BC-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443 C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 22/2026/NQ-ĐHĐCĐ
Implement to act as the investor and implement the construction of the My Thanh Industrial Cluster Project, My Thanh commune, Tay Ninh province

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

Extraordinary General Meeting of Shareholders 2026
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation ;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the Plan to implement as the Project Investor and proceed with the investment and construction of the infrastructure development and business project for the My Thanh Industrial Cluster in My Thanh commune, Tay Ninh province *(Attached is the Report No. 347/BC-HĐQT dated 28/09/2026 of the Company's Board of Directors).*

Article 2. The Board of Directors is authorized to disclose information in accordance with regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

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VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 23/2026/NQ-ĐHĐCĐ
Develop and implement project execution organizational models

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the Laws amending and supplementing a number of articles of the Enterprise Law (Law No. 03/2020/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025);

Based on the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

Based on the Investment Law No. 143/2025/QH15 dated December 11, 2025;

Based on the Company's current Charter of Organization and Operation, effective from May 2026;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/09/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approve the principle of developing and implementing organizational models for the Company's investment projects in Tay Ninh province (flexibly researching and applying organizational models suitable to the scale and characteristics of each project, including establishing a Limited Liability Company with a single owner; a subsidiary; an affiliated company or in the form of a joint venture, partnership, or investment cooperation with capable partners or other appropriate forms) in order to optimize the efficiency of mobilizing financial resources, management experience and risk control.

(*Attached is Proposals No. 348/TTr-HĐQT dated 28/9/2026 of the Board of Directors*).

Article 2. The Company's Board of Directors is tasked with researching, developing, and implementing business models suitable for each project; deciding

on specific details during the implementation process; and directing the organization, management, and operation of these business models after their establishment, ensuring compliance with the law and the Company's regulations.

Article 3. Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0800300443-C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
VRG
THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Resolution No.: 24/2026/NQ-ĐHĐCĐ
Proposal for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDER 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the Laws amending and supplementing a number of articles of the Enterprise Law (Law No. 03/2020/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025);

Based on the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

Based on the Investment Law No. 143/2025/QH15 dated December 11, 2025;

Based on the Law on Real Estate Business No. 29/2023/QH15 dated November 28, 2023;

Based on Decision No. 69/QD-UBND dated July 30, 2026, of the People's Committee of Nghe An province approving the investment policy and simultaneously approving the investor for Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on the Company's current Charter of Organization and Operation, effective from May 2026;

Based on Minutes of Meeting No. 02/2026/BB-ĐHĐCĐ dated 29/09/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1. Approval of the Plan for the establishment and operation of VRG Nghe An One-Member Limited Liability Company *(Attached is the Report No. 349/BC-HĐQT dated September 28, 2026 of the Company's Board of Directors).*

Article 2. The Board of Directors of the Company is tasked with the following:

- Approving the Charter of Organization and Operation of VRG Nghe An

One-Member Limited Liability Company.

- Deciding on the appointment of personnel: Chairman of the Board of Members; Director and Auditor of VRG Nghe An One-Member Limited Liability Company.

- Approving the personnel plan for the appointment of the following positions: Deputy Director of the Company; Chief Accountant and Directors of the Company's affiliated Centers, as proposed by the Chairman of the Board of Members of VRG Nghe An Company.

- Directing the completion of dossiers, signing relevant legal documents, and carrying out the business registration procedures at the Nghe An Provincial Department of Finance in accordance with the law.

- Deciding on the timing and coordinating the contribution of charter capital according to the project schedule.

Article 3. Shareholders , Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and its member units shall implement this Resolution accordingly.

Recipient:
- As per Article 3;
- State Securities Commission and relevant authorities (for reporting);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL PARK AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Number: 349/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 28, 2026

REPORT
Regarding the scheme for the establishment and operation of VRG Nghe An One-Member Limited Liability Company

To: Extraordinary General Meeting of Shareholders 2026
Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the Laws amending and supplementing a number of articles of the Enterprise Law (Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025);

Based on the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

Based on the Investment Law No. 143/2025/QH15 dated December 11, 2025;

Based on the Law on Real Estate Business No. 29/2023/QH15 dated November 28, 2023;

*Based on Decision No. 69/QD-UBND dated July 30, 2026, of the People's Committee of Nghe An province approving the investment policy and simultaneously approving the investor for Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company (hereinafter referred to as **"VRG Parent Company"**);*

Based on the Articles of Association of VRG Parent Company;

Based on the company's financial situation, equity capital capacity, and investment capital needs for project implementation in the coming period.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Policy the Operational Plan of VRG Nghe An One-Member Limited Liability Company as follows:

I. THE NECESSITY OF THE PROJECT:

Immediately after receiving the Decision approving the investment policy and the investor, the company quickly implemented the work of preparing planning documents and clearing the land for the High-Tech Forestry Seed Production Center Project in Subdivision I of the High-Tech Forestry Zone in the North Central region, Phuc Loc commune, Nghe An province.

Through research, the Company's Board of Directors recognizes the necessity of establishing a subsidiary unit to implement the High-Tech Forestry Seedling

Production Center Project in Subdivision I of the High-Tech Forestry Zone in the North Central region, Phuc Loc commune, Nghe An province.

II. LEGAL BASIS FOR THE PROPOSED IMPLEMENTATION

- Strictly comply with the regulations of the Enterprise Law; the Law on Science, Technology and Innovation; the Investment Law; the Real Estate Business Law; the Company Charter and Decision No. 69/QD-UBND dated July 30, 2026 of the People's Committee of Nghe An province on approving the investment policy and simultaneously approving the investor for VRG Company.

III. PROPOSED ORGANIZATIONAL AND OPERATIONAL MODEL

1. Establishment plan:

- Vietnamese name: CÔNG TY TNHH MỘT THÀNH VIÊN VRG NGHỆ ANs.
- English name: VRG NGHE AN ONE MEMBER LIMITED LIABILITY COMPANY.
- Abbreviated name: VRG NGHE AN CO., LTD
- Legal Form & Ownership

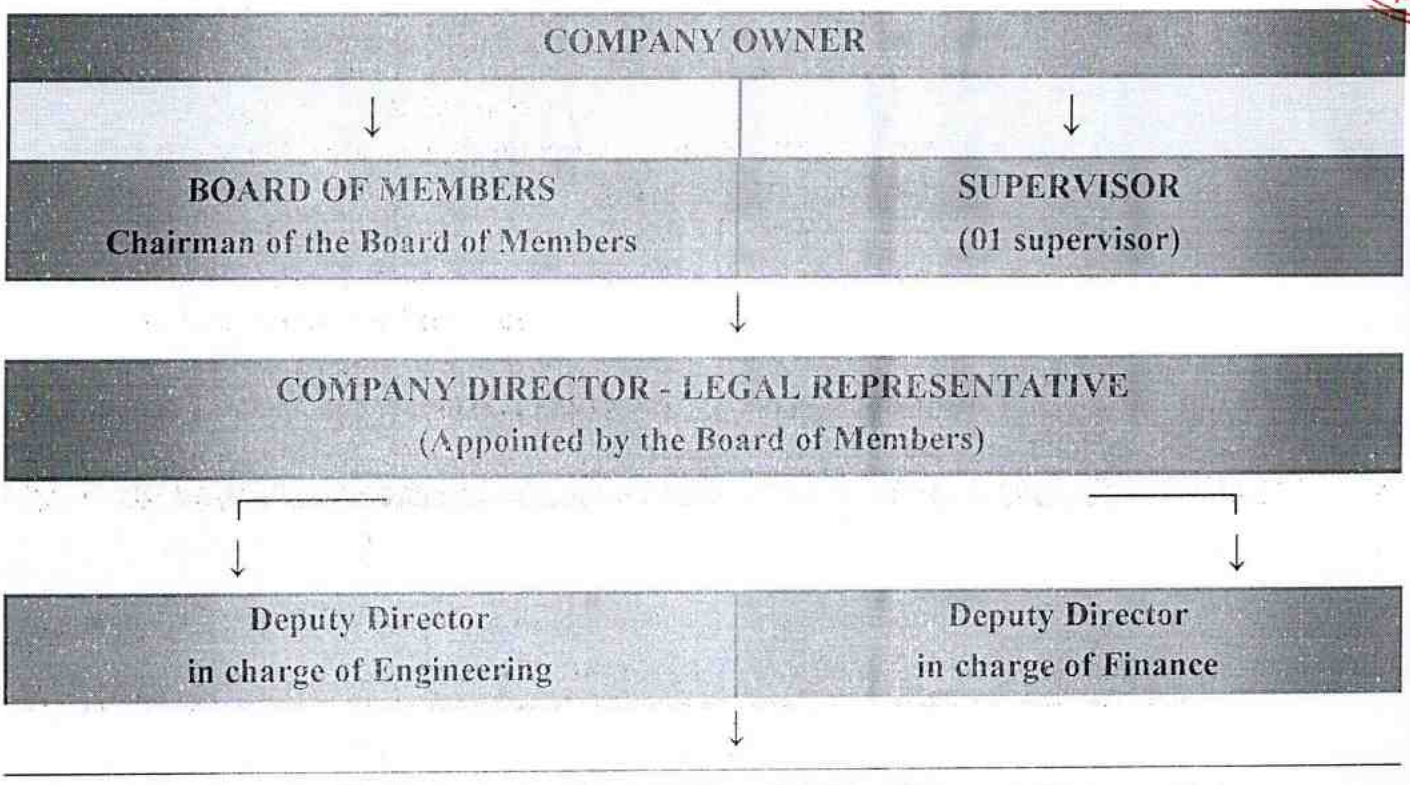
+ Legal form: Single-member limited liability company.

+ Owner: VRG Parent Company (Holds 100% of the charter capital).

- Headquarters: High-Tech Forestry Seed Production Center (Subdivision I of the High-Tech Forestry Zone in the North Central Region). Address: Phuc Loc Commune, Nghe An Province.

2. Organizational structure:

ORGANIZATIONAL CHART



Planning and Finance Department	Technical Department	Center Tissue culture	Testing and Technology Transfer Center

2.1. Board of Members:

- As the highest-level direct management agency of VRG Nghe An Company
- On behalf of VRG Parent Company, exercise the rights and obligations of the owner in the Company (except for matters falling under the direct authority of VRG Parent Company).
- Number of members: 3 to 5, directly appointed by VRG Parent Company.
- Chairman of the Board of Members: Appointed by the Parent Company VRG from among the Members of the Board of Members of VRG Nghe An Company.
- Powers of the Board of Members: Approving the annual production and business plan; Approving investment projects according to the delegated authority of the Parent Company VRG; Appointing the Director, Deputy Director and Chief Accountant of the Company after obtaining written approval from the Parent Company VRG.

2.2. Supervisor

- VRG parent company appoints 01 Supervisory Board member.
- Operates independently of the Board of Members and the Executive Board; directly reports all activities to the Parent Company VRG.
- Responsibilities: To supervise and inspect to ensure the preservation and development of capital of the parent company VRG; to verify the legality, honesty, and prudence of the Board of Members, the Director, and the Chief Accountant in the company's management and operations; and to appraise financial statements in accordance with the law and the company's charter.

2.3. Director

- Responsible for managing the company's day-to-day business operations.
- Appointed by the Board of Members (subject to the approval of the Parent Company VRG).
- Be accountable to the Parent Company VRG and the VRG Nghe An Board of Members, and to the law, in exercising the assigned rights and obligations.

IV. OBJECTIVES AND DIRECTIONS FOR ORGANIZING ACTIVITIES

1. Information about the target projects

- Current legal status: The investment policy and investor have been approved on July 30, 2026, as stated in document No. 69/QD-UBND of the People's Committee of Nghe An province.

- The overall project implementation schedule is projected to be from August 2026 to December 2028. The implementation process is divided into two phases as follows:

+ Phase 1: Investment preparation and land compensation (November 2026 - June 2027): Focus on completing legal procedures (survey, adjustment of 1/2000 zoning plan, EIA, fire safety approval, and feasibility study report); Simultaneously, continue compensation, support, and resettlement for the land area that has not yet been cleared.

+ Phase 2: Investment and Operation (June 2027 - December 2028): Continue to complete construction and equipment installation. During this phase, the Company will continuously manage, supervise, and advise on all implementation steps to ensure the project operates on schedule and achieves economic efficiency.

2. Project Objectives:

- Investing in the construction and operation of the entire infrastructure of Subdivision I - High-tech applied forestry zone in the North Central region.

- Invest in the construction of a high-tech forestry seedling production center in the North Central region, within Sub-zone I of the North Central region's high-tech forestry zone.

3. Main business activities and areas of operation:

No.	Name of industry/business	Code (VSIC)
1	Propagation and care of agricultural and forestry seedlings (Main: Production of high-tech forestry seedlings from tissue culture and cuttings)	0210
2	Scientific research and technological development in the fields of agricultural science, forestry, and biotechnology.	7211
3	Real estate business, land use rights belonging to the owner, user or lessee (Investment in construction and business of infrastructure in high-tech zones and forestry subdivisions)	6810
4	Other professional, scientific and technological activities (Transfer of biotechnology advancements; services for seed quality testing, DNA analysis and conservation of forestry genetic resources)	7490

No.	Name of industry/business	Code (VSIC)
5	Agricultural and forestry services (Seed testing, consulting on cultivation processes for large timber forests and non-timber forest products)	0240

(Business sectors and fields will be adjusted accordingly when implementing investment and business activities)

4. Capital contribution sources and contribution schedule:

- Capital contribution from VRG Parent Company: Utilizing its own capital, additional capital raised through the issuance of shares to increase charter capital, and other legitimate sources of capital.

- Regarding the capital contribution schedule: VRG Parent Company will contribute capital according to the registered schedule (ensuring it is completed within 90 days from the date of business registration as per Article 75 of the 2020 Enterprise Law). The actual disbursement schedule will closely follow the land clearance and infrastructure construction progress of each project.

5. Financial management plan:

- VRG Nghe An One-Member Limited Liability Company operates its business in accordance with the Enterprise Law and maintains independent economic accounting.

- VRG Parent Company comprehensively manages the operations of VRG Nghe An Company through its Capital Representative; Internal Financial Management Regulations; Operating Regulations of the Board of Members; and Approval of expenditure/investment limits.

6. Company Charter:

(Attached is the Draft Charter of VRG Nghe An One-Member Limited Liability Company).

V. PROPOSALS AND RECOMMENDATIONS

Based on the need to develop organizational models for implementation during the deployment of high-tech forestry seedling production center projects, the Board of Directors respectfully submits the following to the General Meeting of Shareholders for consideration and approval:

1. Approve the proposal to establish VRG Nghe An One-Member Limited Liability Company with the contents mentioned above.

2. Authorize the Chairman of the Board of Directors of the Company to implement the following based on the actual situation:

- Decision on the selection of personnel for appointment to the positions of: Chairman of the Board of Members; Director and Auditor of VRG Nghe An One-

Member Limited Liability Company (A list of prospective appointees is attached to this proposal).

- Approve the Personnel Plan proposed by the Chairman of the Board of Members, the Chairman of the Board of Members will appoint the following positions: Deputy Director of the Company; Chief Accountant; and Directors of the Company's affiliated Centers.

- Directing the completion of dossiers, signing relevant legal documents, and carrying out business registration procedures at the Nghe An Provincial Department of Finance in accordance with legal regulations.

- Deciding on the timing and coordinating the contribution of charter capital according to the project schedule.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Best regards!

Recipient:
- As above;
- Members of the Board of Directors;
- Company Supervisory Board;
- Filed at: Office, BoD Office

O/B. BOARD OF DIRECTORS
CHAIRPERSON

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG THÀNH PHỐ HẢI PHÒNG

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

VRG

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M.S.D.N: 0800300443 - C.T.C.P
CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG
THÀNH PHỐ HẢI PHÒNG

REGULATIONS

VRG NGHE AN ONE-MEMBER LIMITED LIABILITY COMPANY

Nghe An, 2026

LEGAL BASIS

- Based on the Enterprise Law No. 59/2020/QH14 and related amending and supplementing laws;

- Based on the Law on Science and Technology No. 29/2013/QH13; Government Decree No. 13/2019/ND-CP on Science and Technology Enterprises;

- Based on the Law on Crop Production No. 31/2018/QH14; the Law on Forestry No. 16/2017/QH14; the Law on Pharmaceuticals No. 105/2016/QH13; the Law on High Technology No. 21/2008/QH12; and the Law on Intellectual Property No. 50/2005/QH11 (amended and supplemented in 2022);

- Based on Decision No. 509/QD-TTg dated March 31, 2021 and Decision No. 746/QD-TTg dated April 10, 2025 of the Prime Minister on the Planning of High-Tech Forestry Zones in the North Central Region;

- Based on Decision No. 69/QD-UBND dated July 30, 2026, of the People's Committee of Nghe An province approving the investment policy and simultaneously approving the investor;

- Based on the Decision of the Company Owner.

CHAPTER I:
GENERAL REGULATIONS

Article 1. Form - Legal Status and Name of the Company

1. Form: VRG NGHE AN ONE-MEMBER LIMITED LIABILITY COMPANY (hereinafter referred to as "the Company") is an enterprise operating as a One-Member Limited Liability Company owned by an organization in accordance with the provisions of the Enterprise Law.

2. Legal status: The company has legal status from the date of issuance of the Business Registration Certificate; it has its own seal. Separate bank accounts (in Vietnamese Dong and foreign currency) as prescribed by law.

3. Company Name:

- Vietnamese name: **CÔNG TY TNHH MỘT THÀNH VIÊN VRG NGHỆ AN**
- English name: **VRG NGHE AN ONE MEMBER COMPANY LIMITED**
- Abbreviated name: **VRG NGHE AN CO., LTD**

4. Headquarters: Phuc Loc commune, Nghe An province (Sub-zone I - High-tech applied forestry zone in the North Central region).

5. Operating period: 70 (seventy) years from the date of issuance of Decision No. 69/QD-UBND dated July 30, 2026, approving the investment policy of Nghe An province.

Article 2. Company Owner

- Name of the owning organization: Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company - VRG.
- Business registration number: 0800300443.
- Head office address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong

City, Vietnam.

- The owner exercises the rights, obligations, and responsibilities towards the Company as stipulated in the Enterprise Law and is liable for the Company's debts and other financial obligations to the extent of the committed charter capital.

CHAPTER II:
OPERATIONAL OBJECTIVES - BUSINESS SECTORS AND ORIENTATION OF SCIENCE & TECHNOLOGY ENTERPRISES

Article 3. Operational Objectives

Receiving, implementing, investing in construction, managing and comprehensively operating the project: "High-tech applied forestry seedling production center in Subdivision I of the North Central Region High-tech applied forestry zone" in Phuc Loc commune, Nghe An province.

Invest in the construction of integrated technical and technological infrastructure on an area of approximately 48,0 hectares in Subdivision I.

Construct and operate a seed production complex with a designed capacity of approximately 200 million seedlings per year through aeroponic technology; tissue culture (in vitro); micro-cutting and high-tech asexual embryo production.

In-depth operation of the integrated supply chain:

- R&D area for selecting, breeding, and decoding the genetic material of plant varieties;
- The plant tissue culture center and seed quality control laboratory meet ISO/IEC 17025 standards;
- High-tech nursery integrating smart greenhouse and polytunnel systems (IoT, microclimate automation);
- Area for testing and demonstrating large-timber forest tree varieties, specialty agricultural crops, and valuable native medicinal plants;
- Gene conservation gardens, mother plant gardens, and mother plant gardens.

Article 4. Business Sectors and Activities

No.	Name of industry/business	Industry Code (VSIC)
1	**Propagation and care of agricultural and forestry seedlings** *(Main) - Research and application of biotechnology in the production of high-quality forestry seedlings (acacia, eucalyptus, green teak, Dalbergia tonkinensis, Terminalia chebula, Dalbergia cochinchinensis, cinnamon, etc.); - Production and propagation of native and rare medicinal plants (Puxailaileng ginseng, Ngoc Linh ginseng, Ba Kich, golden flower tea, Ha Thu O, Sa Nhan, Ngai Den, etc.); - High-tech agricultural seed production.*	**0210 0130**
2	**Scientific research and technological development in the fields of agricultural science, forestry, and biotechnology.** - *Research*	**7211 7212**

No.	Name of industry/business	Industry Code (VSIC)
	on selecting, breeding, and creating new mutant varieties that are drought-tolerant, pest-resistant, and fast-growing; - Research and refine micropropagation, bioreactor, and plant cell technology processes for forestry, agricultural, and medicinal plants; - Research on the extraction of bioactive compounds, essential oils, and further processing from medicinal plants.	
3	**Other professional, scientific and technological activities** - Transfer of in vitro propagation technology and *high-tech organic farming processes for agricultural, forestry, and medicinal plants; - Services include genetic testing, DNA molecular markers, seedling quality control, and seedling origin certification. - Providing advice on the process of registering plant variety protection and intellectual property rights.*	**7490**
4	**Real estate business, land use rights belonging to the owner, user or lessee** *(Investment in the construction and operation of infrastructure for the high-tech zone and forestry sub-zone)*	**6810**
5	**Agricultural and forestry service activities** - *Testing for DUS and VCU in plant varieties; - Consulting on the design of automated nurseries, large-scale timber plantation processes with FSC/PEFC certification; consulting on the GACP-WHO standard medicinal plant value chain.*	**0240 0161**
6	**Cultivating perennial and annual medicinal plants, aromatic plants, and spice plants.**	**0128**
7	**Wholesale of agricultural and forestry raw materials and ornamental plants; wholesale of machinery, equipment and spare parts for agriculture and forestry.**	**4620 4653**

Article 5. Orientation and operating mechanism according to the Science & Technology Enterprise model

Core orientation: To build and maintain the position of a leading Science and Technology Enterprise in accordance with Decree 13/2019/ND-CP. R&D activities and mastering high technologies in breeding, restoration, tissue culture, and gene conservation of forestry, agricultural, and medicinal plants are the foundation and driving force for the Company's leading growth.

Standards for revenue from science and technology products: The company maintains separate accounting records and commits to ensuring that the percentage of revenue from the sale of products and goods resulting from science and technology (high-tech tissue culture seedlings, standardized medicinal plant varieties, variety copyrights, technology transfer services) reaches at least 30% of total annual revenue, as stipulated by law.

Exploitation and protection of intellectual property: Proactively register for exclusive protection of new plant varieties; utility solutions, inventions; and exclusive technical

processes at the Intellectual Property Office and the Department of Crop Production/Department of Forestry. All research results using the Company's capital and assets are the legal property of the Company.

CHAPTER III:
CHARTER CAPITAL, TOTAL INVESTMENT AND FINANCIAL MECHANISM FOR SCIENCE AND TECHNOLOGY

Article 6. Charter capital and total investment of the project

Charter capital: Approved by the owner and fully contributed within 90 days from the date of issuance of the Business Registration Certificate.

Total investment capital for the project (according to Decision No. 69/QD-UBND): VND 400.527.753.550 (Four hundred billion, five hundred twenty-seven million, seven hundred fifty-three thousand, five hundred fifty dong), the capital structure includes:

- Owner's/Investor's contributed capital: VND 69.361.762.914 (accounting for 17.32% of the total investment).
- Legally raised capital (credit, business cooperation): VND 331.165.990.636.

Article 7. Science and Technology Development Fund

Annually, the company allocates 3% to 10% of its taxable income to the Company's Science and Technology Development Fund, as stipulated by the Law on Science and Technology and the Law on Corporate Income Tax.

The Science and Technology Development Fund is managed according to internal regulations and may only be used for the following purposes:

Collecting seed samples, decoding genes, restoring valuable native varieties, breeding forestry varieties adapted to climate change, and creating medicinal plant varieties rich in active ingredients;

Investing in molecular testing equipment, micropropagation labs, bioreactors, and automated monitoring systems for nurseries;

Funding research projects and high-tech incubation programs in collaboration with institutes and universities both domestically and internationally;

This includes intensive training and skills development for geneticists, biotechnology engineers, and cutting-edge R&D personnel.

CHAPTER IV:
ORGANIZATIONAL STRUCTURE FOR MANAGEMENT AND OPERATION

Article 8. Model of organizational and management structure

The company's governance structure follows the model of a Board of Members (Clause 1, Article 78 of the 2020 Enterprise Law), including:

The Board of Members (BOM) consists of 3 to 5 members appointed, dismissed, rewarded, and disciplined by the Company Owner.

The Chairman of the Board of Members (who is the legal representative) is appointed

by the Company's owner from among the Company's Board of Members.

Company Director;

Supervisors;

Science and Technology Council (Advisory and evaluation body; Experts).

Article 9. Legal Representative of the Company

The legal representative is the Chairman of the Board of Members.

Rights, obligations, and responsibilities of the Chairman of the Board of Members (Legal Representative):

As a representative of the Company to exercise the rights and obligations arising from the Company's transactions, and represent the Company as a party requesting the resolution of civil matters, plaintiff, defendant, or party with related rights and obligations before arbitration panels, courts, and competent state agencies as prescribed by law;

Decision-making on development strategies, planning of science and technology activities, technological innovation, and commercialization of plant breeding research results;

Convene and preside over meetings of the Board of Directors, or solicit opinions from members of the Board of Directors in writing;

Signing documents within the authority of the Board of Directors; signing contracts, investment and construction transactions, science and technology cooperation contracts, and large-scale technology transfer contracts according to the delegation of authority from the Owner;

Fully responsible to the Owner and to the law for the performance of my assigned duties and powers in accordance with this Charter and the Enterprise Law.

Article 10. Company Director

The Director, appointed by the Company's Board of Members, is responsible for managing the Company's daily business and production operations, is subject to the supervision of the Board of Members, and is accountable to the Board of Members and to the law for the performance of assigned rights and duties.

Duties and responsibilities of the Director:

- Directly organize and implement the resolutions and decisions of the Board of Members and the Chairman of the Board of Members;
- Directly manage and operate the entire chain of research, tissue culture laboratories, greenhouse systems, seedling nurseries, and the business of forestry, agricultural, and medicinal products;
- Proposing organizational structure for the management system, appointing/dismissing management positions within the Company (excluding positions under the authority of the Board of Directors and the Owner);
- Issuing internal operating procedures, technical standards for seedling cultivation, and biosafety and hygiene standards for laboratories in line with high-tech orientations;
- Signing economic contracts for the purchase and sale of seedlings and supplies, and labor contracts according to the authority level approved by the Board of Directors.

Article 11. Council for Science and Technology

The Science and Technology Council is a specialized technical advisory body established by the Chairman of the Company's Board of Members upon the proposal of the Director. The Council consists of 5 to 7 members (including representatives from the Company's leadership; leading scientists and experts in the fields of plant genetics, tissue culture, agroforestry, and medicinal plants).

Duties and responsibilities:

Verification of advanced cloning technology, automated microclimate management, and embryo and gene preservation;

Monitoring the quality of mother plant varieties, evaluating the breeding process of endemic forestry and medicinal plant lines before mass production on a scale of 200 million plants/year;

Providing advice on dossiers for registration and approval of new plant varieties, recognition of mother plants, mother plant gardens, and intellectual property dossiers;

Evaluating and approving R&D projects using the Company's Science and Technology Development Fund.

CHAPTER V:
AND ENVIRONMENTAL OBLIGATIONS
AND NATIONAL DEFENSE AND SECURITY

Article 12. Responsibility for compliance with the law of the Legal Representative and the Management Board

The Chairman of the Board of Members (Legal Representative) and the Director of the Company have the obligation and responsibility to directly direct, supervise, and be legally accountable to the Owner and state management agencies for the following mandatory contents:

Project implementation guarantee: Deposit a security deposit or submit a guarantee certificate for the implementation of the investment project in accordance with the Investment Law and the guidelines of the Nghe An Provincial Investment Registration Authority.

Investment monitoring system: Regularly update and report on progress and operational status on the National Investment Information System; send reports to the Southeast Economic Zone Management Board and the Department of Agriculture & Rural Development, Department of Science & Technology, and Department of Planning & Investment (Department of Finance) of Nghe An province.

Planning & Construction: Strictly adhere to the boundaries and detailed construction planning scheme for Subdivision I approved by the People's Committee of Nghe An province.

Safety of irrigation works: Closely coordinate with Nam Nghe An Irrigation Company Limited to mark boundary lines, absolutely no encroachment on the protection corridor of Khe Go Lake; strictly comply with Article 44 of the Irrigation Law when constructing adjacent structures.

Bioenvironment & Regional Security:

Construct a system for collecting and treating wastewater from tissue culture laboratories and high-tech plant irrigation, ensuring compliance with national technical standards before discharge into the environment;

Fulfill all obligations regarding the payment of reforestation fees as per the approved plan;

Closely coordinate with the Nghe An Provincial Military Command and the Provincial Police to ensure security, order, and the local security and defense posture.

CHAPTER VI:
LABOR POLICY
SCIENCE AND TECHNOLOGY AND INNOVATION

Article 13. Attracting and retaining talent in science and technology

The company establishes a salary scale, bonuses, and special incentive allowances for biotechnology engineers, master's and doctoral degree holders in forestry, agronomy, and pharmaceutical chemistry.

Implement a policy of directly allocating 10% to 20% of after-tax profits earned from the commercialization of new varieties or the transfer of exclusive patents to the research team.

Create opportunities for technical staff to participate in international scientific conferences and collaborative research programs on new crop varieties with foreign partners.

CHAPTER VII:
AMENDMENT OF STATUTES, DISPUTE RESOLUTION AND ENFORCEMENT CLAUSES

Article 14. Amendments and Additions to the Charter

Any amendments or additions to these Charters shall be proposed by the Board of Members and must be reviewed and approved in writing by the Company Owner before they take effect.

Article 15. Effective Date

These Charters consist of 7 Chapters and 15 Articles, were approved by the Company's Owner on September 29, 2026, and shall come into effect from the date the Company is granted its Business Registration Certificate.

Copies of these Articles of Association are only valid when signed by the Chairman of the Board of Members - the legal representative of the Company or an authorized representative of the Owner.

COMPANY OWNER
(Signature, full name, and seal)

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 27, 2026

STAFF LIST
VRG Parent Company plans to appoint, as per Proposal No. 375/TTr-VRG dated September 28, 2026, regarding the approval of the plan for establishing and operating VRG Nghe An One-Member Limited Liability Company

To: The Board of Directors of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and the Laws amending and supplementing certain articles of the Enterprise Law;

Based on the Articles of Association of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on the actual requirements and development orientation of business activities in Nghe An province.

The person in charge of the Company's operations respectfully submits to the Board of Directors for consideration and approval the Personnel Plan for the establishment of VRG Nghe An One-Member Limited Liability Company with the following specific contents:

I. CONTENT OF THE PERSONNEL PLAN

1. Chairman of the Board of Members and Director of the Company:

- Mr. Luong Van Duc - Current position: Head of Operations at Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.
- Act as legal representative.

2. Board of Members of VRG Nghe An Company: Mr. Vu Duy Hung - Specialist /Engineer of Office of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

3. Board of Members of VRG Nghe An Company: Mr. Bui Duy Hung - Land Management Engineer - Cong Hoa Industrial Park Management Board, Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

4. Supervisor: Ms. Dang Thi Le Trang - Specialist in the Project Management and Development Department for the Central Region, Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

5. Salary and remuneration: As per the parent company's salary regulations applicable to the subsidiary.

II. RECOMMENDATIONS AND PROPOSALS

To ensure the timely establishment of VRG Nghe An One-Member Limited Liability Company, the Company's Executive Director respectfully proposes that the Board of Directors consider and approve the following:

1. Approve the aforementioned personnel plan for the establishment of VRG Nghe An One-Member Limited Liability Company.

2. Delegate/authorize the Company's Executive Officer to carry out the procedures and documentation for appointments and personnel planning in accordance with the procedures stipulated by law and the Company's charter. (*Attached is the personnel file*).

Respectfully submitted to the Board of Directors for consideration and decision./.

Recipient:
- As above;
- Filed at: Office, Administrative.

HEAD OF OPERATIONS

CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM VRG

Luong Van Duc

VIETNAM RUBBER INDUSTRIAL PARK AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, September 27, 2026

SUMMARY LIST
PERSONNEL INFORMATION REGARDING THE APPOINTMENT OF CHAIRMAN, MEMBERS OF THE BOARD OF DIRECTORS, AND AUDITOR OF VRG NGHE AN COMPANY

I. Mr. Luong Van Duc - Appointed to the position of: Chairman of the Board of Members and Director of VRG Nghe An Company

- Date of birth : August 14, 1977.
- Date of joining the Communist Party of Vietnam: November 4, 2006; Official date: November 4, 2007.
- Place of origin : Viet Hoa ward, Hai Phong city.
- Permanent residence/Current address: House number 4, alley 21, Han Trung street, residential group 4, Viet Hoa ward, Hai Phong city.
- Current position : Head of Operations at Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.
- Educational level : 12/12.
- Level of political theory: Intermediate.
- Professional qualifications : Hydraulic Engineering - Water Resources University.
- Citizen ID number: 030077008622; Issued on August 5, 2025; Issuing authority: Ministry of Public Security.
- Phone number/Zalo: 0989 205 899.
- Email address: lvduc.vrg@gmail.com
- Social Insurance Book Number:

1. Work experience:

From month, year to month, year	Title, position, and workplace (*party, government, mass organization*)
3/2004-5/2007	Technical Planning Department Staff – Hai Duong Construction Company No. 1
6/2007-02/2011	Deputy Head of Technical Planning Department – Hai Duong Construction Company No. 1
02/2011-09/2017	Head of Technical Planning Department – Hai Duong Construction Company No. 1
10/2017- 02/2021	Head of Investment Planning Department - Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company
03/2021- 03/2025	Deputy General Director - Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company
03/2025 - 06/2025	Hydraulic Engineer - Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

07/2025 to present	Chief of Staff of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

2. The process of training and professional development to improve skills and expertise:

Name of school or training institution	Specialized training and development	From month, year to month, year	Training format	Type of diplomas, certificates, or qualifications
University Hanoi Irrigation	Construction	10/1996-06/2001	Regular	Engineer
FLAI Center for Foreign Languages and Applied Informatics	Applied Informatics	03/2001-03/2001	Training	Certificate
University Build	Construction supervision services	12/2005-01/2006	Training	Certificate
Research Institute training and development Hanoi officials	- Project management for construction investment projects - Construction cost estimation services	6/2010 – 6/2010	Training	Certification
Hai Duong Department of Construction	Construction Cost Estimator Engineer	9/2010 - 09/2010	Training	Certificate
STEC Training and Technology Joint Stock Company	Bidding procedures	10/2012 - 0/2012	Training	Certificate
Institute for Development International Studies	Occupational Safety and Health Training	12/2015-12/2015	Training	Certificate
Institute for Development International	Online bidding procedures	11/2018-11/2018	Training	Certification
Hai Duong Department of Construction	Construction work profession: - Construction supervision - Project Management - Construction cost estimation	6/2025 – 6/2035	Examination	Certificate

3. Rewards and disciplinary actions: None.

II. MR. VU DUY HUNG - Appointed to the position of: Member of the Board of Directors of VRG Nghe An Company.

- Date of birth: September 12, 1992.
- Date of joining the Party: Not yet ; Officially:
- Place of origin: Tan Hung Village, Binh Giang Commune, Hai Phong City
- Permanent address/Current residence: CT2 Tue Tinh Apartment Building, Thanh Dong Ward, Hai Phong City
- Educational level: 12/12.
- Level of political theory knowledge: None
- Professional qualifications : Bachelor of Construction Economics Engineering – University of Transport and Communications
- Current position/title: Specialist/Engineer, Office of the Board of Directors
- Citizen Identification Number: 030092009705 ; Date of Issue: July 10, 2022 ; Issuing Authority: Director of the Department of Administrative Management of Public Order and Security
- Phone /Zalo number : 0966.368.505 ; Email address: vdhung.vrg@gmail.com
- Social insurance number: 0115169852

1. Work experience:

From month, year to month, year	**Title, position, and workplace *(party, government, mass organization)***
September 2010 - June 2014	Students - University of Transport and Communications
August 2014 – May 2019	Business Planning Specialist – Cienco1 Bridge Construction Joint Stock Company
June 2019 – January 2026	Sales Manager - Dai-ichi Insurance Vietnam Co., Ltd.
January 2026 to present	Engineer at the Board of Directors' Office of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

2. The process of training and professional development to improve expertise and skills:

School name	**Field of study or class name**	**Study time**	**Training format**	**Type of diploma, certificate, or qualification**
University of Transport	Construction Economics Engineer	2010-2014	Regular	Engineer

3. Rewards and disciplinary actions: None.

III. Mr. Bui Duy Hung - Appointed to the position of: Member of the Board of Directors of VRG Nghe An Company.

- Date of birth: February 26, 1982.
- Date of joining the Party: ; Official date:
- Place of origin: Vinh Lai commune, Hai Phong city.
- Permanent address/Current residence: House No. 6, Alley 56, Co Dong Street, Thanh Dong Ward, Hai Phong City.
- Educational level: 12/12.
- Level of political theory knowledge:
- Professional qualifications : Bachelor of Land Surveying - Bac Giang University of Agriculture and Forestry, Engineer in Land Management - Hanoi University of Agriculture.
- Current position/title: Land Management Engineer, Cong Hoa Industrial Park Management Board, Vietnam Rubber Corporation Urban and Industrial Park Development Joint Stock Company.
- Citizen Identification Number: 030082001208; Date of Issue: December 22, 2021; Issuing Authority: Department of Administrative Management of Social Order and Security.
- Phone /Zalo number: 0989.939.076; Email address: buiduyhungvrg@gmail.com
- Social insurance number: 3009038286 (VNID); 030082001208 (VSSID).

1. Work experience:

From month, year to month, year	**Title, position, and workplace *(party, government, mass organization)***
From August 2004 to June 2008	Staff of the Land Registration Office – Department of Natural Resources and Environment of Ben Tre Province
From August 2008 to December 2010	- Students of Hanoi University of Agriculture - Giang Chau Trading Company Staff
From June 2012 to May 2013	Oversees Engineer Lung Lo 5 Investment & Development Joint Stock Company.
From June 2014 to May 2015	Employee of Kevin JSC
From February 2016 to December 2020	Design staff of An Thinh Phat Investment Consulting and Trading Joint Stock Company
From January 2021 to June 2023	Director of H&L Construction Investment Joint Stock Company
From July 2023 to present	Land Management Engineer - Cong Hoa Industrial Park Management Board, Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

2. The process of training and professional development to improve expertise and skills:

School name	Field of study or class name	Study time	Training format	Type of diploma, certificate, or qualification
Bac Giang University of Agriculture and Forestry	Bachelor of Land Surveying	2000-2004	Regular	Bachelor
Hanoi University of Agriculture	Land Management Engineer	2008-2010	Regular	Engineer

3. Rewards and disciplinary actions: None./.

IV. Ms. Dang Thi Le Trang - Auditor of VRG Nghe An Company

- Date of birth: April 10, 1985
- Date of joining the Party: September 12, 2015; Officially: September 12, 2016.
- Place of origin: Can Loc Commune, Ha Tinh Province
- Permanent residence: No. 07, Alley B, Pham Thi Tao Street, Group 12, Ben Thuy 3 Block, Truong Vinh Ward, Nghe An Province.
- Current position: Specialist in the Project Management and Development Department for the Central Region - Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.
- Educational level: 12/12
- Level of political theory: Elementary.
- Professional qualifications : Bachelor of Economics, specializing in Accounting, from Vinh University.
- Citizen ID number: 040185008453; Issued date: 28/02/2025; Issuing authority: Ministry of Public Security.
- Phone number/Zalo: 0975791740.
- Email: dangtrangvrg@gmail.com

1. Work experience:

From month, year to month, year	Title, position, and workplace *(party, government, mass organization)*
September 2004 to June 2008	Students – Vinh University
October 2008 - May 2017	Staff member of the Finance and Accounting Department - Nghe An Rubber Investment and Development Joint Stock Company.
June 2017 - July 2025	Deputy Head of Finance and Accounting Department - Nghe An Rubber Investment and Development Joint Stock Company.
July 2025 to present	Specialist in the Project Management and Development Department for the Central Region – Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

2. The process of training and professional development to improve expertise and skills:

Name of school or training institution	Specialized training and development	Study time	Training format	Type of diploma, certificate, or qualification
Vinh University	Accountant	2004-2008	Regular	Bachelor
National Academy of Public Administration	Chief Accountant	6/9/2022 - 26/10/2022	Intensive	Certificate

3. Rewards and disciplinary actions: None.

CREATOR

Pham Thi Tuyet

VIET NAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

CHARTER

VIET NAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Hai Phong, September 29, 2026

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INTRODUCTION

The charter governing the organization and operation of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company ***(hereinafter referred to as the Company)*** is based on the provisions of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020. effective from date January 1, 2021; Law No. 76/ 2025 /QH15 dated June 17, 2025 amending and supplementing a number of articles of the Enterprise Law No. 59/2020/QH14; Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021; Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law, effective from January 1, 2025, and guiding documents for the implementation of the Enterprise Law and the Securities Law.

This Charter replaces the Company Charter adopted by the General Meeting of Shareholders on May 7, 2026. and serves as the legal basis for conducting the Company's production and business activities.

The amendments and additions to this Charters have been approved by the Extraordinary General Meeting of Shareholders 2026, on September 29, 2026.

CHAPTER I

DEFINITION OF TERMS IN THE CHARTER

Article 1: Definitions

1. In these Regulations, the following terms shall be understood as follows:

a."*Charter capital*" refers to the total par value of shares sold or registered for purchase upon the establishment of the enterprise and is stipulated in Article 6 of this Charters.

b."*Voting capital*" refers to share capital, whereby the owner has the right to vote on matters within the authority of the General Meeting of Shareholders (Clause 33, Article 4 of the Enterprise Law);

c."*The Enterprise Law*" refers to the Enterprise Law No. 59/2020/QH14, which has been amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at various times.

d."*Securities Law*" refers to Securities Law No. 54/2019/QH14, which has been amended and supplemented by Law No. 56/2024/QH15 and other amending, supplementing, *and* replacing documents at various times.

e."*Date of establishment*" is the date on which the Company was first granted its Certificate of Business Registration.

f."*Company Manager*" is includes the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, and

other individuals holding managerial positions within the Company who are appointed by the Board of Directors.

g."*Company Executives*" includes: General Director, Deputy General Directors, Chief Accountant, Branch Directors, and equivalent positions as stipulated in the Company Charter.

h."*Related parties*" are individuals and organizations as defined in Clause 46, Article 4 of the Securities Law.

i."*Shareholder*" is an individual or organization that owns at least one share of the Company (Clause 3, Article 4 of the Enterprise Law).

j."*Founding shareholder*" is a shareholder who owns at least one common share and signs the list of founding shareholders of the Company (Clause 4, Article 4 of the Enterprise Law).

k."*Major shareholder*" refers to a shareholder as defined in Clause 18, Article 4 of the Securities Law.

l."*Insiders of a public company*" is defined in Clause 45, Article 4 of the Securities Law.

m. "*Operating period*" refers to the operating period of the Company as stipulated in Article 2 of this Charters and any extension period (if any) approved by the Company's General Meeting of Shareholders through a Resolution.

n. "*Vietnam*" refers to the Socialist Republic of Vietnam.

o. "*Stock Exchange*" refers to the Vietnam Stock Exchange and its subsidiaries.

p. "Dividends" is the after-tax profit paid to each share in cash or other assets.

q. "*Securities*"are a type of asset that includes the types of assets as defined in Clause 1, Article 4 of the Securities Law.

r. "Shares" are certificates issued by a company, book entries, or electronic data confirming the ownership, rights, and legal interests of the holder in one or more shares of the company. In a public company, shares are securities.

2. In this Charters, any reference to one or more other provisions, regulations, or legal documents (texts) shall be understood to include references to regulations, amendments, supplements, replacements, or documents issued to replace those provisions or documents at any given time.

3. The headings (chapters, articles of this Charters) are used for convenience in understanding the content and do not affect the content of this Charters;

4. Words or terms defined in the Enterprise Law (unless they conflict with the subject matter or context) shall have the same meaning in this Charters.

CHAPTER II

NAME, TYPE, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, COMPANY'S TERM OF OPERATION AND LEGAL REPRESENTATIVE

Article 2: Name, type, head office, branches, representative offices, and duration of operation of the Company

1. Company Name:

- Vietnamese name: CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
- English name: VIET NAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY
- Trade name: CÔNG TY CỔ PHẦN PHÁT TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU VIỆT NAM
- Abbreviation: VRG
- Stock symbol: VRG

2. The company is a joint-stock company with legal personality in accordance with current Vietnamese law.

3. The company's registered office is:

- Head office address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong City
- Phone: (0220) 3838025 Fax: (0220) 3838024
- E-mail: vphdqt.vrg@gmail.com
- Website: https://vrg-vn.com/

4. The Company may establish branches and representative offices to carry out its operational objectives in accordance with the resolutions of the Board of Directors and within the limits permitted by law.

5. The Company's operating term is 50 years from October 4, 2005, the date of its initial issuance of the Business Registration Certificate. The termination of the Company's operations before the expiration date or the extension of its operating term shall be decided by the General Meeting of Shareholders and implemented in accordance with the provisions of Articles 56, 57, and 58 of this Charters.

Article 3: The legal representative of the Company

1. The legal representative of the Company is: Chairman of the Board of Directors

2. The powers and responsibilities of the legal representative are stipulated as follows:

a. The legal representative exercises the rights and obligations arising from the Company's transactions, represents the Company as plaintiff, defendant, or party with related rights and obligations before arbitration panels, courts, and other rights and obligations as prescribed by law.

b. To exercise the assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the legitimate interests of the Company;

c. Be loyal to the interests of the Company; do not use the Company's information, know-how, or business opportunities; do not abuse position or title, or use the Company's assets for personal gain or to serve the interests of other organizations or individuals;

d. Timely, complete, and accurate notification to the Company regarding whether that representative and their related parties own or hold controlling shares or capital contributions in other businesses.

3. The legal representative of the Company shall be personally liable, in accordance with the law, for damages to the Company resulting from a breach of the responsibilities stipulated in Clause 2 of this Article.

CHAPTER III
COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS

Article 4: Company's operational objectives

1. The company's business lines and activities:

- Investing in infrastructure and operating industrial parks;
- Construction of houses, apartments, offices; construction of transportation infrastructure and irrigation works;
- Extraction and processing of minerals;
- Water extraction, treatment, and supply;
- Drainage and wastewater treatment;
- Production of bottled mineral water and purified water;
- Leasing of land, warehouses, offices, houses, parking lots; transportation services, customs declaration and customs clearance procedures;
- Bonded warehouse services; export and import/export consignment business; buying, selling, and maintaining motor vehicles and motorcycles, spare parts for motor vehicles, gasoline, oil, and grease; buying, selling, and agency services (excluding motor vehicles and motorcycles);
- Buying and selling raw rubber products and natural rubber; buying and selling equipment and supplies, construction materials;
- Installation of urban and public lighting systems; electrical construction for civil and industrial buildings;
- Business activities include: developing industrial park infrastructure, constructing and developing residential areas and urban areas; providing services after industrial parks, apartment complexes, and urban areas become operational; leasing advertising space and other forms of business in accordance with the law.

2. Company's operational objectives:

The company's objectives are to continuously innovate technology, improve management methods, enhance production and business efficiency, improve product quality, and expand business scale according to market demand in order to maximize profits, create stable jobs for employees, increase returns for shareholders, and fulfill all obligations to the State.

Article 5: Scope of Business and Operations

1. The Company is permitted to conduct all business activities within the business lines published on the National Business Registration Portal and in accordance with these Articles of Association, in compliance with applicable laws and regulations, and to take appropriate measures to achieve the Company's stated objectives.

2. The company may conduct business in other sectors and professions permitted by law and approved by the General Meeting of Shareholders.

CHAPTER IV
CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6: Charter capital, shares, founding shareholders

1. The company's charter capital is: **258.948.680.000** VND (*Two hundred fifty-eight billion, nine hundred forty-eight million, six hundred eighty thousand dong)*;

- Total number of shares: **25.894.868** shares (*Twenty-five million, eight hundred ninety-four thousand, eight hundred sixty-eight shares)*;

- The number of shares authorized for offering, the types of shares authorized for offering, and the plan for additional share issuance are decided by the General Meeting of Shareholders in accordance with the law to raise capital at each given time and are recorded in the resolutions of the General Meeting of Shareholders.

- Par value: 10.000 VND/share.

2. List of founding shareholders as per Appendix 3 of these Articles of Association.

3. The company may increase its charter capital when approved by the General Meeting of Shareholders and in compliance with the provisions of the Enterprise Law, the Securities Law, and other relevant legal regulations.

4. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The Company must announce the offering of shares, specifying the number of shares offered and the appropriate subscription period (*at least 20 working days)* for shareholders to subscribe. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but

may not sell them under more favorable conditions than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or in the case of shares sold through an auction on the Stock Exchange. The offering of shares to existing shareholders can only be carried out after all conditions, documents, procedures, information disclosure, and registration requirements stipulated by securities law have been met.

6. The company may issue other types of securities upon approval by the General Meeting of Shareholders. In accordance with the law.

7. The Company may repurchase shares issued by itself in the manner prescribed in this Charter and applicable law. Shares repurchased by the Company are treasury shares and the Company may offer them for sale in manner consistent with the Securities Law, relevant guiding documents and the provisions of this Charter.

Article 7: Stock certificate

1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.

2. Shares are valuable certificates issued by a company to confirm ownership of one or more shares of the company. Shares must contain all the information stipulated in Clause 1, Article 121 of the Enterprise Law..

3. Shares may be issued in the form of certificates, book entries, or electronic data. Shares must clearly state the number and type of shares held by the shareholder, the full name of the holder (if registered shares), and other information as prescribed by the Enterprise Law. Each registered share certificate represents only one type of share.

4. In the event that shares (not yet deposited) are lost, damaged, or destroyed in any other way, the provisions of Clause 3, Article 121 of the Enterprise Law shall apply, and all related costs must be paid to the Company.

5. Shareholders are solely responsible for the safekeeping of their shares, and the Company will not be liable in cases of theft or fraudulent use of the shares.

Article 8: Other securities certificates

The Company's bond certificates or other securities certificates are issued when they meet the conditions stipulated by law and are approved by the General Meeting of Shareholders.

Article 9: Transfer of Shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. Shares listed and registered on the Stock Exchange are transferable in accordance with the provisions of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

3. In the event that a shareholder is an individual who dies, the heir according to the will or the law of that shareholder becomes a shareholder of the Company. If the shares of a deceased individual shareholder have no heirs, or if there are heirs but they refuse to accept the inheritance, or if the heirs are disinherited, then those shares shall be dealt with according to the provisions of civil law.

4. Shareholders have the right to donate a portion or all of their shares to another person. In this case, the recipient of the donation or the person receiving the shares as payment for debt will become a shareholder of the Company after completing the transfer procedures as stipulated in the Company's Articles of Association and relevant laws.

5. Since the Company has exceeded the 3-year period since its establishment, all restrictions on the transfer of common shares held by the founding shareholders are lifted.

Article 10: Reclamation of Shares

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to demand that the shareholder pay the remaining amount along with interest on that amount and any costs incurred by the Company due to the failure to pay in full, as stipulated.

2. The aforementioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the payment location, and the notice must clearly state that in case of non-payment as required, the remaining unpaid shares will be reclaimed.

3. The Board of Directors has the right to reclaim shares that have not been fully and timely paid for if the requirements in the aforementioned notice are not met.

4. Repurchased shares are considered shares entitled to be offered for sale as stipulated in Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly or authorize the sale and redistribution of these shares under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders who have not paid or have not fully paid for the shares they registered to purchase shall be liable for the Company's financial obligations arising in the period prior to the date the Company successfully registers the adjustment of its charter capital, in proportion to the total par value of the registered shares.

6. Notice of revocation will be sent to the holder of the revoked shares before the revocation date. The revocation remains valid even in the event of errors or negligence in sending the notice.

CHAPTER V
ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11: Organizational structure, governance and control:

The company's organizational and management structure includes:

a. General Shareholders' Meeting;

b. Board of Directors;

c. Supervisory Board;

d. General Director;

CHAPTER VI
SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12: Rights of Shareholders

1. Shareholders are the owners of the Company, possessing rights and obligations corresponding to the number and type of shares they own. Shareholders are only liable for the Company's debts and other financial obligations to the extent of the capital they have contributed to the Company.

2. Ordinary shareholders have the following rights:

a. Attend and speak at General Meetings of Shareholders and exercise voting rights directly at the General Meeting of Shareholders or through authorized representatives or by other methods (if any) such as: remote voting or other electronic forms... Each common share has one voting right;

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

c. Freely transfer their shares to others, except as stipulated in clauses 2 and 5 of Article 9 of this Charters;

d. Have priority in purchasing newly offered shares in proportion to the percentage of common shares they own;

e. Review, search, and extract information related to shareholders, the list of shareholders with voting rights, and request corrections to inaccurate information in accordance with the law and the Company's Articles of Association. The Company's Board of Directors shall specify the procedures for correcting shareholder information.

f. Review, search, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g. In the event of the company's dissolution or bankruptcy, the shareholder is entitled to receive a portion of the remaining assets corresponding to their shareholding ratio in the company after the company has paid all debts (including obligations to the State, taxes, and fees) and paid other shareholders holding shares in the company in accordance with the law;

h. Request the company to repurchase their shares in the cases stipulated in Article 132 of the Enterprise Law;

i. Equal treatment. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In the case of preferred shares, the rights and obligations associated with those preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

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

k. To have their legitimate rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;

l. Other rights as stipulated in this Charters and by law.

3. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:

a. Review, search, and extract minutes and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the company's trade secrets and business secrets;

b. Requests for the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law must be in writing and must include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, enterprise code or legal document number of organizational shareholders, and head office address of organizational shareholders; the number of shares and registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the company; and the basis and reasons for requesting the convening of the General Meeting of Shareholders. The request for convening the meeting must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. Shareholders, or groups of shareholders, are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.

If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, within the next 30 days, the shareholder or group of shareholders entitled to represent the company may convene a General Meeting of Shareholders in accordance with Clause 4a, Article 140 of the Law amending and supplementing the Enterprise Law.

Reasonable expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company.

c. Verify and obtain a copy or excerpt of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders.

d. Request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing; it must include the full name, permanent address, nationality, Citizen Identification Card number, National Identity Card number, Passport number, or other legally valid personal identification for individual shareholders; the name, business registration number or establishment decision number, and head office address for organizational shareholders; the number of shares and registration date of each shareholder, the total number of shares of the entire shareholder group, and their ownership percentage in the total shares of the Company; the issue to be examined, and the purpose of the examination;

e. Proposal for inclusion in the General Meeting of Shareholders' agenda. The proposal must be in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;

f. Nomination of candidates for the Board of Directors and the Supervisory Board. The nomination process for the Board of Directors and the Supervisory Board is as follows:

+ Ordinary shareholders forming groups to nominate candidates for the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

+ Based on the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders as stipulated in this clause have the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by a shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

g. Other rights as prescribed by law and this Charters.

Article 13: Obligations of Shareholders

Common shareholders have the following obligations:

1. Comply with the Company's Charter and regulations; abide by the resolutions of the General Meeting of Shareholders and the Board of Directors of the Company.

2. Attend the General Meeting of Shareholders and exercise voting rights through the following methods:

a. Attend and vote directly at the meeting;

b. Authorize other individuals or organizations to attend and vote at the meeting;

c. Attend and vote via online meetings, electronic voting, or other electronic means;

d. Send the ballot to the meeting via mail, fax, or email.

3. Pay for the committed shares in full and on time.

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

4. Shareholders are obligated to provide and update complete and accurate identification information, contact addresses, personal/organizational legal document numbers, information of authorized representatives, and other information as reasonably requested by the Company to fulfill its obligations regarding registration, custody, information disclosure, identification of beneficial owners, and shareholder governance in accordance with the law;

5. Maintain the confidentiality of information provided by the Company in accordance with the Company Charter and the law; use the provided information only to exercise and protect your legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Company to other organizations or individuals.

6. Fulfill other obligations as prescribed by applicable law;

7. Hheld personally liable for any of the following acts committed in the name of the Company, in any form whatsoever.

a. Violation of the law;

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

c. Pay off debts that are not yet due in order to mitigate financial risks to the Company.

Article 14: General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders is held annually once a year and within four (04) months from the end of the financial year. In case of necessity, the Board of Directors may decide to extend the

annual General Meeting of Shareholders but not more than six months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select a suitable venue. The Annual General Meeting of Shareholders shall decide on matters in accordance with the law and the Company's Articles of Association, particularly approving the audited financial statements for the year and the budget for the following fiscal year. If the audited financial statements for the year contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. The representative of the approved auditing firm is obligated to attend the Annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

a. The Board of Directors deems it necessary for the benefit of the Company;

b. Quarterly, six-month or annual audited financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period.

c. When the number of members of the Board of Directors, non-executive members of the Board of Directors, and the Supervisory Board is less than the number of members prescribed by law, or when the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter.

d. Shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law requesting the convening of a General Meeting of Shareholders shall comply with the provisions of Point b, Clause 3, Article 12 of this Charters.

e. As requested by the Supervisory Board.

f. Other cases as prescribed by law and the company's charter.

4. Convene an extraordinary general meeting of shareholders:

a. The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of Board of Directors members, non-executive Board of Directors members, and Supervisors remaining as prescribed in point c, clause 3 of this Article or upon receiving the request prescribed in points d and e, clause 3 of this Article.

b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the

Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law.

c. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point d, clause 3 of this Article has the right to request a representative of the Company to convene a General Meeting of Shareholders in accordance with the Law on Enterprises.

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

d. Procedures for organizing a General Meeting of Shareholders as stipulated in Clause 5, Article 140 of the Enterprise Law.

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

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

a. Approve the company's development strategy;

b. Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share;

c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;

d. Decide to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

e. Decide to amend or supplement the company's charter;

f. Approve annual financial statements;

g. Decide to repurchase more than 10% of the total number of shares sold of each class;

h. Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;

i. Decide on reorganizing or dissolving the Company;

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

k. Approve the Internal Governance Regulations; the Operating Regulations of the Board of Directors and the Supervisory Board;

l. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;

m. Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discussed and approved the following matters:

a. The company's annual business plan;

b. Annual financial statements have been audited;

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

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

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

f. Dividend rate per share for each class;

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

h. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;

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

j. Approve the list of approved auditing firms; decide which approved auditing firms will conduct audits of the company's operations when deemed necessary;

k. Supplementing and amending the company's charter;

l. The type of shares and the number of new shares to be issued for each type of share, and the transfer of shares by founding members within the first 03 years from the date of establishment;

m. Dividing, separating, merging, consolidating, or transforming the Company;

n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

o. Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

p. Decision to repurchase more than 10% of the total shares sold of each class;

q. The company enters into contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the company's assets as recorded in the most recent financial statement;

r. Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;

s. Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Supervisory Board;

t. Other matters as prescribed by law and this Charters.

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

Article 16: Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.

2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law or the Company's authorization form. The authorization document must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and must be signed by the parties as prescribed below:

a. If a shareholder is an individual and authorizes another individual to attend the meeting, the power of attorney must be signed by both the shareholder and the authorized individual.

b. If a shareholder is an individual and authorizes another organization to attend the meeting, the power of attorney must be signed by the shareholder and the legal representative of the authorized organization.

c. If a shareholder is an organization authorizing an individual to attend the meeting, the authorization document must be signed by the legal representative of the authorizing organization and the individual authorized to attend the meeting;

d. If a shareholder is an organization authorizing another organization to attend the meeting, the authorization document must be signed by the legal representative of the authorizing organization and the legal representative of the authorized organization.

e. Individuals or organizations authorized to attend the General Meeting of Shareholders must bring their identity card/citizen card/passport for verification and submit the original authorization letter before entering the meeting room.

3. Except as provided in Clause 3 of this Article, the vote of a person authorized to attend the meeting within the scope of their authorization remains valid in the event of any of the following circumstances:

a. The person granting the power of attorney has died, has limited legal capacity, or has lost their legal capacity.

b. The person who granted the authorization has revoked the designation.

c. The grantor has revoked the authority of the grantee.

This clause will not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17: Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares are effective when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A General Meeting resolution on matters that adversely affect the rights and obligations of preferred shareholders is only approved if it is approved by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution passed by written ballot. A meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is only valid when there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class. If there are not enough delegates as stated above, the meeting shall be rescheduled within thirty (30) days thereafter, and those shareholders of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of delegates. At the meetings of shareholders holding the above-mentioned preferred shares, those shareholders of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the above-mentioned meetings.

2. The procedures for conducting such separate meetings are carried out in accordance with the provisions of Articles 19, 20, and 21 of these Regulations.

3. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with shares granting preferential rights over some or all matters relating to the sharing of the Company's profits or assets shall not be altered when the Company issues additional shares of the same class.

Article 18: Convening the General Meeting of Shareholders, the meeting agenda, and the notice of the General Meeting of Shareholders.

1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in the cases stipulated in Clause 3, Article 14 of this Charters.

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

a. Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of

Shareholders shall not exceed... ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The company must disclose information regarding the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date.

b. Determine the time and location for holding the meeting.

c. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting.

d. Prepare the program and content for the meeting.

e. Prepare documents for the meeting.

f. Providing information and resolving complaints related to the shareholder list;

g. Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by means that ensure it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission, and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting 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 General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid or it is placed in the mailbox). The agenda of the General Meeting of Shareholders, and documents (official or draft) related to the issues to be voted on at the meeting shall be sent to shareholders and posted on the Company's website. In cases where documents are not included with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents on the Company's Website for shareholders to access, including:

a. Meeting agenda and materials to be used in the meeting.

b. List and detailed information of candidates in case of election of Board of Directors members or Supervisory Board members.

c. Voting ballots.

d. Sample form for confirming attendance and authorizing attendance.

e. Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. Proposals must include the shareholder's full name, permanent address, nationality, Citizen Identity Card/Identity Card/Passport number or other legally valid personal identification for individual shareholders; name, enterprise code or

establishment decision number, head office address for organizational shareholders; the number and type of shares held by that shareholder and the content of the proposal to be included in the agenda.

5. The person convening the General Meeting of Shareholders has the right to reject proposals related to Clause 4 of this Article in the following cases:

a. The proposal was submitted late, or was incomplete or contained incorrect information.

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5 % of the common shares as stipulated in Clause 3, Article 12 of this Charters.

c. The proposed issue falls outside the scope of authority of the General Meeting of Shareholders.

d. Other cases as prescribed by law and these Regulations.

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

7. In cases where all shareholders representing 100% of the voting shares attend the General Meeting of Shareholders directly or through authorized representatives, the decisions unanimously adopted by the General Meeting of Shareholders shall be considered valid even if the convening of the General Meeting of Shareholders is not in accordance with the proper procedures or the voting items are not on the agenda.

Article 19: Conditions for holding a General Meeting of Shareholders

1. The first General Meeting of Shareholders is held when the number of shareholders in attendance represents more than 50% of the total voting rights.

2. If the first meeting does not meet the quorum requirements as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within thirty (30) days from the date of the first planned meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total voting rights.

3. If the second meeting cannot be held due to insufficient number of delegates within thirty (30) minutes from the scheduled opening time, a third General Meeting of Shareholders may be convened within twenty (20) days from the date of the planned second meeting. In this case, the meeting shall be held regardless of the total number of valid voting rights of the attending shareholders, which shall have the right to decide on all matters intended to be approved at the first General Meeting of Shareholders.

4. Upon the Chairman's proposal, the General Meeting of Shareholders has the right to change the meeting agenda sent with the notice of meeting as stipulated in Clause 3, Article 18 of this Charters.

Article 20: Procedures for conducting meetings and voting at the General Meeting of Shareholders:

1. Annual and extraordinary general meetings of shareholders are held using the following methods:

a. Direct meeting (see Appendix 01 - Regulations on the organization of annual and extraordinary general meetings of shareholders issued together with this Charter);

b. Online meeting (with Appendix 02 - Regulations on organizing online General Shareholders' Meetings issued together with this Charter);

c. Obtaining opinions through written submissions, electronic voting, or other electronic forms as prescribed by current law.

2. Before the General Meeting commences, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders or their authorized representatives attending the meeting are present in person at the venue and have registered.

3. When registering shareholders, the Company issues each shareholder or authorized representative a voting ballot, which includes their full name, ownership registration number, number of shares held, number of shares authorized, and the total number of voting shares held by the shareholder or authorized representative. When voting on each issue at the general meeting, votes in favor are collected first, followed by votes against, and finally, the total number of votes in favor or against is counted to make a decision. The total number of votes in favor, against, abstain, or invalid for each issue will be announced by the Chairman immediately after the vote on that issue. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.

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

5. The Chairman of the Board of Directors presides over meetings convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Supervisory Board shall preside over the meeting so that the General Meeting of Shareholders can elect a

presiding officer from among those present, with the candidate receiving the highest number of votes becoming the presiding officer.

In other cases, the person who signed the summons for the General Meeting of Shareholders presides over the meeting. The General Meeting of Shareholders elects the chairman of the meeting, and the person with the highest number of votes is appointed as the chairman. The chairman appoints one or more people as meeting secretaries; the General Meeting of Shareholders elects one or more people to the vote counting committee at the suggestion of the chairman.

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

7. The Chairman's decision regarding the procedures, formalities, or events arising outside the agenda of the Shareholders' General Meeting shall be final and binding.

8. The Chairman of the General Meeting has the right to postpone the General Meeting of Shareholders, when the required number of registered attendees has been reached, to another time or to change the meeting location in the following cases:

a. The meeting venue does not have enough convenient seating for all attendees.

b. Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.

c. The communication facilities at the meeting venue do not guarantee that shareholders attending the meeting can participate in discussions and vote.

d. The postponement is necessary for the proceedings of the general meeting to be conducted properly. In addition, the Chairman of the meeting may postpone the meeting with the consent or request of the General Meeting of Shareholders when the required number of delegates have been present as stipulated in Clause 8, Article 146 of the Enterprise Law.

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

9. If the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attending members to replace the chairperson in conducting the meeting until its conclusion, and the validity of the votes cast at that meeting shall not be affected.

10. The Chairperson of the General Meeting may conduct activities as they deem necessary to conduct the General Meeting of Shareholders in a valid and orderly manner; or to ensure that the meeting reflects the wishes of the majority of attendees.

11. The person convening the General Meeting of Shareholders has the right to require shareholders or their authorized representatives attending the meeting to undergo

inspection or other lawful and reasonable security measures. If a shareholder or authorized representative fails to comply with the aforementioned inspection or security measures, the person convening the General Meeting of Shareholders, after careful consideration, has the right to refuse or expel that shareholder or representative from the meeting.

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

a. Arrange seating at the Shareholders' General Meeting venue.

b. Ensure the safety of everyone present at the meeting venues.

c. Facilitating shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

13. In the event that the aforementioned measures are applied at the General Meeting of Shareholders, the person convening the General Meeting of Shareholders, when determining the meeting place, may:

a. Announce that the meeting will be held at the location specified in the announcement and that the meeting chairman will be present there ("Main venue of the meeting").

b. Arrangements shall be made so that shareholders or their authorized representatives who are unable to attend the meeting under these Terms, or those who wish to participate from a location other than the Main Meeting Place, may simultaneously attend the meeting.

The announcement regarding the organization of the meeting does not need to detail the organizational measures as stipulated in this Article.

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

15. Under these Articles of Association (unless circumstances require otherwise), all shareholders shall be deemed to be participating in the meeting at the Main Meeting Place.

The Company must hold a General Meeting of Shareholders at least once (01) every year. The annual General Meeting of Shareholders must not be held in the form of written voting.

Article 21: Conditions for the adoption of a resolution by the General Meeting of Shareholders:

1. Except for the cases stipulated in Clause 2 of this Article and Clause 6 of Article 148 of the Enterprise Law, resolutions of the General Meeting of Shareholders are adopted when approved by shareholders holding more than 50% of the total voting shares of all shareholders present at the meeting (through the following methods: in-person meeting; online meeting; written consultation, electronic voting or other electronic forms).

2. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting, except as provided in Clause 6, Article 148 of the Enterprise Law:

a. Amend and supplement the operating regulations;

b. The type of shares and the total number of shares of each type;

c. Changes in industry, occupation, and business sector;

d. Changes to the company's organizational and management structure;

e. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

f. Suspend operations, reorganize, or dissolve the Company;

3. The election of members of the Board of Directors and the Supervisory Board shall be conducted using the cumulative voting method stipulated in the Enterprise Law. The elected members of the Board of Directors and the Supervisory Board shall be determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. If two or more candidates receive the same number of votes for the last member of the Board of Directors and the Supervisory Board, a re-election shall be held among those candidates or a selection shall be made according to the criteria stipulated in the election regulations or the company's charter.

4. Resolutions passed by 100% of the total voting shares are legal and effective even if the procedures for passing the resolution are not carried out in accordance with regulations.

Article 22: Authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders.

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

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the Company;

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions. The Board of Directors must ensure that the documents are sent and published to shareholders within a reasonable time for consideration and voting, and must send them at least ten (10) days before the deadline for receiving ballots. The requirements and methods for sending ballots and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The written opinion form must include the following key information:

a. Name, registered office address, and business registration number.

b. Purpose of soliciting opinions.

c. Full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number, or other legally valid personal identification of the individual shareholder; name, enterprise code or establishment decision number, and head office address of the organizational shareholder; or full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number, or other legally valid personal identification of the authorized representative of the organizational shareholder; the number of shares of each class and the number of voting rights of the shareholder.

d. The issue requires consultation before approval..

e. The voting options include "agree", "disagree" and "abstain" for each issue being considered.

f. Deadline for returning the answered feedback form to the Company.

g. Full name and signature of the Chairman of the Board of Directors or the legal representative of the Company.

4. The completed opinion survey form must be signed by the individual shareholder, the legal representative of the organizational shareholder or authorized individual, and the legal representative of the authorized organization.

Written opinion forms can be sent to the Company through the following methods:

- By mail: Opinion forms sent to the Company must be enclosed in a sealed envelope and no one is allowed to open them before the votes are counted;

- Sending by fax or email: Opinion forms sent to the Company via fax or email must be kept confidential until the vote count.

Opinion ballots received by the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unreturned ballots are considered non-voting ballots.

5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Supervisory Board or shareholders who are not managers of the Company. The vote counting report must include the following main contents:

a. Name, registered office address, business registration number.

b. Purpose and issues requiring consultation for the resolution's adoption.

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

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

e. Issues that were approved and the corresponding percentage of votes in favor.

f. Full name and signature of the Chairman of the Board of Directors or the legal representative of the Company, the vote counter, and the vote counting supervisor.

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

6. A resolution is adopted by written shareholder consultation if it is approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and it has the same validity as a resolution adopted at the General Meeting of Shareholders.

7. The minutes of the vote count and the Resolution must be sent to shareholders within fifteen (15) days from the date of the end of the vote count. If the Company has a website, sending the minutes of the vote count may be replaced by posting them on the Company's website within twenty-four (24) hours from the time of the end of the vote count.

8. The completed opinion poll forms, vote counting records, the full text of the adopted resolution, and related documents attached to the opinion poll forms must be kept at the Company's head office;

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

1. Shareholders' General Meetings must be recorded in minutes and may also be audio-recorded or recorded and stored electronically. The minutes must be written in Vietnamese (and may also be written in English) and contain the following main contents:

a. Name, registered office address, and business registration number.

b. Time and location of the Shareholders' General Meeting.

c. Meeting agenda and content.

d. Full names of the chairperson and secretary.

e. Summarize the proceedings and the opinions expressed at the General Shareholders' Meeting on each item on the agenda.

f. The number of shareholders and the total number of voting rights of shareholders attending the meeting, an appendix listing registered shareholders, and shareholder representatives attending the meeting with their corresponding shareholdings and voting rights.

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

h. Issues that were approved and the corresponding percentage of votes in favor.

i. Full names and signatures of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid only if signed by all other members of the Board of Directors present at the meeting and contain all the information as stipulated in this clause. The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the minutes.

Minutes prepared in either Vietnamese or English have equal legal validity. In case of any discrepancies in content between the Vietnamese and English versions, the content of the Vietnamese version shall prevail.

2. The minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours or sent to all shareholders within fifteen (15) days from the date of the meeting's conclusion.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, and related documents must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Article 24: Request for annulment of a Shareholders' General Meeting Resolution

Within ninety (90) days from the date of receipt of the Resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the written vote of shareholders, the shareholder or group of shareholders specified in Clause 3, Article 12 of this Charter has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the General Meeting of Shareholders resolution in the following cases:

1. The sequence and procedures for convening meetings or obtaining shareholder opinions in writing and making decisions by the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and this Charter, except as provided in Clause 4, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

In the event that a resolution of the General Meeting of Shareholders is annulled by a court or arbitration decision, the person who convened the annulled General Meeting of Shareholders may consider rescheduling the meeting within 60 days in accordance with the procedures stipulated in the Enterprise Law and these Articles of Association.

CHAPTER VII
BOARD OF DIRECTORS

Article 25: Nomination and candidacy for members of the Board of Directors:

1. In cases where candidates have been identified in advance, information relating to the Board of Directors candidates must be included in the General Meeting of Shareholders' Meeting documents and published at least ten (10) days before the opening date of the General Meeting of Shareholders' Meeting on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness, accuracy and reasonableness of the personal information disclosed and must commit to performing their duties honestly if elected as members of the Board of Directors. The information relating to Board of Directors candidates disclosed shall include at least the following contents:

a. Full name, date of birth (day, month, year).

b. Professional qualifications.

c. Work experience.

d. Other managerial positions (including board positions in other companies);

e. Interests related to the Company and its related parties;

f. The full name of the shareholder or group of shareholders nominating the candidate (if any).

g. Other information (if any).

h. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the candidate in the Board of Directors (if any).

2. Shareholders or groups of shareholders Shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Enterprise Law.

3. If the number of candidates nominated and elected to the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors must be clearly announced

and approved by the General Meeting of Shareholders before proceeding with the nominations, in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the company's charter.

Article 26: Composition and term of office of the Board of Directors members:

1. The number of Board members is at least five (05) and at most eleven (11). The term of office for a Board member is five (05) years, and Board members can be re-elected for an unlimited number of terms. If all Board members finish their term at the same time, they will continue to be Board members until new members are elected to replace them and take over the work. The total number of non-executive Board members must account for at least one-third of the total number of Board members to ensure the independence of the Board.

2. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed from office, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

3. A member of the Company's Board of Directors may only simultaneously be a member of the Board of Directors in a maximum of 05 other companies.

4. The appointment of members to the Board of Directors must be disclosed in accordance with the regulations of the law on securities and the securities market.

Article 27: Responsibilities, powers, and obligations of the Board of Directors:

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

2. The Board of Directors is responsible for supervising and directing the General Director in the daily operation of the Company; ensuring that the Company's operations comply with the law, the Articles of Association, and the Company's internal regulations. The Board is accountable to shareholders for the Company's operations.

3. The Board of Directors is responsible for treating all shareholders equally and respecting the interests of those with vested interests in the Company.

4. The rights and obligations of the Board of Directors are stipulated by law, the Articles of Association, the Company's internal regulations, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a. Make strategic decisions, develop medium-term plans, and create annual business plans for the Company;

b. Propose the types of shares and the total number of shares authorized for sale for each type;

c. Decide to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d. Decide on the selling price of the Company's shares and bonds;

e. Decide to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

f. Decide on investment options and investment projects within the authority and limits prescribed by law;

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

h. Approve the purchase, sale, loan, 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 statement. and contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law;

i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Directors or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;

j. Decide on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

k. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

l. Present the audited annual financial statements to the General Meeting of Shareholders;

m. Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;

n. Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;

o. Decide to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; and the Regulations on information disclosure of the company;

p. Report to the General Meeting of Shareholders on the appointment of the General Director by the Board of Directors.

q. Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

5. The Board of Directors adopts resolutions and decisions by voting at meetings, soliciting opinions in writing, or through other means as stipulated in the company's charter. Each member of the Board of Directors has one vote.

6. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual responsibility for that resolution or decision and shall compensate the Company for the damage; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the aforementioned resolution or decision.

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

8. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate employees and managers of the Company to represent the Board of Directors in handling the Company's affairs.

Article 28: Remuneration, salaries, and other benefits of Board members

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

2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is 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. Members of the Board of Directors who hold executive positions or perform other duties that, in the view of the Board of Directors, fall outside the ordinary scope of a Board member's duties, may be compensated in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in fulfilling their duties

as members of the Board of Directors. This includes expenses incurred in attending shareholder meetings and board meetings.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 29: Support staff of the Board of Directors:

1. The Board of Directors' Office: This unit provides advisory and support services to the Board of Directors and is under the direct management and supervision of the Chairman of the Board of Directors. The Board of Directors' Office has the following functions and responsibilities:

- To communicate operational information, programs, and activity plans of the Board of Directors and the Chairman of the Board of Directors to the General Director and supporting staff of the Company for organization and implementation.

- Serving as the central point for receiving, compiling, and processing information related to the Company's operations; coordinating with specialized departments and divisions to appraise and submit documents and files within the authority of the Board of Directors and the Chairman of the Board of Directors for signing. Individuals signing submission forms are responsible for their appraisal opinions regarding the content of the submitted reports.

- Participate in and coordinate with specialized departments and divisions to plan, program, and prepare documents and facilities to serve the meetings of the Board of Directors and the General Meeting of Shareholders.

- Upload information and documents that are required to be disclosed on the Company's website as requested by the State Securities Commission, the Stock Exchange, and the Company's information disclosure regulations.

- Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board;

- Perform office duties as assigned and directed by the Chairman of the Board of Directors.

- Perform other tasks assigned by the Board of Directors and the Chairman of the Board of Directors.

2. The organizational structure of the Board of Directors' Office includes:

- Chief of Office, Deputy Chiefs of Office, and professional staff.

- The Chief of Office and Deputy Chief of Office are directly recruited by the Chairman of the Board of Directors, who issues appointment and dismissal decisions. The term of appointment shall not exceed 05 years and may be reappointed.

- Depending on the company's stage of development, the Board of Directors will decide on the number of professional staff for the Board of Directors' Office. Upon the request of the Board of Directors, the General Director will sign employment contracts with these personnel.

- The Deputy Chief of Office assists the Chief of Office in the operation and management of the Office's activities and in carrying out tasks assigned by the Board of Directors and the Chairman of the Board of Directors.

- Professional staff perform tasks assigned by the Chief of Staff of the Board of Directors.

Article 30: Hiring and employing experts

1. The Board of Directors has the right to hire qualified, competent, and experienced organizations or individuals to act as experts to provide consulting and advisory services to the Board of Directors in certain areas requiring high professional expertise, such as: implementing investment projects for basic construction works; evaluating the legal nature and investment efficiency of projects in which the Company is the investor, capital contributor, or financial investor.

2. The Board of Directors decides on the signing of contracts for hiring experts on short-term, long-term, or specific job-related occasions, and also determines the salary, bonuses, benefits, and other terms in the employment contract for the experts. The cost of salaries and bonuses for experts is accounted for as a business expense of the Company.

Article 31: Chairman of the Board:

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of a company cannot also hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and obligations: To formulate the program and plan of activities for the Board of Directors; Preparing the agenda, content, and documents; convening and presiding over Board of Directors meetings; presiding over the General Meeting of Shareholders; organizing the adoption of resolutions and decisions of the Board of Directors; supervising the implementation of resolutions and decisions of the Board of Directors; and having other rights and obligations as stipulated in the Enterprise Law and the company's charter.

In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member of the Board of Directors in writing to exercise the rights and obligations of the Chairman. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or

controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

4. The Chairman of the Board of Directors may be dismissed or removed from office by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation or removal/removal letter.

Article 32: Meetings of the Board of Directors

1. In the event that the Board of Directors elects the Chairman, the Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors' term within seven (07) working days from the date of the end of the election of the Board of Directors for that term. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

2. The Chairman of the Board of Directors must convene regular and extraordinary meetings of the Board of Directors, set the agenda, time and place of the meeting at least five (05) working days before the meeting date. The Chairman may convene a meeting when deemed necessary, but must hold at least one (01) meeting every quarter. The Chairman of the Board of Directors is responsible for organizing meetings with the General Director and the Company's Executive Board to resolve any arising issues. The content of the meeting must be recorded in minutes for archiving and as a basis for implementation (a copy of the meeting minutes is sent to the members of the Board of Directors instead of a report).

3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties requests it in writing, clearly stating the purpose of the meeting, the issues to be discussed, and the decisions within the authority of the Board of Directors:

a. Supervisory Board;

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

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

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request mentioned in Clause 3 of this Article. In case of failure to convene a meeting as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the persons who proposed the meeting as mentioned in Clause

3 of this Article have the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

5. Chairman of the Board of Directors or the person convening the Board of Directors meeting The Board of Directors must send the Notice of Meeting to the members of the Board of Directors and the Supervisors no later than five (05) working days before the meeting. The Notice of the Board of Directors meeting must be made in writing in Vietnamese and must fully inform the time, place of the meeting, agenda, content of the issues to be discussed, along with necessary documents on the issues to be discussed and voted on at the meeting and the members' voting ballots.

Meeting notices may be sent by invitation, telephone, fax, email, or other means, but must ensure that they reach the contact addresses of each member of the Board of Directors and the Supervisors registered with the Company.

6. Meetings of the Board of Directors shall be held when at least three-quarters (3/4) of the total number of members of the Board of Directors are present. This applies in cases where the meeting is convened in accordance with this provision. If the required number of members is not present, the meeting must be convened a second time within seven (07) days from the date of the first scheduled meeting. The second meeting will be held if more than half (1/2) of the Board of Directors members are present.

7. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:

a. Attend and vote directly at the meeting;

b. Authorize another person to attend the meeting and vote as stipulated in Clause 9 of this Article;

c. Attend and vote via online meeting, electronic voting, or other electronic means;

d. Send the ballot to the meeting via mail, fax, or email;

e. Submitting ballots by other means.

f. In case of sending ballots to the meeting by mail, the ballots must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. The ballots may only be opened in the presence of all attendees.

8. Supervisors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.

9. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors.

10. The Board of Directors adopts decisions and resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors shall be the deciding vote.

11. Resolutions adopted by written consultation are based on the unanimous agreement of a majority of the Board of Directors members with voting rights. These resolutions have the same effect and value as resolutions adopted at a meeting.

12. Minutes of the Board of Directors Meeting:

- Board of Directors meetings must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. Minutes of Board of Directors meetings shall be prepared in Vietnamese and may also be prepared in English. Minutes must be signed by the chairperson and the person recording the minutes. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and those minutes are authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending.

The minutes contain the following main points:

a. Name, registered office address, and business registration number.

b. Purpose, agenda, and content of the meeting.

c. Time and place of the meeting.

d. The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence.

e. Issues discussed and voted on at the meeting.

f. Summarize the statements of each meeting participant in chronological order of the meeting's proceedings.

g. Issues have been approved.

h. The voting results clearly indicate which members approved, disapproved, and abstained.

i. The full name and signature of the chairperson and the person recording the minutes, except in cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes.

- The chairperson and the person recording the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

- Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the company's head office.

- In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of this Article, then these minutes shall be valid.

- The meeting minutes clearly state that the chairperson and the person recording the minutes refused to sign the minutes. The person signing the minutes is jointly liable

for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the person recording the minutes are personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes, as stipulated in the Enterprise Law, the company's charter, and relevant laws.

- Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese version shall prevail.

Article 33. Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.

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

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

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

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

c. Providing advice on meeting procedures;

d. Attend meetings;

e. Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

f. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Supervisory Board;

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

h. To serve as the point of contact with relevant stakeholders;

i. Maintain confidentiality of information in accordance with legal regulations and the company's charter;

j. Other rights and obligations as prescribed by law and the company's charter.

CHAPTER VIII
GENERAL DIRECTOR

Article 34: Selection, Appointment, and Dismissal of the General Director

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to be the General Director. The Board of Directors signs an employment contract with the prospective General Director and decides on the General Director's salary and bonuses according to two (02) options: based on the salary scale system according to current State regulations or based on the annual business performance of the Company.

The salaries of the Executive Board are included in the Company's business expenses in accordance with the law on corporate income tax, are 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.

2. The term of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract or based on the Company's production and business results.

3. The person selected to be the General Director must meet the standards and conditions stipulated by law and the Company's Articles of Association.

4. The Board of Directors has the power to dismiss or replacement The General Director may be appointed before the end of his term (when a majority of the voting members of the Board of Directors present at the meeting approve) in the following cases:

a. Failure to fulfill tasks, targets, or business plans approved by the Board of Directors or the General Meeting of Shareholders.

b. Dishonesty in the exercise of authority or abuse of position for personal gain or for the benefit of others; making false reports on the Company's production, business, and financial situation.

c. Voluntarily resigning or upon receiving a transfer, retirement, or assignment to another position.

d. Having lost or having limited civil capacity or not being healthy enough to perform the assigned tasks.

e. Violations of the law that warrant prosecution or dismissal as stipulated in the Charter.

f. In other cases as prescribed by law.

Article 35: Functions, duties, and powers of the General Director:

1. The General Director is responsible for managing the company's daily operations, overseeing the business plan according to the company's objectives and business plan as approved by the Board of Directors and the General Meeting of Shareholders; and is

accountable to the law, the Board of Directors, and the General Meeting of Shareholders for the exercise of assigned rights and duties.

The General Director may also be a member of the Board of Directors and may be appointed, dismissed, or have their employment contract signed by the Board of Directors in accordance with the law and the Company's Articles of Association.

2. The General Director has the following powers and responsibilities:

a. Proactively implement the Company's production and business plan and investment plan as approved by the Board of Directors and the General Meeting of Shareholders through Resolutions and Decisions.

b. To decide on all matters within the scope of duties assigned by the Board of Directors, including signing financial and commercial contracts on behalf of the company, organizing and managing the company's daily production and business operations in accordance with the law and the Company's Articles of Association.

c. Propose that the Board of Directors consider appointing or dismissing the Deputy General Director, Chief Accountant, and other management positions in accordance with the Company's organizational structure and management regulations. Also propose the remuneration, salaries, and other benefits for the aforementioned personnel for the Board of Directors' consideration and decision..

d. To submit to the Board of Directors for consideration and decision the number of employees, their salaries, allowances, benefits, appointments, dismissals, and other terms related to their employment contracts.

e. On October 31st of each year, the General Director must submit to the Board of Directors for approval a detailed business plan for the following fiscal year on the basis of meeting budget requirements, in accordance with the approved five-year financial plan.

f. Propose measures to improve the company's operations and management.

g. Prepare the Company's long-term, annual, and monthly budgets (hereinafter referred to as the budget) to support the Company's long-term, annual, and monthly management activities in accordance with the business plan. The annual budget (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information stipulated in the Company's regulations.

h. To propose to the Board of Directors a plan for the organizational structure and internal management regulations of the Company.

i. Propose a plan for paying dividends or handling business losses.

j. Appointing, dismissing, and removing management positions within the company, except for positions under the authority of the Board of Directors.

k. Other rights and obligations as prescribed by law, this Charter, the Company's internal management regulations, and resolutions of the Company's Board of Directors. In case of acting contrary to the provisions of law, the Charter, and the Company's management regulations and causing damage to the Company, the General Director shall be held liable under the law and shall compensate the Company for the damages.

CHAPTER IX:
DEPUTY GENERAL DIRECTOR, CHIEF ACCOUNTANT, SUPPORT STAFF

Article 36: Deputy General Director, Chief Accountant

1. The company has Deputy General Directors and a Chief Accountant who are appointed, reappointed, dismissed, replaced, removed from office, rewarded, and disciplined by the Board of Directors.

2. The Deputy General Director assists the General Director in managing the Company; performs duties and exercises powers assigned by the General Director in accordance with the Company Charter; and is responsible to the General Director and to the law for the assigned duties and powers. Any authorization related to contract signing must be in writing.

3. The Chief Accountant is responsible for organizing and implementing the accounting and statistical work of the Company; assisting the General Director in supervising and managing the Company's finances in accordance with the laws on finance and accounting; and being accountable to the General Director, the Board of Directors, and the law for the performance of assigned or delegated duties and powers.

4. The Deputy General Director and Chief Accountant are appointed for a maximum term of 05 years and may be reappointed.

5. The salary, responsibility allowance, bonuses, and other benefits of the Deputy General Director and Chief Accountant shall be implemented in accordance with the law and the Company's salary regulations.

Article 37: The General Director's Support Staff

The supporting apparatus includes: specialized departments and a Project Management Board whose functions include advising, inspecting, and assisting the General Director in the management and operation of the Company, as well as performing the functions, duties, and powers of the Company, shareholders, and capital contributors with respect to the enterprises in which the Company invests or contributes capital.

The organizational structure, functions, duties, and powers of the specialized departments and the Project Management Board are determined by the General Director after obtaining written approval from the Board of Directors.

CHAPTER X
SUPERVISORY BOARD

Article 38: Nomination and candidacy of Supervisors:

1. The nomination and candidacy of Supervisors shall be conducted in accordance with the provisions of Clauses 1 and 2 of Article 25 of these Regulations.

2. If the number of candidates for the Supervisory Board nominated through candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of candidates must be clearly announced and approved by the General Meeting of Shareholders before the nomination process begins.

Article 39: Supervisory Board Members

1. The Company's minimum number of Supervisors is three (3) and the maximum is five (5) Supervisors. The term of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. The Supervisors must meet the standards and conditions stipulated in Clause 1, Article 169 of the Enterprise Law, the company's charter, and must not fall under the following cases:

a. Working in the accounting and finance department of a company.

b. Being a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to that.

3. The supervisor is responsible for:

a. Strictly adhere to the law, the company's charter, resolutions of the General Meeting of Shareholders, and professional ethics in performing assigned rights and obligations.

b. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the maximum legitimate interests of the company.

c. Be loyal to the interests of the company and its shareholders; do not use the company's information, business opportunities, position, or assets for personal gain or to serve the interests of other organizations or individuals.

d. Other obligations as stipulated by the Enterprise Law and the company's charter.

e. In the event of a violation of the provisions in points a, b, c, and d of this Article that causes damage to the company or other persons, the Supervisors shall be held personally or jointly liable for compensation for such damage. All income and other benefits obtained by the Supervisors must be returned to the company.

f. If the Board of Directors discovers that a Supervisory Board member has violated their assigned rights and obligations, the Board must notify the Supervisory

Board in writing; require the person committing the violation to cease the violation and take measures to remedy the consequences.

4. The supervisor shall be dismissed in the following circumstances:

a. No longer meets the qualifications and conditions to be a Supervisor as stipulated in the Enterprise Law.

b. A resignation/resignation letter has been submitted and accepted.

c. Other cases as prescribed by law and these Regulations.

5. Supervisors are dismissed in the following cases:

a. Failure to complete assigned tasks or duties.

b. Not exercising one's rights and obligations for six (06) consecutive months, except in cases of force majeure.

c. Serious or repeated violations of the Supervisory Board's obligations as stipulated in the Enterprise Law and the company's charter.

d. Other cases as prescribed by law and these Regulations.

6. If a Supervisor's term ends at the same time as a new Supervisor's term, the former Supervisor shall continue to exercise their rights and obligations until a new Supervisor is elected and assumes office.

Article 40: Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, dismissal, and removal are based on a majority vote. More than half of the members of the Supervisory Board must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the company's business operations, and must work full-time at the Company.

2. The head of the supervisory board has the following rights and responsibilities:

a. Convene a meeting of the Supervisory Board.

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

c. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 41: Supervisory Board

1. The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

a. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct the Company's operational inspection, and dismiss approved Supervisors when deemed necessary.

b. Be accountable to shareholders for their supervisory activities.

c. Monitoring the company's financial situation and compliance with the law. in the activities of the Board of Directors members, the General Director, and other managers. Ensure coordination of activities between the Supervisory Board, the Board of Directors, the General Director, and shareholders.

d. In case of detecting violations of the law or violations of the company's charter by members of the Board of Directors, the General Director and other business executives, the Board of Directors must be notified in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

e. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, provides detailed regulations for the implementation of several articles of the Securities Law.

f. Other rights and obligations as prescribed by law and this Charters.

2. Members of the Board of Directors and the General Director must provide complete, accurate, and timely information and documents on the management, operation, and activities of the Company as requested by the Supervisory Board. The Office of the Board of Directors must ensure that all copies of resolutions, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. The Supervisory Board may issue regulations on the meetings of the Supervisory Board and the way the Supervisory Board operates, but these must comply with the law and the Company's Charter. The Supervisory Board must meet at least two (02) times a year, and the meeting shall be held when at least two-thirds (2/3) of the Supervisors are present. Minutes of Supervisory Board meetings are prepared in detail and clearly. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

4. The remuneration, salary, bonuses, and other benefits of the Supervisors shall be implemented in accordance with the following regulations:

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

b. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

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

CHAPTER XI
RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS SUPERVISORS, GENERAL MANAGERS, AND OTHER EXECUTIVES

Article 42: Responsibility for Careness

1. Members of the Board of Directors, Supervisory Board, General Director, and other executives have the following responsibilities:

a. Strictly comply with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, the Board of Directors, and professional ethics in exercising assigned rights and obligations.

b. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the maximum legitimate interests of the company.

c. Be loyal to the interests of the company and shareholders; do not abuse your position, title, or use the company's information, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

d. Timely, complete, and accurate notification to the company regarding the provisions of Clause 2, Article 164 of the Enterprise Law.

2. Other obligations as stipulated by this Law and the company's Articles of Association.

3. Members of the Board of Directors, Supervisors, General Managers, and other executives who violate the provisions of Clause 1 of this Article shall be held personally or jointly liable to compensate for lost benefits, return received benefits, and fully indemnify the company and third parties for all damages.

Article 43: Responsibility for honesty and avoiding conflicts of interest

1. Members of the Board of Directors, Supervisors, General Director, and other executives must disclose relevant interests as prescribed in Article 164 of the Enterprise Law and other legal regulations.

2. Members of the Board of Directors, Supervisors, General Managers, other executives, and their related parties may only use information obtained in their capacity as part of their roles to serve the interests of the Company.

3. Members of the Board of Directors, Supervisory Board, General Director, and other executives are obligated to notify the Board of Directors and Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds a controlling stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

4. Members of the Board of Directors are not permitted to vote on transactions that benefit that member or a related party, as stipulated in the Enterprise Law and the company's charter.

5. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to these entities shall not be invalidated in the following cases:

a. For transactions with a value less than thirty-five (35%) of the total value of assets recorded in the most recent financial statement, significant contents of contracts or transactions as well as relationships and interests of Board Members, Supervisors, General Managers, and other executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of Board Members with no vested interest.

b. For transactions with a value greater than or equal to thirty-five (35%) or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this contract or transaction as well as the relationship and interests of the Board Member, Supervisor, General Director, and other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders by vote of shareholders without an interest.

Members of the Board of Directors, Supervisors, General Managers, other executives, and related parties of these entities are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

Article 44: Liability for Damages and Compensation

1. Members of the Board of Directors, Supervisors, General Managers, and other executives who violate their duties and responsibilities of integrity and care, or fail to fulfill their obligations, shall be held liable for any damages caused by their misconduct.

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a

member of the Board of Directors, Supervisory Board, General Director, other executive, employee, or authorized representative of the Company (or its subsidiary) who has acted or is acting at the request of the Company (or its subsidiary) provided that person acted honestly, carefully, and diligently in the interests of the Company in compliance with the law and there is no evidence to confirm that that person has violated their responsibilities.

3. Compensation costs include incidental expenses (including attorney fees), judgment costs, fines, and payments actually incurred or deemed reasonable in resolving these cases within the framework of the law. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

CHAPTER XII

RIGHT TO EXAMINE COMPANY BOOKS AND RECORDS

Article 45: Right to access books and records

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

a. Ordinary shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to review, examine, and extract minutes and resolutions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to search the books and records, they must include the authorization letter from the shareholder or group of shareholders they represent, or a notarized copy of such authorization letter.

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

4. The company must keep these Articles of Association and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at its head office or another

location provided that the shareholders and the Business Registration Authority are notified of the location where these documents are stored.

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

CHAPTER XIII
WORKERS AND UNIONS

Article 46: Workers and unions:

1. On October 31st of each year, the General Director must submit a plan for the Board of Directors' approval regarding matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and company executives.

2. The General Director shall develop a plan for the Board of Directors to approve matters relating to the Company's relationship with unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

CHAPTER XIV
PROFIT DISTRIBUTION

Article 47: Profit distribution:

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from profits. Retained by the Company.

2. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.

3. The company does not pay interest on dividend payments or payments related to a particular stock.

4. In cases where dividends or other payments related to a stock are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. The payment of dividends for listed/registered shares on the stock exchange shall be carried out in accordance with current legal regulations.

5. Pursuant to the Enterprise Law and the Securities Law, the Board of Directors shall pass a resolution specifying a particular date for closing the shareholder list. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

6. Dividends must be paid in full within six months from the date of the conclusion of the Annual General Meeting of Shareholders. The Board of Directors shall compile a list of shareholders entitled to receive dividends, determine the dividend amount to be paid per

share, the payment deadline and method at least 30 days before each dividend payment. Notices regarding dividend payments shall be sent by registered mail to shareholders at their registered addresses in the shareholder register at least 15 days before the dividend payment. The notice must contain the following information:

a. Company name and address of the company's head office.

b. Full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number, or other legally valid personal identification of the individual shareholder.

c. Name, business registration number or establishment decision number, and head office address of the shareholder that is an organization.

d. The number of shares of each type held by the shareholder; the dividend rate for each share and the total dividend amount.

e. Timing and method of dividend payment;

f. Full name and signature of the company's legal representative.

7. If a shareholder transfers their shares between the time the shareholder list is finalized and the time dividends are paid, the transferor is the one who receives the dividends from the company.

8. In the case of dividend payment in shares, the company is not required to follow the procedures for offering shares as stipulated in Articles 123, 124, and 125 of the Enterprise Law. The company must register an increase in charter capital corresponding to the total par value of the shares used to pay dividends within 10 days from the date of completion of dividend payment.

9. Other matters related to profit distribution shall be handled in accordance with the provisions of the law.

CHAPTER XV

BANK ACCOUNT, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 48: Bank Accounts

1. The company is permitted to open accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.

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

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

Article 49: Fiscal year

The Company's fiscal year begins on the first day of January 1st each year and ends on December 31st each year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on December 31st immediately following the date of issuance of that Business Registration Certificate.

Article 50: Accounting system

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or a specific accounting system issued and approved by a competent authority.

2. The company shall maintain accounting records in Vietnamese and keep accounting records in accordance with accounting laws and related legislation. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.

3. The company uses the Vietnamese Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

CHAPTER XVI
ANNUAL REPORT, FINANCIAL STATEMENTS AND RESPONSIBILITIES FOR DISCLOSING INFORMATION

Article 51: Annual, semi-annual and quarterly financial statements

1. The company must prepare annual financial statements, and these statements must be audited in accordance with the law. The company must publish 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. Annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. Annual financial statements must truthfully and objectively reflect the company's operational situation.

3. The company must prepare and publish audited 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.

4. The audited annual financial statements (including the auditor's opinion), the reviewed semi-annual financial statements, and the quarterly financial statements must be published on the Company's website.

5. Interested organizations and individuals have the right to examine or copy the audited annual financial statements, reviewed semi-annual reports, and quarterly financial statements during business hours at the Company's head office, provided they pay a reasonable fee for the copying service.

Article 52: Annual Report

The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.

Article 53: Persons responsible for disclosing information:

1. The Board of Directors decides to authorize one (01) person of the Company to be in charge of disclosing information and register the authorized person to disclose information with the State Securities Commission and the Stock Exchange at least 24 hours before the authorization takes effect.

2. The person responsible for disclosing information must meet the following standards:

a. Possesses knowledge of the law.

b. Not allowed to simultaneously work for the independent auditing firm that is auditing the Company's financial statements.

c. Other standards as prescribed by law, the Company's Articles of Association, and decisions of the Board of Directors.

3. The person responsible for disclosing the information has the following responsibilities:

a. To fully, accurately, and promptly disclose periodic and extraordinary information regarding the Company's production and business operations, financial situation, and governance to shareholders and investors in accordance with the law and the Company's Articles of Association.

b. Publicly disclose the name and work phone number so that shareholders can contact them.

CHAPTER XVII
COMPANY AUDIT

Article 54: Auditing:

1. The Annual General Meeting of Shareholders appoints an independent auditing firm or approves a list of independent auditing firms and authorizes the Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements.

Prior to this, the Supervisory Board proposes and reports to the General Meeting of Shareholders the list of independent auditing firms approved to audit the Company's financial statements; decides on the approved auditing firm to conduct the Company's operations, and dismisses approved auditors when deemed necessary.

The General Meeting of Shareholders decides or authorizes the Board of Directors to decide on the termination of the audit contract or the dismissal of approved auditors when deemed necessary.

2. The audit report is attached to the Company's annual financial statements.

3. The independent auditor conducting the audit of the Company is permitted to attend the General Meeting of Shareholders and is entitled to receive notices and other

information related to the General Meeting of Shareholders and to express opinions at the meeting on matters related to the audit of the Company's financial statements.

CHAPTER XVIII
COMPANY SEAL

Article 55: Company Seal

1. The company seal includes a seal made at a seal-making facility or a seal in the form of a digital signature as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seals of the Company, 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 current laws and regulations.

CHAPTER IX
DISSOLVE THE COMPANY

Article 56: Dissolve the company

1. A company may be dissolved in the following circumstances:

a. The operating period stipulated in the Company's Articles of Association has expired without a decision to extend it;

b. Dissolution before the scheduled date by resolution or decision of the General Meeting of Shareholders.

c. The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise.

d. Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as prescribed by law.

Article 57: Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the end of the operating term so that shareholders can vote on the extension of the Company's operating term as proposed by the Board of Directors.

2. The operating period will be extended if 65% or more of the total votes of all shareholders present at the General Meeting of Shareholders approve it.

Article 58: Liquidation

1. At least six (06) months before the end of the Company's operating term or after the decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors

from an independent auditing firm. The Liquidation Committee will prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation will be prioritized by the Company before other debts of the Company.

2. The Liquidation Board is responsible for reporting the date of establishment and the date of commencement of operations to the Business Registration Authority. From that point onwards, the Liquidation Board will represent the Company in all matters related to the Company's liquidation before the Court and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

a. Liquidation costs.

b. Outstanding wages, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts.

c. Tax debt.

d. Other liabilities of the Company.

e. The remaining amount after all debts from items (a) to (d) above have been paid shall be distributed to the shareholders. Preferred shares shall be paid first.

CHAPTER XX
RESOLVING INTERNAL DISPUTES

Article 59: Resolution of Internal Disputes

1. In the event of disputes or complaints arising related to the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, other legal regulations, the Company Charter, and the regulations between:

a. Shareholders and the Company.

b. Shareholders, along with the Board of Directors, Supervisory Board, General Director, or other executives.

The parties concerned shall attempt to resolve such dispute through negotiation and conciliation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information relating to the dispute within thirty (30) working days from the date the dispute arises. In cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, either party may request the Supervisory Board to appoint an independent expert to mediate the dispute resolution process.

2. If a settlement is not reached within six (06) weeks from the start of the settlement process or if the settlement decision is not accepted by the parties, either party may bring the dispute to the competent People's Court where the Company is headquartered for settlement in accordance with the law.

3. The parties shall bear their own costs related to the negotiation and mediation process. Payment of court costs shall be made according to the court's judgment.

CHAPTER XXI
SUPPLEMENTS AND AMENDMENTS TO THE CHARTERS

Article 60: Amendments and Supplements to the Charter

1. Amendments and additions to this Charters must be considered and approved by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Company's operations not addressed in this Charter, or in the event that new legal provisions differ from the provisions in this Charter, those legal provisions shall automatically apply and govern the Company's operations.

CHAPTER XXII
EFFECTIVE DATE

Article 61: Effective Date

1. This amended Charter, consisting of 22 Chapters and 61 Articles, was unanimously approved by the General Meeting of Shareholders of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company on 29/09/2026, and replaces the Charter approved by the General Meeting of Shareholders on 07/05/2026.

2. The Charter is made in five (05) copies, all of which are of equal value and must be kept at the Company's head office.

3. The provision of certified copies or extracts of the Company's Articles of Association shall be carried out in accordance with the Company's internal regulations and applicable laws.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPENDIX 01
REGULATIONS
ORGANIZING ANNUAL/EXTRAORDINARY GENERAL MEETINGS OF SHAREHOLDERS

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;

Article 1. Scope and subjects of application:

1. This regulation applies to the organization of the annual/extraordinary General Meeting of Shareholders (hereinafter referred to as the"**General Meeting"**) of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

2. This regulation specifies the conditions for organizing the Meeting, the rights and obligations of the parties participating in the Meeting, and the procedures for conducting the Meeting.

3. Shareholders and other parties participating in the General Meeting are responsible for complying with the regulations set forth in this Charters.

Article 2. Conditions for holding the Meeting:

- An annual/extraordinary general meeting of shareholders is held when the number of shareholders in attendance represents more than 50% of the total voting rights.

Article 3. Eligibility requirements for attending the Meeting:

- All shareholders owning shares of the Company, as listed in the shareholder register, or those duly authorized to attend.

Article 4. Regulations regarding authorization to attend the Meeting:

1. Authorization of a representative to attend the General Meeting: This must be in writing using the Company's template and must be signed as follows:

a. In the case where an individual shareholder is the authorized representative, the power of attorney must include: the signature of the shareholder and the individual authorized to attend the meeting; or the signature of the shareholder and the legal representative of the organization authorized to attend the meeting. The organization authorized to attend the meeting must provide a letter of introduction for the person attending the General Meeting.

b. In the case where the institutional shareholder is the authorized representative, the power of attorney must be signed by the legal representative of the institutional

shareholder and the individual authorized to attend the meeting; or by the legal representative of the institutional shareholder and the legal representative of the organization authorized to attend the meeting. The organization authorized to attend the meeting must provide a letter of introduction for the person attending the General Meeting.

2. In cases where the Power of Attorney does not conform to the Company's template, the Chairman of the General Meeting will have the sole discretion to determine the validity of that Power of Attorney.

3. A person may act as an authorized representative for one or more shareholders.

4. Authorized representatives attending the General Assembly must submit their Letter of Authorization before entering the meeting room.

Article 5. Rights and obligations of shareholders attending the General Meeting:

1. Rights of shareholders to attend the General Meeting:

- Attend the General Meeting in person or authorize another person to attend on your behalf using a written authorization form provided by the Company;

- Informed by the Organizing Committee of the Meeting of the content and program of the Meeting and provide you with the accompanying documents;

- When attending the General Meeting, each shareholder/authorized representative receives a Voting Ballot or Election Ballot indicating the number of shares corresponding to their number of votes for the issues discussed at the General Meeting;

- All matters within the General Meeting's authority, as stipulated by the Enterprise Law, other relevant legal documents, and the Company's Charter, shall be discussed and voted on.

- Shareholders arriving late to the General Meeting have the right to register immediately and then participate and vote at the meeting, but the Chairman is not obligated to stop the meeting to allow shareholders to register, and the validity of any votes already cast will not be affected.

2. Obligations of shareholders when attending the General Meeting:

- When shareholders/authorized representatives attend the General Meeting, they must complete the registration procedures with the General Meeting Organizing Committee and present the following documents: Meeting invitation letter, Identity card/Citizen ID/Passport or certified copy of the Business Registration Certificate, and a valid power of attorney.

- Strictly adhere to the regulations of the Enterprise Law, the Company Charter, and these Regulations; respect the results of the General Meeting; speak under the direction of the Chairman of the General Meeting and vote according to the instructions of the Organizing Committee of the General Meeting; recording of the General Meeting must be publicly announced and approved by the Chairman of the General Meeting.

Attendees are responsible for their own expenses to attend the General Meeting (such as transportation, food, and accommodation).

Article 6. Rights and obligations of the Shareholder Eligibility Verification Committee:

The Shareholder Eligibility Verification Committee is appointed by the Company's Board of Directors and performs the following tasks:

- Verify the eligibility of shareholders/authorized representatives attending the General Meeting; check the National Identity Card/Citizen ID Card/Passport, Invitation to the General Meeting, and Power of Attorney.

- Distribute voting ballots, and meeting documents to shareholders/authorized representatives attending the meeting.

- Reporting to the General Meeting on the results of the verification of shareholder eligibility to attend the meeting.

Article 7. Rights and responsibilities of the Chairman of the Meeting:

1. The General Meeting will be chaired by the Chairman of the Board of Directors or the Head of the Supervisory Board, or a representative of the shareholder group as stipulated by the Enterprise Law. Other members will assist the chairman in managing the meeting (the Presiding Board). The chairman's decisions regarding the procedures, formalities, or events arising outside the agenda of the General Meeting of Shareholders will have the highest final authority.

2. Conduct the General Meeting in accordance with the agenda and regulations approved by the General Meeting. The Chairperson has the right not to respond to or only record the contributions of shareholders if those matters fall outside the scope of the meeting's agenda.

3. Provide guidance to the Meeting on discussing and voting on issues included in the Meeting's agenda and related issues throughout the Meeting.

4. At any time, the Chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees, specifically as follows:

- Require all delegates attending the meeting to undergo security checks or other security measures;

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

5. The chairperson has the right to postpone the General Meeting of Shareholders when the required number of registered attendees has been reached. Meetings that are scheduled to be held at a later time or have their location changed will occur in the following cases:

a. The meeting venue does not have enough convenient seating for all attendees;

b. Meeting participants engage in behavior that obstructs or disrupts order, potentially preventing the meeting from being conducted fairly and lawfully;

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

- Address other issues that arise throughout the Meeting.

Article 8. Rights and responsibilities of the Secretariat:

- The Secretariat consists of: 01 Head of the Secretariat and members nominated by the Chairman of the Meeting and approved by a vote of the Meeting.

- The Secretariat performs tasks as assigned by the Chairman of the Meeting, including: recording the minutes of the Meeting, drafting resolutions of the Meeting, and carrying out other tasks as assigned by the Chairman of the Meeting.

- Receive the question-and-answer registration forms from delegates attending the meeting, compile them, and submit them to the Chairman of the Meeting.

Article 9. Rights and responsibilities of the Vote Counting Committee:

1. The vote counting committee consists of: 01 Chairman and members nominated by the Chairman of the Meeting and approved by a vote of the Meeting.

2. The Vote Counting Committee: is responsible for distributing voting ballots and election ballots, and for checking and supervising the voting of shareholders; organizing the vote counting, preparing a report on the vote counting results, and announcing them to the General Meeting; and handing over the report and all ballots to the Chairman of the General Meeting.

3. The vote counting committee must conduct all tasks related to verification, recording, and announcement of vote counting results honestly and accurately, and shall be responsible for those results.

Article 10. Meeting conducted method:

1. The meeting is expected to last half a day or a full day.

2. The Meeting will adopt the agenda, conduct discussions, and approve each item on the agenda.

Article 11. Speaking and raising questions at the Meeting:

1. Principle: Shareholders attending the General Meeting who wish to ask questions must register their questions with the Secretariat before the meeting opens (Registration desk located at the entrance of the meeting hall). The Secretariat is responsible for forwarding the shareholder's question registration form to the Chairman of the General Meeting.

2. Method of presentation:

- The Chairperson will arrange for shareholders to ask questions in the order of registration and will answer those questions. When asking questions, shareholders must

keep their questions concise (*no more than 5 minutes per question)* and relevant to their registered questions, aligning with the agenda approved by the General Meeting. For questions arising during the meeting, the Secretariat is responsible for compiling them and reporting them to the Chairperson for written responses, which will be publicly posted on the Company's website: https://vrg-vn.com/.

- The Chairman of the General Meeting has the right to remind or request shareholders to focus on the key issues to be questioned, or to interrupt a shareholder's presentation if deemed necessary to save time and ensure the quality of the questioning.

- Shareholders may not repeat opinions already expressed by other shareholders, and only opinions relevant to the General Meeting's agenda will be recorded in the meeting minutes.

Article 12. Voting ballots and the principles, methods, and procedures for voting on issues at the Meeting:

1. Voting ballot: Each share corresponds to one voting unit.

a. Regulations regarding valid voting ballots: Each shareholder is issued one voting ballot (*showing all issues to be voted on)* bearing the company's seal. The voting ballot includes the shareholder's identification number and the number of shares entitled to vote (owned and authorized).

b. Regulations regarding invalid ballots:

- The ballots issued by the Meeting Organizing Committee were not in the correct format.

- The ballot is torn or the printed content on the ballot has been erased.

c. Regulations regarding the exchange of voting ballots: During the voting process, if a shareholder/authorized representative makes a mistake or tears the voting ballot, they can contact the Vote Counting Committee to request a new ballot to ensure their rights as a shareholder are protected (*the shareholder/authorized representative must clearly state the reason for requesting the replacement and sign the replacement ballot).*

2. Principles, methods, and rules of voting:

a. Principles: All contents, reports, proposals, and resolutions of the General Meeting are conducted centrally, democratically, and openly, and are approved by marking on the voting ballot. Voting begins at the signal of the meeting chairman or the head of the vote counting committee and ends when all shareholders submit their ballots to the vote counting committee. After the voting ends, the ballot box will be sealed, and shareholders who did not participate in the voting will be considered as having no opinion. Vote counting will begin immediately after the voting ends and the ballot box is sealed.

b. Voting methods and procedures: Voting on issues at the Meeting will be conducted in the following ways, depending on the circumstances:

- Voting by ballot: Shareholders vote **(Approve; Disapprove; Abstain)** on each issue by marking the corresponding boxes on the ballot.

- Direct voting: Direct voting applies to cases where the voting method stipulated in Clause 1 of this Article is not applicable. In the case of direct voting at the meeting, shareholders/authorized representatives will vote on the issue requiring a vote by raising their ballot or by other means as directed by the Chairperson. The vote counting committee will record the number of votes in Approve; Disapprove; Abstain, and invalid votes to announce the voting results to the General Meeting.

Article 13. Regulations for counting votes in ballot voting:

1. Conduct the vote counting:

- The vote counting must be conducted by the Vote Counting Committee in a closed room immediately after the voting ends. The Vote Counting Committee shall not cross out or make corrections on the ballot papers. The Vote Counting Committee will record the voting results in the minutes of the General Meeting, including: The number of votes "**Agree; Disagree; Abstain; Invalid**". The percentage (%) corresponding to the number of votes "Agree; Disagree; Abstain; Invalid" out of the total number of ballots received. In case a shareholder/authorized representative has questions about the voting results, the Chairman will consider and decide immediately at the General Meeting.

2. Announcing the vote count results:

- After the vote counting process is completed, the vote counting committee prepares a vote counting report, and the head of the vote counting committee approves the report of the vote counting results before the Meeting.

Article 14. Conditions for the adoption of a Shareholders' General Meeting Resolution:

1. Except as provided in Clause 2 of this Article and as provided in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law, a resolution of the General Meeting of Shareholders is adopted when it is approved by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting.

2. Resolutions of the General Meeting of Shareholders concerning the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting, except for the cases stipulated in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law, including:

a. Amendments and additions to the Charter;

b. Type of stock and total number of shares of each type;

c. Suspend operations, reorganize, or dissolve the business;

d. Changes in industry, occupation, and business sector;

e. Changes to the company's organizational and management structure;

f. Investment projects or asset sales valued at 35% or more of the total asset value recorded in the Company's most recent financial statements are approved when 65% or more of the total votes cast by all shareholders present at the meeting are in favor.

Article 15. Minutes and Resolutions of the General Meeting of Shareholders:

1. All proceedings at the General Meeting were recorded by the Secretariat and compiled into the Minutes of the Shareholders' General Meeting.

2. The minutes of the meeting and the resolutions of the general shareholders' meeting will be read and approved before the closing of the online meeting.

Article 16. Effective date:

This regulation shall come into effect from the date of its approval by the General Meeting of Shareholders.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Thai

VIET NAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPENDIX 02
REGULATIONS
ORGANIZING AN ONLINE SHAREHOLDER MEETING

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;

Article 1. Scope and subjects of application:

This regulation governs the organization of the General Meeting of Shareholders (annual or extraordinary) (hereinafter referred to as"**the General Meeting"**) of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company in an online format and regulates the voting by electronic voting method at the online General Meeting of Shareholders.

Article 2. Explanation of terms:

In these Regulations, the following terms are understood as follows:

1. **Shareholders:** are individuals who own at least one VRG share, whose names are on the list of shareholders entitled to attend the General Meeting of Shareholders, or who are duly authorized by shareholders and have been provided with an access account by the Company to register to attend the meeting online and vote electronically.

2. **Online General Meeting:** This is a form of organizing a General Meeting of Shareholders that uses electronic means to transmit images and sound through the internet, allowing shareholders in many different locations to follow the proceedings of the meeting, discuss and vote on the meeting's issues.

3. **Traditional General Meeting:** This is a form of meeting held in a single location, where shareholders attend, discuss, and vote directly at the meeting.

4. **Location of the online General Meeting:** This includes the main location and other locations. The main location is where the Chairperson attends and presides over the meeting, while the other locations are where shareholders log into the System using the access account provided by the Company to participate in the online General Meeting.

5. **Electronic voting:** This refers to shareholders casting their votes through the Electronic Voting System as stipulated in these Regulations.

6. **Traditional voting:** This involves shareholders participating in direct voting at a traditional General Meeting.

7. **Electronic means:** are means that operate based on electrical, electronic, digital, magnetic, wireless transmission, optical, electromagnetic or similar technologies.

8. **Registering to attend the General Meeting online:** This involves shareholders using their access account to log into the system and register to attend the General Meeting online in accordance with these Regulations and the Company's instructions.

9. **Access account:** includes Username and Password information provided by the Company to each shareholder.

10. **One-time password (OTP):** This is a password/code used only once, valid for a specific period of time, and sent via SMS to the mobile phone number/email address provided by the shareholder to the Company. The OTP is used by shareholders to confirm information and agree to perform actions on the System when attending online General Meetings, voting electronically, or other tasks requiring shareholder authentication.

11. **Session:** This is the time from when a shareholder successfully accesses the System until:

- Shareholders log out of the system; or
- Shareholders accessing from a different device; or
- The online meeting period has ended; or
- Shareholders abruptly close the system.

12. **System:** This refers to the overall technical infrastructure for organizing and operating the online Meeting program and electronic voting.

13. **System Opening Time:** This is the time when shareholders can begin to access, read documents, and register to attend the online General Meeting. The system will close access upon notification from the Chairman of the General Meeting or the Organizing Committee.

Article 3. Organizing the Meeting Online

1. Based on the actual situation, the Board of Directors shall decide to convene the General Meeting in the form of an online meeting or a combination of online and traditional meeting formats as stipulated in the Company's Charter. If the General Meeting is held online, the Organizing Committee established by the Board of Directors shall be responsible for implementing the procedures and tasks in accordance with these Regulations to facilitate the online meeting.

2. The General Meeting Organizing Committee is responsible for carrying out the procedures for compiling the list of shareholders entitled to attend the meeting, sending meeting invitations, publishing information, sending meeting documents, and other tasks as stipulated in the Company's Charter.

3. The General Meeting Organizing Committee is responsible for sending a document containing instructions on confirming shareholder eligibility to each shareholder.

4. Shareholders who register to attend the General Meeting in accordance with the regulations in this Charter will be the basis for determining the attendance rate to proceed with holding the General Meeting online.

5. The form of shareholders registering to attend the General Meeting online and voting electronically has the same legal validity as attending and voting at a traditional General Meeting.

6. The Board of Directors is responsible for issuing the necessary guidelines for organizing the online General Meeting and electronic voting.

Article 4. Conditions for holding the Meeting

1. An online General Shareholders' Meeting is conducted when the number of shareholders present represents more than 50% of the total voting rights.

2. The online meeting and electronic voting system must meet the following conditions:

a. The system's internet connection at the main venue must be continuous and stable, ensuring uninterrupted participation of shareholders. In the event of an interruption at the main venue, the Organizing Committee or the Chairperson must summarize the events of the interruption.

b. The main venue must ensure adequate sound, lighting, internet connection, power supply, electronic equipment, and other facilities as required by the nature of the online meeting.

c. Ensure information security and maintain the confidentiality of System access accounts. All information accessed and provided on the System must adhere to information security principles and comply with the provisions of the Law on Cybersecurity.

d. Electronic data from the online meeting program must be stored or extracted from the System.

f. In the event of a technical malfunction that seriously affects the shareholders' right to attend, discuss, and vote, or the integrity of the voting results, the Chairperson/Organizing Committee must temporarily suspend, postpone, or change the method of organization as authorized; the entire incident, the duration of the interruption, and the corrective measures must be recorded in the minutes.

Article 5. Procedures and formalities for conducting the online Meeting

1. The convening of meetings, preparation of shareholder lists, sending of meeting invitations and accompanying documents shall be carried out in accordance with the provisions of the Company's Articles of Association.

2. The format for organizing the General Meeting online and conducting electronic voting shall be in accordance with the provisions of this Regulation. If necessary, the

Board of Directors may issue guidelines to adapt to technological changes and security requirements, but these guidelines must not contradict the principles of this Regulation.

3. In the event of technical issues affecting continuous participation in the online General Meeting or electronic voting, shareholders should contact the Company according to the instructions announced in the Meeting Invitation Letter or as published by the General Meeting Organizing Committee during the online meeting for assistance.

Article 6. Rights and obligations of shareholders

1. Attend the General Meeting of Shareholders and vote on all matters of the Meeting as stipulated in the Company's Charter, this Regulation, and the instructions of the Meeting Organizing Committee.

2. Have the right to express their opinions and participate in direct discussions at the Meeting as stipulated in Article 12 of these Regulations.

3. Comply with the instructions of the Presiding Committee; do not cause disturbances or disrupt order during the Meeting.

4. Shareholders must register their accurate mobile phone number, contact address, and email address, and send a reply to the Company so that the General Meeting Organizing Committee can send the Meeting Invitation and/or instructions on how to register for the online General Meeting and electronic voting. Shareholders are fully responsible for the accuracy of the information registered.

5. Shareholders must prepare and use appropriate online meeting equipment with an internet connection to ensure they can follow the proceedings of the online General Meeting.

6. All electronic voting results by shareholders are considered the will of the shareholders. Voting results obtained through electronic means have the same validity as traditional voting results.

7. Shareholders are entitled to use the access account provided by the Company to log into the System and cast electronic votes for all voting sessions of the General Meeting. Shareholders are responsible and have no right to complain if they log out of the System for any reason or allow others to use their access account to access the System during the General Meeting, from the time the System opens for registration, discussion, and voting until the time the System closes.

8. Shareholders are responsible for maintaining the confidentiality of their access accounts and other identifying information provided by the Company to ensure that only shareholders have the right to participate in discussions, contribute opinions, and vote electronically on the System. If a shareholder authorizes another individual/organization to attend the online General Meeting or vote electronically, both the shareholder and the authorized person are responsible for the authorization and the results of the electronic voting based on the granted access account.

9. Shareholders must ensure continuous online attendance throughout the duration of the online General Meeting. The system will automatically register a shareholder as attending from the time of registration until the meeting concludes. If a shareholder, after registering for the online meeting, is unable to attend continuously until the end of the program, they may vote on matters requiring shareholder approval before logging out of the system.

Article 7. Organizing Committee of the Meeting

1. The General Meeting Organizing Committee is an organization established by the Board of Directors. The number and composition of the General Meeting Organizing Committee are decided by the Board of Directors.

2. The Organizing Committee of the Meeting has the following responsibilities:

a. Perform the tasks as stipulated in this Regulation.

b. To provide guidance and act as the point of contact for answering shareholder questions regarding online registration for the General Meeting and electronic voting.

c. Prepare electronic equipment and facilities to ensure the smooth organization of the online meeting and electronic voting.

d. Perform other duties as decided by the Board of Directors.

Article 8. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee is a support unit for the General Meeting Organizing Committee. The number and composition of the Shareholder Eligibility Verification Committee are decided by the General Meeting Organizing Committee.

2. The shareholder eligibility verification committee is responsible for:

a. Verify the eligibility of shareholders registered to attend the online General Meeting in accordance with the law, the Company's Articles of Association, and these Regulations.

b. Reporting to the online Meeting on the attendance rate of the delegates at the Meeting.

3. Verification method: The shareholder eligibility verification committee will use the login information from the shareholders' access accounts to determine the number of shareholders attending the online General Meeting.

Article 9. Chairperson, Secretariat and Vote Counting Committee

1. Chairperson:

a. The Chairman of the Board of Directors presides over the meeting, assisted by several other members who participate in conducting the meeting (the Presiding Committee).

b. The Presiding Board shall conduct the online General Meeting in accordance with these Regulations and the agenda approved by the General Meeting of Shareholders.

c. The Presiding Committee's decision regarding the order, procedures, or any events arising outside the agenda of the online Meeting will be final and binding.

d. The presiding board shall carry out the work deemed necessary to conduct the online General Meeting in a valid and orderly manner; or to ensure that the meeting reflects the wishes of the majority of attending shareholders.

2. Secretariat:

a. The Secretariat consists of: 01 Head of the Secretariat and members nominated by the Chairman of the Meeting and approved by a vote of the Meeting.

b. The secretariat performs the following tasks:

- Accurately record the proceedings of the online General Meeting in the Minutes and Resolutions of the meeting for approval by the General Shareholders' Meeting before the meeting concludes.

- Receive the registration forms for delegates to ask questions, summarize the opinions of shareholders during the online General Meeting, and send them to the Presiding Board.

- Perform other tasks as assigned by the Chairperson.

3. Vote counting committee:

a. The vote counting committee consists of: 01 Chairman and members nominated by the Chairman of the Meeting and approved by a vote of the Meeting.

b. The vote counting committee performs the following tasks:

- Provide guidance to shareholders on how to vote at the online General Meeting.

- Conduct the vote counting; prepare and announce the vote counting minutes to the General Meeting of Shareholders.

Article 10. Confirmation of Shareholder Eligibility

1. The company will send an invitation to the online General Meeting, along with instructions on confirming shareholder eligibility, to each shareholder. Shareholders must follow these instructions to register their information and confirm their eligibility before attending the online meeting. The meeting organizers must inform shareholders of the instructions/regulations for online registration, electronic voting, and other necessary information before the date of the online meeting.

2. After verifying the shareholder's eligibility, the Company will provide the shareholder with an access account to register for the online General Meeting and vote electronically on the System, following the Company's instructions as stated in Clause 1 of this Article.

3. Cases where shareholders are considered to have not attended the online General Meeting:

a. The shareholder failed to provide the information and send a response letter to the Company to verify their shareholder status as requested.

b. Shareholders who did not register to attend the General Meeting online as required by Article 11 of these Regulations.

Article 11. Online Registration for the Meeting (Check-in)

1. Shareholders log in using their access account and authenticate with an OTP to register for the online General Meeting according to the instructions sent by the Company to their email address or the instructions posted on the Company's website (https://vrg-vn.com/). Each time a shareholder logs in, they will receive a different OTP code for authentication.

2. Shareholders who register to attend the online meeting after the meeting has commenced may still register to attend and have the right to vote after completing their registration. The presiding board may not interrupt the meeting to allow shareholders to register to attend, and the validity of matters already put to a vote will not be affected.

Article 12. Expressing opinions and questions at the online Meeting

1. Principle: Shareholders attending the General Meeting who wish to ask questions must register their questions with the Organizing Committee before the meeting opens. Shareholders can speak online or submit their questions through direct connection methods as instructed by the Organizing Committee. The Secretariat is responsible for forwarding the registration forms for questions from shareholders to the Chairman of the General Meeting.

2. Method of presentation:

- The Chairperson will arrange for shareholders to ask questions in the order of registration and will answer those questions. When speaking or asking questions, shareholders must keep their questions concise (*no more than 5 minutes per registered question)* and relevant to their registered questions, consistent with the agenda approved at the General Meeting. For questions arising during the meeting, the Secretariat is responsible for compiling them and reporting them to the Chairperson for a written response, which will be publicly posted on the Company's website: https://vrg-vn.com/.

- The Chairman of the General Meeting has the right to remind or request shareholders to focus on the key issues to be questioned, or to interrupt a shareholder's presentation if deemed necessary to save time and ensure the quality of the questioning.

- Shareholders may not repeat opinions already expressed by other shareholders, and only opinions relevant to the General Meeting's agenda will be recorded in the meeting minutes.

Article 13. Forms and methods of voting

1. Voting method: Shareholders may exercise their voting rights through electronic voting as stipulated in Clause 3 of this Article.

2. Voting time:

a. Shareholders have the right to vote from the opening of the online General Meeting until before the closing time of voting, except as stipulated in point b, clause 2 of this Article. If a shareholder has voted but wishes to change their mind, they must do so before the

closing time of voting. The last vote recorded by the System before the closing time of voting is considered valid and will be recorded in the vote count results.

b. To ensure continuous progress and focus time on the proceedings of the General Meeting, shareholders who log into the System can pre-vote on the agenda items. The deadline for voting on these items on the System will be announced by the Organizing Committee at the time of the online General Meeting's opening.

c. Voting results are calculated based on the time shareholders cast their electronic votes, so any sudden disconnection of the shareholder's connection (if any) will only affect the unvoted items; the items already voted on will not be affected.

d. Before the voting period ends, shareholders will only know the results of their own vote. After the voting period ends, shareholders will be informed of the overall voting results for each item, as announced by the Presiding Committee or the Vote Counting Committee.

3. Electronic voting:

a. Shareholders use their access account and OTP code to log in to the website according to the instructions posted in the meeting invitation or on the company's website to cast their votes.

b. Shareholders decide to vote by marking one of the three boxes corresponding to **"Agree", "Disagree", or "Abstain"** for each item on the System. The voting results for each item will be reported to the General Meeting by the Vote Counting Committee immediately after the vote counting is completed.

c. Shareholders with voting rights are those who have registered to attend the online General Meeting up to the time of voting, and the number of these shareholders is the basis for calculating the voting percentage of shareholders. If a shareholder has registered to attend the online General Meeting but does not vote, it is understood that the shareholder has cast a "Abstain" vote on the corresponding issues for which an opinion is sought.

d. When conducting the General Meeting, the Presiding Board must announce the closing time of voting on the System so that shareholders can exercise their rights, except for the voting content mentioned in Clause 2.b of this Article. If shareholders encounter problems voting on the System, they may contact the hotline number announced by the General Meeting Organizing Committee for guidance and assistance in completing the voting. From the moment the System closes the voting, shareholders are not entitled to change any of their votes. The voting results recorded on the System according to their access account are final and no complaints or lawsuits related to these results may be filed.

4. Voting results:

a. The vote counting committee, approved by the General Meeting of Shareholders, is responsible for verifying the results of the electronic voting to compile the final voting results.

b. The voting results will be announced by the Presiding Committee or the Vote Counting Committee immediately at the online Meeting.

Article 14. Conditions for the adoption of a Shareholders' General Meeting Resolution:

1. Except as provided in Clause 2 of this Article and as provided in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law, a resolution of the General Meeting of Shareholders is adopted when it is approved by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting.

2. Resolutions of the General Meeting of Shareholders concerning the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting, except for the cases stipulated in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law, including:

a. Amendments and additions to the Charter;

b. Type of stock and total number of shares of each type;

c. Suspend operations, reorganize, or dissolve the business;

d. Changes in industry, occupation, and business sector;

e. Changes to the company's organizational and management structure;

f. Investment projects or asset sales valued at 35% or more of the total asset value recorded in the most recent audited financial statements are approved upon receipt of approval from registered attendees at the General Meeting.

Article 15. Minutes of Meeting and Resolutions of the General Meeting of Shareholders

1. All proceedings at the online General Meeting were recorded by the Secretariat and compiled into the Minutes of the Shareholders' General Meeting.

2. The minutes of the meeting and the resolutions of the general shareholders' meeting will be read and approved before the closing of the online meeting.

Article 16. Effective Date

This regulation shall come into effect from the date of its approval by the General Meeting of Shareholders.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Thai

VIET NAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPENDIX 03

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;

Article 1. List of founding shareholders:

No	Shareholder Name	Head office address	Type of share	Number of share	Value of share (VND)
1	Vietnam Rubber Industry Group	No. 236 Nam Ky Khoi Nghia Street, District 3, Ho Chi Minh City	Common	2.400.000	24.000.000.000
2	Mang Yang Rubber Single-member Company Limited	Dak Doa Town, Dak Doa District, Gia Lai Province	Common	1.000.000	10.000.000.000
3	Binh Long Rubber Single-member Company Limited	QL13, Hung Chien Ward, Binh Long Town, Binh Phuoc Province	Common	1.000.000	10.000.000.000
4	Dong Nai Rubber Single-member Corporation Limited	Trung Tan Hamlet, Xuan Lap Commune, Long Khanh Town, Dong Nai Province	Common	3.000.000	30.000.000.000
5	Tan Bien Rubber Single-member Company Limited	Tan Hiep Commune, Tan Chau District, Tan Ninh Province	Common	600.000	6.000.000.000

Article 2. Effective Date:

This appendix shall come into effect from the date of its approval by the General Meeting of Shareholders.

O/B. GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE MEETING

CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

REGULATIONS ON THE OPERATION OF THE SUPERVISORY BOARD

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

(Issued together with Resolution No. 12 /NQ-ĐHĐCĐ dated September 29, 2026 of the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company)

Based on the Enterprise Law No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at each point in time;

Based on the Securities Law No. 54/2019/QH14, amended and supplemented by Law No. 56/2024/QH15 and other amending, supplementing, and replacing documents at each point in time;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

Based on the Charter of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on Resolution No. 12 /NQ-ĐHĐCĐ dated September 29, 2026, of the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

The Supervisory Board issued the Regulations on the Operation of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

The operating regulations of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company include the following contents:

CHAPTER I
GENERAL REGULATIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The regulations governing the operation of the Supervisory Board stipulate the organizational structure, personnel, standards, conditions, rights and obligations of the Supervisory Board and its members as prescribed in the Enterprise Law, the Company Charter, and other relevant regulations.

2. Scope of Application: The Regulations on the Operation of the Supervisory Board apply to the Supervisory Board and its members.

Article 2. Principles of operation of the Supervisory Board

The Supervisory Board operates on the principle of collective decision-making. Members of the Supervisory Board are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the work and decisions of the Supervisory Board.

Article 3. Definitions

1. The Supervisory Board: is an body elected by the General Meeting of Shareholders to supervise, control, and evaluate compliance with the law, the Articles of Association, resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, and the internal regulations of the Company.

2. Executive Board: Comprising the General Director, Deputy General Directors, and Chief Accountant of the Company, appointed by the Board of Directors.

3. Enterprise Law: This refers to the Enterprise Law No. 59/2020/QH14, amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at various times.

4. Securities Law: This refers to Law No. 54/2019/QH14 on Securities, amended and supplemented by Law No. 56/2024/QH15 and other amending, supplementing, and replacing documents at various times;

5. Charter: This refers to the operating charter of the Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

6. Company: Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

CHAPTER II

BOARD OF SUPERVISORS (SUPERVISORS)

Article 4. Rights, obligations, and responsibilities of members of the Supervisory Board

1. Strictly adhere to the law, the company's charter, resolutions of the General Meeting of Shareholders, and professional ethics in exercising assigned rights and obligations.

2. To exercise the assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the maximum legitimate interests of the Company.

3. Be loyal to the interests of the Company and its shareholders; do not abuse your position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as stipulated by the Enterprise Law and the company's charter.

5. In the event of a violation of the provisions of Clauses 1, 2, 3, and 4 of this Article that causes damage to the Company or other parties, the members of the Supervisory Board shall be held personally or jointly liable for compensation for such damage. Any income and other benefits obtained by the members of the Supervisory Board as a result of the violation must be returned to the Company.

6. If a member of the Supervisory Board is found to have violated their assigned rights and obligations, a written notification must be sent to the Supervisory Board, requesting the person committing the violation to cease the violation and remedy the consequences.

Article 5. Term of office and number of members of the Supervisory Board

1. The Supervisory Board shall have a minimum of 3 members and a maximum of 5 members. The term of office of a Supervisor shall not exceed 5 years and may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board do not necessarily have to be shareholders of the Company.

3. More than half of the members of the Supervisory Board must be residents of Vietnam.

4. In cases where members of the Supervisory Board have their terms ending at the same time as a new member of the Supervisory Board has not yet been elected, the member whose term has ended shall continue to exercise their rights and obligations until a new member of the Supervisory Board is elected and assumes their duties.

Article 6. Standards and conditions for membership of the Supervisory Board

Members of the Supervisory Board must meet the following standards and conditions:

1. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law.

2. Must have received training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business operations.

3. Not a family member of a member of the Board of Directors, the General Director, or other managers.

4. Not being a manager of the Company, nor necessarily a shareholder or employee of the Company.

5. Not allowed to work in the company's accounting or finance department.

6. Must not have been a member or employee of an auditing firm approved to audit the Company's financial statements for the three consecutive years preceding the audit.

7. Other standards and conditions as prescribed by relevant laws and the company's charter.

Article 7. Head of the Supervisory Board

1. The Head of the Supervisory Board must have a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

2. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, dismissal, and removal from office shall be based on a majority vote.

3. The rights and obligations of the Head of the Supervisory Board are stipulated in the Company's Charter and relevant laws.

Article 8. Nomination and candidacy of members of the Supervisory Board

1. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Supervisory Board. The nomination process for the Supervisory Board is as follows:

a. Ordinary shareholders forming a group to nominate candidates for the Supervisory Board must notify the shareholders attending the meeting of the group formation before the opening of the General Meeting of Shareholders;

b. Based on the number of members of the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders to be candidates for the Supervisory Board. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

2. If the number of candidates for the Supervisory Board nominated through election and self-nomination is still insufficient as required by regulations, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the company's charter. and the Regulations on the Operation of the Supervisory Board. The nomination of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 9. Procedures for electing, dismissing, and removing members of the Supervisory Board.

1. The election, dismissal, and removal of members of the Supervisory Board are within the authority of the General Meeting of Shareholders.

2. The election of Supervisory Board members is conducted using the cumulative voting method stipulated in the Enterprise Law. Successful candidates for Supervisory Board membership are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. If two or more candidates receive the same

number of votes for the last Supervisory Board member, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations or the company's charter.

Article 10. Cases of dismissal or removal of members of the Supervisory Board.

1. The General Meeting of Shareholders may dismiss a member of the Supervisory Board in the following cases:

a. No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Article 169 of the Enterprise Law;

b. A resignation letter was submitted and accepted;

c. Other cases as stipulated in the company's charter.

2. The General Meeting of Shareholders may dismiss a member of the Supervisory Board in the following cases:

a. Failure to complete assigned tasks or duties;

b. Failure to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c. Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law and the company's charter;

d. Other cases as prescribed by law and the Company's Articles of Association.

Article 11. Notification of election, dismissal, and removal of members of the Supervisory Board.

1. If candidates for the Supervisory Board have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Supervisory Board must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Supervisory Board. Information related to candidates for the Supervisory Board that is published includes:

a. Full name, date of birth (day, month, year);

b. Professional qualifications;

c. Work experience;

d. Other managerial positions;

e. Interests related to the Company and its related parties;

f. Other information (if any) as stipulated in the company's charter;

g. The company is responsible for disclosing information about the companies in which the candidate holds management positions and any related interests of the candidate's Supervisory Board members (if any).

2. The announcement of the results of the election, dismissal, and removal of members of the Supervisory Board shall be carried out in accordance with the regulations and guidelines on information disclosure.

CHAPTER III
SUPERVISORY BOARD

Article 12. Rights, obligations and responsibilities of the Supervisory Board

1. The Supervisory Board supervises the Board of Directors and the General Director in the management and operation of the Company.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality, and accuracy of the Company's annual and semi-annual business performance reports, financial statements, and management evaluation reports of the Board of Directors, and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders, and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. To examine the Company's accounting books, accounting records, and other documents, as well as the Company 's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law.

5. Upon request from a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law, the Supervisory Board shall conduct an inspection within 7 working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Supervisory Board must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Supervisory Board as stipulated in this Clause shall not hinder the normal operation of the Board of Directors or disrupt the Company's business operations.

6. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the Company's business activities.

7. When detecting violations of the law or violations of the company's charter by members of the Board of Directors, the General Director and other business executives, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48)

hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

8. Attend and participate in discussions at the General Meeting of Shareholders, the Board of Directors, and other Company meetings.

9. Utilize independent consultants and the Company's internal audit department (if any) to perform assigned tasks.

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

11. Examine each specific issue related to the management and operation of the Company as requested by shareholders.

12. Request the Board of Directors to convene an extraordinary general meeting of shareholders.

13. Replace the Board of Directors in convening a General Meeting of Shareholders within 30 days if the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Enterprise Law.

14. It is requested that the Chairman of the Board of Directors convene a meeting of the Board of Directors.

15. Review, extract, or copy part or all of the content of the declaration of related persons and related interests as stipulated in Clauses 1 and 2 of Article 164 of the Enterprise Law.

16. The General Meeting of Shareholders shall appoint an independent auditing firm *or* approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements. Previously, the Supervisory Board proposed and reported to the General Shareholders' Meeting the list of independent auditing firms approved to audit the Company's financial statements; decided on the approved auditing firm to conduct an inspection of the company's operations, and dismissed approved auditors when deemed necessary. The General Meeting of Shareholders decides, or authorizes the Board of Directors to decide, to terminate the audit contract or dismiss the approved auditor when deemed necessary.

17. Be accountable to shareholders for your supervisory activities.

18. Monitoring the company's financial situation and ensuring the compliance with the law by members of the Board of Directors and the General Director in their operations.

19. Ensure coordination of activities with the Board of Directors, the Company's Executive Board, and shareholders.

20. In the event of discovering any violation of the law or the company's charter by a member of the Board of Directors, the General Director, or other business executives, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

21. Develop the operating regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

22. Witness the Board of Directors conducting the vote counting and prepare the vote counting report if requested by the Board of Directors in cases where shareholders' opinions are obtained in writing to approve resolutions of the General Meeting of Shareholders.

23. The Head of the Supervisory Board shall preside over the General Meeting of Shareholders' election of a meeting chairperson in the event that the Chairman is absent or temporarily incapacitated and the remaining members of the Board of Directors are unable to elect a chairperson. In this case, the person with the highest number of votes shall preside over the meeting.

24. Exercise other rights and obligations as prescribed by the Enterprise Law, the company's charter, and resolutions of the General Meeting of Shareholders.

Article 13. Right of the Supervisory Board to receive information

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as to members of the Board of Directors, including:

a. Meeting notice, opinion poll form for Board members, and accompanying documents;

b. Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

c. Reports from the General Director to the Board of Directors or other documents issued by the Company.

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

3. The Board of Directors, its members, the General Director, and other managers must provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company as requested by members of the Supervisory Board or the Supervisory Board itself.

Article 14. Responsibilities of the Supervisory Board in convening extraordinary general meetings of shareholders.

1. The Supervisory Board is responsible for replacing the Board of Directors in convening a General Meeting of Shareholders within 30 days if the Board of Directors fails to convene a General Meeting of Shareholders in the following cases:

a. The number of remaining members of the Board of Directors and the Supervisory Board is less than the number of members required by law;

b. At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law ;

c. When the Supervisory Board requests the convening of an extraordinary General Meeting of Shareholders, but the Board of Directors fails to comply.

2. If the Supervisory Board fails to convene a General Meeting of Shareholders as required, the Supervisory Board shall compensate the Company for any resulting damages.

3. The costs of convening and conducting the General Meeting of Shareholders as stipulated in Clause 1 of this Article will be reimbursed by the Company.

CHAPTER IV
SUPERVISORY BOARD MEETING

Article 15. Meeting of the Supervisory Board

1. The Supervisory Board must meet at least two (02) times a year, with the number of members attending the meeting being at least two-thirds (2/3) of the Supervisory Board members.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Management Board, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 16. Minutes of the Supervisory Board Meeting

The minutes of the Supervisory Board meeting must be detailed and clear. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. The minutes of the Supervisory Board meetings must be kept on file to determine the responsibilities of each Supervisory Board member.

CHAPTER V
REPORTING AND DISCLOSING BENEFITS

Article 17. Submitting annual reports

The Supervisory Board's reports at the Annual General Meeting of Shareholders include the following contents:

1. Report on the Company's business results, and on the performance of the Board of Directors and the General Management Board, to be submitted to the Shareholders' General Meeting for approval at the annual Shareholders' General Meeting.

2. Self-assessment report on the performance of the Supervisory Board and its members.

3. Remuneration, operating expenses, and other benefits of the Supervisory Board and each member of the Supervisory Board.

4. Summarize the meetings of the Supervisory Board and the conclusions and recommendations of the Supervisory Board; and the results of monitoring the Company's operations and finances.

5. Assessment report on transactions between the Company, its subsidiaries, and other companies in which the Company holds control of more than fifty percent (50%) of the

charter capital with members of the Board of Directors, the General Director, and related parties of those members; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction.

6. Results of monitoring the Board of Directors, the General Director, and other business executives.

7. Results of the assessment of the coordination of activities between the Supervisory Board, the Board of Directors, the Executive Board, and the shareholders.

8. Propose and recommend to the General Meeting of Shareholders the approval of the list of auditing firms approved to audit the Company's financial statements; and the list of auditing firms approved to conduct inspections of the Company's operations when deemed necessary.

Article 18. Wages and other benefits

Salaries, remuneration, bonuses, and other benefits for members of the Supervisory Board shall be implemented in accordance with the following regulations:

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

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

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

Article 19. Disclosure of related interests

1. Members of the Company's Supervisory Board must declare to the Company their related interests, including:

a. Name, business registration number, head office address, business sector, and type of business of the enterprise in which they own or have a stake or shareholding; percentage and time of ownership of that stake or shareholding;

b. The name, business registration number, head office address, and business lines of the enterprise in which their related parties own, co-own, or individually own more than 10% of the charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be

notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Supervisory Board and their related parties may only use information obtained through their positions to serve the interests of the Company.

4. Members of the Supervisory Board are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the Company holds control of more than fifty percent (50%) of the charter capital with members of the Supervisory Board or with related parties of members of the Supervisory Board as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on these resolutions in accordance with the securities law on information disclosure.

5. Members of the Supervisory Board and their related parties are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

CHAPTER VI
RELATIONSHIP OF THE AUDIT COMMITTEE

Article 20. Relationship between members of the Supervisory Board

The members of the Supervisory Board have an independent and non-dependent relationship with each other, but they coordinate and cooperate in common work to ensure the effective fulfillment of the responsibilities, rights, and duties of the Supervisory Board as stipulated by law and the company's charter. The Head of the Supervisory Board coordinates the overall work of the Supervisory Board but does not have the right to control the members of the Supervisory Board.

Article 21. Relationship with the Board of Directors

The Supervisory Board has an independent relationship with the Company's Executive Board and is responsible for overseeing the Executive Board 's activities.

Article 22. Relationship with the Board of Directors

The Supervisory Board has an independent relationship with the Company's Board of Directors and is responsible for overseeing the Board's activities.

CHAPTER VII
ENFORCEMENT CLAUSES

Article 23. Effective Date

The operating regulations of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company consist of 7 chapters and 23 articles, and are effective from September 29, 2026.

O/B. BOARD OF SUPERVISORS
PREFECT

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29 2026

REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS
VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

(Issued together with Resolution No. 11 /NQ-ĐHĐCĐ dated September 29, 2026 of the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company)

Based on the Enterprise Law No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at each point in time;

Based on the Securities Law No. 54/2019/QH14, as amended and supplemented by Law No. 56/2024/QH15 and other amending, supplementing, and replacing documents at each point in time;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Securities Law;

Based on the Articles of Association of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on Resolution No. 11 /2026/NQ-ĐHĐCĐ dated September 29, 2026, of the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

The operating regulations of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company include the following contents:

CHAPTER I
GENERAL REGULATIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Enterprise Law, the company's charter, and other relevant legal provisions.

2. Scope of Application: This regulation applies to the Board of Directors and its members.

Article 2. Principles of operation of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.

2. The Board of Directors assigns responsibility to the General Director to organize and implement the resolutions and decisions of the Board of Directors.

CHAPTER II
MEMBER OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors:

1. Members of the Board of Directors have all the rights stipulated in the Securities Law, 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 subsidiaries.

2. Members of the Board of Directors have the obligations stipulated in the company's charter and the following obligations:

a. To perform one's duties honestly and diligently for the best interests of shareholders and the Company;

b. Attend all Board of Directors meetings and provide input on the issues discussed;

c. To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations;

d. Report to the Board of Directors at the most recent meeting on transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors and their related parties; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction.

e. Disclose information when conducting transactions involving the Company's shares in accordance with the law.

f. Be loyal to the interests of the company and its shareholders; not abuse your position, title, or use the company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

Article 4. Rights of Board of Directors members to receive information:

1. Members of the Board of Directors have the right to request the General Director, Deputy General Director, and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.

2. Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are stipulated in the company's charter.

Article 5. Term of office and number of members of the Board of Directors:

1. The number of Board of Directors members shall be at least five (05) and at most eleven (11). The term of office of a Board of Directors member is five (05) years; Board of Directors members may be re-elected for an unlimited number of terms. In the event that all Board of Directors members finish their term at the same time, those members shall continue to be Board of Directors members until new members are elected to replace them and take over the work. The total number of non-executive Board of Directors members must account for at least one-third of the total number of Board of Directors members to ensure the independence of the Board of Directors.

2. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed from office, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

3. The appointment of members to the Board of Directors must be disclosed in accordance with the regulations of the law on securities and the securities market.

Article 6. Standards and conditions for membership of the Board of Directors:

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

a. Possesses full legal capacity;

b. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;

c. Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company, unless otherwise stipulated in the Company's Articles of Association;

d. A member of the Company's Board of Directors may only simultaneously be a member of the Board of Directors of a maximum of 05 other companies;

Article 7. Chairman of the Board of Directors:

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of the Company may not also hold the position of General Director.

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

a. Develop the program and activity plan for the Board of Directors;

b. Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;

c. Organizing the adoption of resolutions and decisions by the Board of Directors;

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

e. Presiding over the General Meeting of Shareholders;

f. Other rights and obligations as stipulated in the Enterprise Law and the company's charter.

4. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member of the Board of Directors in writing to exercise the rights and obligations of the Chairman. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

4. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors submits the annual financial statements, the Company's operational reports, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders;

5. The Chairman of the Board of Directors may be dismissed or removed from office by decision of the Board of Directors. In case the Chairman of the Board of Directors resigns or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed/removed from office.

Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors:

1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a. Does not meet the qualifications and conditions stipulated in Article 155 of the Enterprise Law;

b. A resignation letter was submitted and accepted;

c. Other cases as stipulated in the company's charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

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

b. Other cases as stipulated in the company's charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.

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

a. The number of Board of Directors members is reduced by more than one-third compared to the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b. Except as provided in point a 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 from office at the most recent meeting.

Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors:

1. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate candidates for the Board of Directors.

a. Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders.

b. Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders to be candidates for the Board of Directors. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

2. If the number of candidates nominated and elected to the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before proceeding with the nominations, in accordance with the law.

3. The election of Board members is conducted using a cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. If two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates or a selection will be made according to the election regulations or the company's charter.

4. The dismissal or removal of a member of the Board of Directors is within the authority of the General Meeting of Shareholders and is carried out in accordance with the law and the Company's Articles of Association.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors:

1. In cases where candidates have been identified in advance, information relating to the Board of Directors candidates must be included in the General Meeting of Shareholders' Meeting documents and published at least ten (10) days before the opening date of the General Meeting of Shareholders' Meeting on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness, accuracy and reasonableness of the personal information disclosed and must commit to performing their duties honestly if elected as members of the Board of Directors. The information relating to Board of Directors candidates disclosed shall include at least the following contents:

a. Full name, date of birth (day, month, year).

b. Professional qualifications.

b. Work experience.

d. Companies where the candidate currently holds positions as a member of the Board of Directors and other management positions.

e. Any benefits related to the Company (if any).

f. The full name of the shareholder or group of shareholders nominating the candidate (if any).

g. Other information (if any).

h. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the candidate in the Board of Directors (if any).

2. The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations and guidelines on information disclosure.

CHAPTER III
BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors:

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

2. The Board of Directors is responsible for supervising and directing the General Director in the daily operation of the Company; ensuring that the Company's operations comply with the law, the Articles of Association, and the Company's internal regulations. The Board is accountable to shareholders for the Company's operations.

3. The Board of Directors is responsible for treating all shareholders equally and respecting the interests of those with vested interests in the Company.

4. The rights and obligations of the Board of Directors are stipulated by law, the Articles of Association, the Company's internal regulations, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a. To make strategic decisions, develop medium-term plans, and create annual business plans for the Company;

b. Propose the types of shares and the total number of shares authorized for sale for each type;

c. Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d. Deciding on the selling price of the Company's shares and bonds;

e. Decision to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

f. Deciding on investment options and investment projects within the authority and limits prescribed by law;

g. Deciding on solutions for market development, marketing, and technology;

h. Through purchase, sale, loan, 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 statement. and contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Enterprise Law; Approving loan limits and forms of collateral when there is a need to borrow capital to serve production and business activities.

i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Directors or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;

j. Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

k. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

l. Present the audited annual financial statements to the General Meeting of Shareholders;

m. Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;

n. Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;

o. Decision to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; and the Regulations on information disclosure of the company;

p. Report to the General Meeting of Shareholders on the appointment of the General Director by the Board of Directors.

q. Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

5. The Board of Directors adopts resolutions and makes decisions by voting at meetings, soliciting opinions in writing, or through other forms as stipulated in the company's charter. Each member of the Board of Directors has one vote.

6. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the company's charter, and causes damage to the company, the members who approved the resolution or decision shall

be jointly and severally liable for the individual responsibility for that resolution or decision and shall compensate the company for the damage; members who opposed the resolution or decision shall be exempt from liability. In this case, the company's shareholders have the right to request the Court to suspend or annul the resolution or decision.

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

8. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate employees and managers of the Company to act on behalf of the Company.

Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts:

1. The Board of Directors approves contracts and transactions with a value less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statement between the Company and one of the following parties:

a. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related parties of these entities;

b. Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Company, and their related parties;

c. Businesses that are related to the entities specified in Clause 2, Article 164 of the Enterprise Law.

2. The company's representative signing the contract or transaction must notify the members of the Board of Directors and the members of the Supervisory Board about the parties involved in the contract or transaction as specified in Clause 1 of this Article, and must include a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of this contract or transaction within 15 days from the date of receiving the notification; members of the Board of Directors with an interest related to the parties in the contract or transaction as specified in Clause 1 of this Article do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders:

1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

a. The Board of Directors deems it necessary for the benefit of the Company;

b. Quarterly, six-month or annual financial statements that have been audited reflect that equity has been lost by half (1/2) compared to the beginning of the period;

c. When the number of members of the Board of Directors, non-executive members of the Board of Directors, and supervisory board members is less than the number of members prescribed by law, or when the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter;

d. Shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law request the convening of a General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders, or the request must be made in multiple copies and include the signatures of all relevant shareholders;

e. At the request of the Supervisory Board;

f. Other cases as prescribed by law and the company's charter.

2. Convening an extraordinary general meeting of shareholders.

a. The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of remaining members of the Board of Directors, non-executive members of the Board of Directors, and supervisors is less than the number of members prescribed by law or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter or receives a request from a shareholder or group of shareholders holding 5% or more of the total number of common shares and the Supervisory Board as prescribed by law.

b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 1 of this Article, then within the next thirty (30) days, the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law.

c. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 1 of this Article, the shareholder or group of shareholders holding 5% or more of the total number of common shares has the right to request the Company's representative to convene a General Meeting of Shareholders as prescribed in the Enterprise Law.

3. The person convening the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall not exceed ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The company must disclose information

regarding the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date.

b. Determine the time and location for holding the congress.

c. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid or it is placed in the mailbox).

d. Prepare the program and content for the congress.

e. Prepare documents for the general meeting (official or draft) related to the issues to be voted on at the meeting, send them to shareholders, and post them on the Company's website. If the documents are not included with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents on the Company's website so that shareholders can access them (including the meeting agenda, documents to be used in the meeting; list and detailed information of candidates in case of electing members of the Board of Directors and Supervisory Board; voting ballots; sample attendance confirmation and proxy forms; draft resolutions for each item on the agenda).

f. Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting.

g. Other tasks serving the congress.

Article 14. The Board of Directors' support staff:

1. The Board of Directors' Office: This is the advisory and support unit for the Board of Directors and is under the direct management and control of the Board of Directors.

a. The Office of the Board of Directors has the following functions and responsibilities:

- To communicate operational information, programs, and activity plans of the Board of Directors and the Chairman of the Board of Directors to the General Director and supporting staff of the Company for organization and implementation.

- Serving as the central point for receiving, compiling, and processing information related to the Company's operations; coordinating with specialized departments and divisions to appraise and submit documents and files within the authority of the Board of Directors and the Chairman of the Board of Directors for signing. Individuals signing submission forms are responsible for their appraisal opinions regarding the content of the signed reports.

- Participate in and coordinate with specialized departments and divisions to plan, program, and prepare documents and facilities to serve the meetings of the Board of Directors and the General Meeting of Shareholders.

- Upload information and documents that are required to be disclosed on the Company's website as requested by the State Securities Commission, the Stock Exchange, and the Company's information disclosure regulations.

- Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board;

- Perform office duties as assigned and directed by the Board of Directors.

- Perform other tasks assigned by the Board of Directors and the Chairman of the Board of Directors.

b. The organizational structure of the Board of Directors' Office includes:

- Chief of Staff, Deputy Chiefs of Staff, and professional staff.

- The Chief of Office and Deputy Chief of Office are directly recruited by the Chairman of the Board of Directors, who issues appointment and dismissal decisions. The term of appointment shall not exceed 05 years and may be reappointed.

- Depending on the company's stage of development, the Board of Directors will decide on the number of professional staff for the Board of Directors' Office. Upon the request of the Board of Directors, the General Director will sign employment contracts with these personnel.

- The Deputy Chief of Office assists the Chief of Office in the operation and management of the Office's activities and in carrying out tasks assigned by the Board of Directors and the Chairman of the Board of Directors.

- The professional staff perform the tasks assigned by the Chief of Staff of the Board of Directors.

2. Person in charge of company administration

- The company's board of directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Enterprise Law.

- Individuals in charge of corporate governance are not permitted to simultaneously work for an approved auditing firm that is auditing the Company's financial statements.

- The person in charge of company administration has the following rights and responsibilities:

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

+ Prepare for meetings of the Board of Directors, Supervisory Board, and General Shareholders' Meeting as requested by the Board of Directors or the Supervisory Board;

+ Advice on meeting procedures;

+ Attend meetings;

+ Providing advice on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

+ Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Supervisory Board;

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

+ Serving as the primary point of contact with stakeholders;

+ Ensure information security in accordance with legal regulations and the company's charter;

+ Other rights and obligations as stipulated by law and the company's charter.

Article 15: Hiring and employing experts:

1. The Board of Directors has the right to hire qualified, competent, and experienced organizations or individuals to act as experts to provide consulting and advisory services to the Board of Directors in certain areas requiring high professional expertise, such as: implementing investment projects for basic construction works; evaluating the legal nature and investment efficiency of projects in which the Company is the investor, capital contributor, or financial investor.

2. The Board of Directors decides on the signing of contracts for hiring experts on short-term, long-term, or specific job-related occasions, and also determines the salary, bonuses, benefits, and other terms in the employment contract for the experts. The cost of salaries and bonuses for experts is accounted for as a business expense of the Company.

CHAPTER IV

BOARD OF DIRECTORS MEETING

Article 16. Board Meetings:

1. In the event that the Board of Directors elects the Chairman, the Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors' term within seven (07) working days from the date of the end of the election of the Board of Directors for that term. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

2. The Chairman of the Board of Directors must convene regular and extraordinary meetings of the Board of Directors, set the agenda, time and place of the meeting at least five (05) working days before the meeting date. The Chairman may convene a meeting when deemed necessary, but must hold at least one (01) meeting every quarter. The Chairman of the Board of Directors is responsible for organizing meetings with the General

Director and the Company's Executive Board to resolve any arising issues. The content of the meeting must be recorded in minutes for archiving and as a basis for implementation (a copy of the meeting minutes is sent to the members of the Board of Directors instead of a report).

3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties requests it in writing, clearly stating the purpose of the meeting, the issues to be discussed, and the decisions within the authority of the Board of Directors:

a. Supervisory Board;

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

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

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request mentioned in Clause 3 of this Article. In case of failure to convene a meeting as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the persons who proposed the meeting as mentioned in Clause 3 of this Article have the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

5. Chairman of the Board of Directors or the person convening the Board of Directors meeting The Board of Directors must send the Notice of Meeting to the members of the Board of Directors and the Supervisors no later than five (05) working days before the meeting. The Notice of the Board of Directors meeting must be made in writing in Vietnamese and must fully inform the time, place of the meeting, agenda, content of the issues to be discussed, along with necessary documents on the issues to be discussed and voted on at the meeting and the members' voting slips.

Meeting notices may be sent by invitation, telephone, fax, email, or other means, but must ensure that they reach the contact addresses of each member of the Board of Directors and the Auditors registered with the Company.

6. Meetings of the Board of Directors shall be held when at least three-quarters (3/4) of the total number of members of the Board of Directors are present. This applies in cases where the meeting is convened in accordance with this provision. If the required number of members is not present, the meeting must be convened a second time within seven (07) days from the date of the first scheduled meeting. The second meeting will be held if more than half (1/2) of the Board of Directors members are present.

7. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:

a. Attend and vote directly at the meeting;

b. Authorize another person to attend the meeting and vote as stipulated in Clause 9 of this Article;

c. Attend and vote via online conference, electronic voting, or other electronic means;

d. Send the ballot to the meeting via mail, fax, or email;

e. Submitting ballots by other means

f. Auditors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.

8. In case of sending ballots to the meeting by mail, the ballots must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. The ballots may only be opened in the presence of all attendees.

9. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors.

10. The Board of Directors adopts decisions and resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

11. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the Board of Directors members with voting rights. These resolutions have the same effect and value as resolutions adopted at a meeting.

12. Minutes of the Board of Directors Meeting:

- Board of Directors meetings must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. Minutes of Board of Directors meetings shall be prepared in Vietnamese and may also be prepared in English. Minutes must be signed by the chairperson and the person recording the minutes. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and those minutes are authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending.

The minutes contain the following main points:

a. Name, registered office address, and business registration number.

b. Purpose, agenda, and content of the meeting.

c. Time and place of the meeting.

d. The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence.

e. Issues discussed and voted on at the meeting.

f. Summarize the statements of each meeting participant in chronological order of the meeting's proceedings.

g. Issues have been approved.

h. The voting results clearly indicate which members approved, disapproved, and abstained.

i. Full name and signature of the chairperson and the person recording the minutes;

- The chairperson and the person recording the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

- Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the company's head office.

- In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of this Article, then these minutes shall be valid.

- Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the Vietnamese version shall prevail.

CHAPTER V
REPORT AND DISCLOSURE OF BENEFITS

Article 17. Submitting annual reports:

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

a. Report on the company's business results;

b. Financial statements;

c. Report evaluating the company's management and operations;

d. Assessment report by the Supervisory Board.

2. The reports stipulated in points a, b, and c of Clause 1 of this Article must be submitted to the Supervisory Board for review no later than 30 days before the opening of the Annual General Meeting of Shareholders.

3. The reports stipulated in Clauses 1 and 2 of this Article, the Supervisory Board's appraisal report, and the audit report must be kept at the Company's head office no later than 10 days before the opening of the Annual General Meeting of Shareholders. Shareholders who have continuously held shares of the Company for at least one year have the right to personally or together with a lawyer, accountant, or auditor with a professional certificate directly review the reports stipulated in this Article.

Article 18. 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 performance.

2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is 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. Members of the Board of Directors who hold executive positions or perform other duties that, in the view of the Board of Directors, fall outside the ordinary scope of a Board member's duties, may be compensated in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in fulfilling their duties as members of the Board of Directors. This includes expenses incurred in attending shareholder meetings and board meetings.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 19. Disclosure of related interests:

Unless otherwise stipulated in the company's charter, the disclosure of the company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:

a. Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;

b. The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.

2. The declarations stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Directors who, in their own name or on behalf of others, perform any work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Directors and may only perform it with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without reporting it or without the approval of the Board of Directors, all income derived from such activity shall belong to the Company.

CHAPTER VI
RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 20. Relationship between members of the Board of Directors:

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.

2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 21. Relationship with the Executive Board:

In its governance role, the Board of Directors issues resolutions and decisions for the General Director and the executive team to implement. At the same time, the Board of Directors monitors and supervises the Executive Board in implementing those resolutions and decisions.

Article 22. Relationship with the Supervisory Board:

1. The relationship between the Board of Directors and the Supervisory Board is one of collaboration. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

CHAPTER VII
IMPLEMENTATION ORGANIZATION

Article 23. Amendments and Additions to the Regulations:

1. When deemed necessary, these Regulations may be amended or supplemented to suit the Company 's production and business activities. In accordance with current legal regulations, the Board of Directors will make corresponding amendments and additions to the Company's Charter to conform with the changes, and submit them to the General Meeting of Shareholders for approval.

2. Other matters relating to the operation of the Board of Directors, if not regulated in this Regulation, shall be governed by relevant current laws, the Company Charter, and the Company's internal regulations on governance.

Article 24. Effective Date:

1. The operating regulations of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company consist of 7 chapters and 24 articles, and are effective from the date of signing.

2. Members of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company are responsible for complying with these Regulations.

O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

Pham Trung Thai

VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

INTERNAL GOVERNANCE REGULATIONS

Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

(Issued together with Resolution No. 11/2026/NQ -ĐHĐCĐ dated September 29, 2026) of the Company's Extraordinary General Meeting of Shareholders)

Based on the Enterprise Law No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at each point in time;

Based on the Securities Law No. 54/2019/QH14 Amended and supplemented by Law No. 56/2024/QH15 and subsequent amendments, supplements, and replacements from time to time;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Securities Law;

Based on Circular No. 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding the disclosure of information on the securities market;

Based on the Charter of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on Resolution No. 11 / 2026 /NQ-ĐHĐCĐ dated Resolution No. 29/9/2026 of the Extraordinary General Meeting of Shareholders of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

The internal governance regulations of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company include the following contents:

CHAPTER I
GENERAL REGULATIONS

Article 1. Scope of regulation and subjects of application:

1. The company's internal governance regulations are established to ensure that the company is managed and controlled in accordance with the principles and legal regulations on public company governance, to protect the legitimate rights and interests of shareholders and the company, and to minimize risks for the company. This regulation stipulates the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the procedures for holding the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, and the General Director; and other activities as prescribed in the company's charter and other current legal regulations.

2. These regulations apply to members of the Board of Directors, the Supervisory Board, the General Director, and related parties of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

Article 2. Explanation of terms and abbreviations:

In these Regulations, the following terms are understood as follows:

a. *"The Company"* is the Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company. Business Registration Certificate No.: 0800300443 issued by the Department of Planning and Investment of Hai Duong province on October 4, 2005. and any amendments or additions have been registered in accordance with regulations;

b. " *Charter capital* " is the total par value of shares sold or registered for purchase upon the establishment of the enterprise and is stipulated in Article 6 of the Company's Charter.

c. " *Voting capital* " refers to share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;

d. " *The Enterprise Law* " refers to the Enterprise Law No. 59/2020/QH14, which has been amended and supplemented by Law No. 03/2022/QH15, Law No. 76/2025/QH15, and other amending, supplementing, and replacing documents at various times.

e. " *Securities Law* " refers to Securities Law No. 54/2019/QH14, which has been amended and supplemented by Law No. 56/2024/QH15 and other amending, supplementing, *and* replacing documents at various times.

f. *"Business executives"* include: General Director, Deputy General Directors, Chief Accountant, Branch Directors, and equivalent positions as stipulated in the Company's Charter.

g. " *Related parties"* are individuals and organizations as defined in Clause 46, Article 4 of the Securities Law.

h. *"Major Shareholder"* A shareholder is defined in Clause 18, Article 4, Securities Law .

i. "*Non -executive Board Member* " refers to a Board Member who is not the General Director, Deputy General Director, Chief Accountant, or other executives appointed by the Board of Directors, or a major shareholder of the company.

j. " *Insiders of a public company* " is defined in Clause 45, Article 4 of the Securities Law.

Article 3. The Company's basic governance principles:

- Corporate governance is a system of documents that stipulate working principles, procedures, and processes to ensure that the company is managed and controlled effectively for the benefit of shareholders and the company. The principles of corporate governance include:

1. Comply with all applicable laws and company regulations;
2. Openness and transparency in the company's operations;
3. Ensure effective governance and management mechanisms for the Company;
4. Respect and protect the legitimate rights of shareholders;
5. Fair treatment of all shareholders;
6. Monitoring and preventing conflicts of interest within the Company and in transactions with related parties;
7. Ensure the roles of stakeholders involved with the Company are protected;
8. Clearly define the responsibilities between the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the General Director in accordance with the provisions of the law and the Company's Charter.

Article 4. Company organizational structure and governance:

- The company's organizational structure for management, administration, and control includes:

1. General Shareholders' Meeting;
2. Board of Directors;
3. Supervisory Board;
4. General Director;
5. Deputy General Directors - Chief Accountant.

CHAPTER II
SHAREHOLDER MEETING

Article 5. Rights and obligations of the General Meeting of Shareholders:

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company.

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

a. Through the company's development strategy;

b. Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share;

c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;

d. Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

e. Decision to amend or supplement the company's charter;

f. Through annual financial reports;

g. Decision to repurchase more than 10% of the total number of shares sold of each class;

h. Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;

i. Decisions on reorganizing or dissolving the Company;

k. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

l. Approve the Internal Governance Regulations; the Operating Regulations of the Board of Directors and the Supervisory Board;

m. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;

n. Other rights and obligations as prescribed by law.

Section 1

The sequence and procedures for organizing a direct General Meeting of Shareholders and the method for adopting resolutions and minutes of the General Meeting of Shareholders.

Article 6. Convening the General Meeting of Shareholders, the meeting agenda, and the notice of the General Meeting of Shareholders:

1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in the following cases:

a. The Board of Directors deems it necessary for the benefit of the Company;

b. Quarterly, six-month or annual audited financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period.

c. When the number of members of the Board of Directors, non-executive members of the Board of Directors, and supervisory board members is less than the number of

members prescribed by law, or when the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members stipulated in the Company's Charter.

d. Shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law request the convening of a General Meeting of Shareholders.

e. As requested by the Supervisory Board.

f. Other cases as prescribed by law and the company's charter.

2. The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of Board of Directors members, non-executive Board of Directors members, and auditors remaining as prescribed in point c, clause 1 of this Article or receive the request prescribed in points d and e, clause 1 of this Article.

3. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 2 of this Article, then within the next thirty (30) days, the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Enterprise Law.

4. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in Clause 3 of this Article, the shareholder or group of shareholders specified in Point d, Clause 1 of this Article has the right to request a representative of the Company to convene a General Meeting of Shareholders in accordance with the Law on Enterprises.

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

5. Procedures for organizing a General Meeting of Shareholders as stipulated in Clause 5, Article 140 of the Enterprise Law.

6. The person convening the General Meeting of Shareholders must perform the following duties:

a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders.

b. Determine the time and location for holding the Meeting.

c. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting.

d. Prepare the program and content for the Meeting.

e. Prepare documents for the conference.

f. Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting.

g. Providing information and resolving complaints related to the shareholder list.

h. Other tasks serving the Meeting.

7. The notice of the General Meeting of Shareholders shall be sent to all shareholders by means that ensure it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission, and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting 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 General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid or it is placed in the mailbox). The agenda of the General Meeting of Shareholders, and documents (official or draft) related to the issues to be voted on at the meeting shall be sent to shareholders and posted on the Company's website. In cases where documents are not included with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents on the Company's Website for shareholders to access, including:

a. Meeting agenda and materials to be used in the meeting.

b. List and detailed information of candidates in case of election of Board of Directors members or Supervisory Board members.

c. Voting slip.

d. Sample form for confirming attendance and authorizing attendance.

e. Draft resolutions for each item on the meeting agenda.

8. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of the Company's Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. Proposals must include the shareholder's full name, permanent address, nationality, Citizen Identity Card/Identity Card number, Passport or other legally valid personal identification for individual shareholders; name, enterprise code or establishment decision number, head office address for organizational shareholders; the number and type of shares held by that shareholder and the content of the proposal to be included in the agenda.

9. The person convening the General Meeting of Shareholders has the right to reject proposals related to Clause 4 of this Article in the following cases:

a. The proposal was submitted late, or was incomplete or contained incorrect information.

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5 % of the common shares as stipulated in Clause 3, Article 12 of the Charter.